



**say NO
2 family
violence™**

Case Studies

The toolkit section of the 'How to Guide' contains a template for you to share your case studies with us for inclusion in the process guide.

Please send your case study to: secretary@maryboroughrotaryvic.org.au

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Maryborough
Rotary
Club



Case Study 1 – Active Bystander Training

sayNO2familyviolence

Case Study

Project

Active Bystander training

Summary

Active Bystander is a whole of organisation program that promotes gender equality and empowers participants with the tools to challenge attitudes, beliefs and behaviours that sustain gender-based violence.

Organised by Maryborough Rotary and facilitated by Women's Health Loddon Mallee (WHLM) the Active Bystander Training days were directed at sporting clubs and larger employers in the Central Goldfields shire. It was used to educate key staff and players in how to respond to and support people being impacted by family violence.

Aims/Objectives

The purpose of the program is to embed knowledge and responses to family violence in the workplace. In most cases people are neither experienced nor equipped with the knowledge of how to respond to a family violence issue. It could be that an employee or club member confides in a senior official or team member about instances of family violence that they are experiencing, or it could be that a family violence attack occurs in their presence. This educational program aims to assist people in how to respond in these types of circumstances as well as educates people of the drivers of family violence and issues around gender equality.

Vic Health, more than ready: Bystander action to prevent violence against women (2012) highlights the following:

Amongst efforts oriented towards the primary prevention of domestic and family violence, sexual violence and other forms of interpersonal violence, mobilising bystanders to prevent and respond to violence or to the situations and factors which increase the risk of violence taking place ('bystander intervention'), is understood as an important form of primary prevention and is an increasingly prominent strategy.

What did you do?

The program was facilitated by WHLM and was targeted at the larger employers including Maryborough District Health Service (employing over 400 staff), Central Goldfields Shire, Vic Police - Maryborough Station and True foods along with sporting clubs including Maryborough Football Netball Club and Carlton Football Club.

The business sessions were targeted at Executive/Management level with the sporting groups involving full player sessions for both senior football and netball players and 5 Carlton football club representatives, as part of the AFL Respect Program.

Our role was to engage with each local organisation to gain commitment and then to coordinate sessions. The sessions were then delivered by WHLM with experienced trained personnel.

What was the context / background?

Bystander training is a good entry level activity to help people understand the issues relating to Family Violence and provide an opportunity for them to be part of the local solution. Once fully informed people are enabled to respond appropriately and when used at a business or community group/sporting club level it provides a foundation where additional activities can be implemented to support improved gender equity and to provide adequate and timely support to members experiencing family violence.

How was it organised and who was involved?

The training days were organised by Maryborough Rotary with facilitation by subject matter experts from WHLM. Your local service providers will have several training programs tailored to meet the local needs and target audience. Whilst this program is very beneficial and can be used with a wide-ranging audience, we recommend discussing all the options available with your key partners for targeted training.

What resources did you need?

The sessions were provided free of charge from WHLM.

Our club was responsible for engaging with target audiences and liaising between each organisation and WHLM in arranging the sessions.

Each organisation provided their own catering and meeting room facilities for the session.

There was no budget required for this program. Club contribution in the form of volunteer hours.

Has it been evaluated? How successful has it been?

As a WHLM training program it has been evaluated through their own evaluation programs.

Locally we have received great feedback including the sharing of the program further in the Carlton Football Club to the player group.

Maryborough Football Netball Club have commenced a review of current policies with a gender equity lens as a result of the session they participated in.

How did it draw on or contribute to a #SayNO2familyviolence Approach?

As noted earlier this program encompasses not only awareness raising but provides an opportunity for clubs and businesses to look internally to see how they can be part of the solution moving towards a prevention level of activity. This could include having a gender equity audit on all processes and policies and establishing new policies aimed to address family violence issues and promote gender equity.

Future Plans

This program will be used whenever the need is identified for target audiences or when requested.

Key Learning Points

The program was too long for some audiences and an abridged version will be requested in the future for audiences including full player groups of sporting clubs.

The training was very hands on with the opportunity to ask questions all the way through. This was identified as a key success factor.

When the audiences were mixed (gender) the impact was greater. It provided an opportunity for women to share real life experiences (around safety, gender equality, stereotypes etc) that often surprised the male participants and provided new perspectives on the issues that women face in public, in the workplace and in their home.

Theme Categories (tick any that apply to your case study)

Method		Topic		Population Group	
Campaign / Event	☐	Impacts of Family Violence	☒	Focus Groups	☒
Curriculum	☒	Community Resources	☐	Families	☐
Project	☐	Family Relationships	☐	Wider Community	☐
Policy / Procedure	☐	Mental Health	☐	Professionals	☒
Whole System Approach	☐	Support Services & Groups	☐	Staff	☒
Partnerships	☐	Extended Family Support	☐	Students	☐
Collaboration	☐	Education	☒	Business/Industry	☒
Consultation & Community engagement	☐	Empowerment	☐	Health Professionals	☐
Other	☐	Facilitation	☐	Clubs	☒
		Other	☐	Other	☐

Contact Details

Name of Organisation	Rotary Club of Maryborough
Contact Name	Club Secretary
Email Address	secretary@maryboroughrotaryvic.org.au
Links	http://whlm.org.au/training-consultancy/active-bystander/ https://humanrights.gov.au/our-work/part-4-bystander-interventions-violence-prevention

Project

#SayNO2familyviolence Community Awareness Football Round - MCDFNL

Summary

In 2014 the Maryborough Castlemaine District Football Netball League (MCDFNL) established a community round to highlight important issues impacting players & supporters within the league boundary. The inaugural round was used to implement the #SayNO2familyviolence football round.

Supported by the local football & netball community the round was used to raise awareness of the issues surrounding family violence and to distribute information on what services and support are on offer within the local community.

The #SayNO2familyviolence round was hosted in August 2014 and saw players wearing white armbands and the introduction of a perpetual shield presented by a female Rotarian to the winning team.

This shield has since been used in the annual community round to continue to spread the #SayNO2familyviolence message.

Aims/Objectives

Sport is an essential part of regional community life and as such was identified as an important network to spread the #SayNO2familyviolence message to the younger members of our community who can be harder to reach.

Players, club supporters and individual community members who may not attend events aimed at addressing family violence would be more approachable and the ability to discreetly access local support information would encourage those who may be experiencing family violence to seek help.

The sharing of the #SayNO2familyviolence message in such a public arena also helped to raise awareness and start more conversations around what constitutes family violence and the local support available.

What did you do?

Club members attended on the day and distributed educational information to players, club supporters and local community members. Wallet cards and information fliers were placed in strategic places throughout the grounds for players and spectators.

Club members also addressed each senior team prior to each game to speak about the issue and the #sayNO2familyviolence campaign.

What was the context / background?

Football/Netball clubs are a target audience for our campaign as they are often steeped in traditions that do not support gender equity and a culture that does not encourage people to speak out when they see something wrong. Whilst this is a generalisation it is true that in many of these long-established clubs there are gender-based roles and responsibilities that do not support gender equity.

The local footy match is a perfect opportunity to reach a broad range of community members in one place. It provides the opportunity to provide information to people that may be experiencing family violence as part of a broad sweeping campaign rather than them having to reach out to find the relevant information individually.

This project ticks the boxes for both awareness raising and provision of relevant contact details for people who need further support.

How was it organised and who was involved?

This collaboration involved meetings with the presidents of each club along with the league management team. The event was sanctioned by the league and through the regional AFL body – AFL Goldfields.

The AFL and league officials were able to then program this round into the annual fixture before the season commenced.

What resources did you need?

The club funded the round sponsorships which included the supply of a shield, white armbands for players and the development/printing of resources for distribution (wallet cards, stickers etc)

Has it been evaluated? How successful has it been?

The #SayNO2familyviolence awareness round garnered extensive regional media attention and has since been adopted as an annual event as part of the MCDNFL community football round.

The conversation that it generated supports a good outcome of the time and resources that were invested.

How did it draw on or contribute to a #SayNO2familyviolence Approach?

Family violence impacts people of all ages and abilities and as such the opportunity to raise the subject within a core community group was not only welcomed but embraced district wide.

Our club has strengthened the relationship we have with the Maryborough Football Club and have hosted several talks for the club relating to the theme of family violence, what it means and how to work as a community to address the issue.

Future Plans

The continued use of the #SayNO2familyviolence perpetual shield will continue to spread the values of the program. Other leagues have picked up this concept also.

Key Learning Points

It is important to incorporate the netball teams in with the football teams. It was powerful to have them both standing side by side in unity.

Theme Categories (tick any that apply to your case study)

Method		Topic		Population Group	
Campaign / Event	☒	Impacts of Family Violence	☒	Focus Groups	☐
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Project	☐	Family Relationships	☐	Wider Community	☒
Policy / Procedure	☐	Mental Health	☐	Professionals	☐
Whole System Approach	☐	Support Services & Groups	☐	Staff	☐
Partnerships	☒	Extended Family Support	☐	Students	☐
Collaboration	☐	Education	☐	Business/Industry	☐
Consultation & Community engagement	☐	Empowerment	☐	Health Professionals	☐
Other	☐	Facilitation	☐	Clubs	☒
		Other – Awareness Raising	☒	Other	☐

Contact Details

Name of Organisation	Rotary Club of Maryborough
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Links	

Case Study 3 – Stronger Families Vocational Scholarship

sayNO2familyviolence

Case Study

Project

**Stronger Families Vocational Scholarship
(Pride of Workmanship Awards)**

Summary (Max 250 words)

The Maryborough Rotary Club formed a partnership with the Go Goldfields Alliance and the Maryborough Education Centre aimed at delivering improved outcomes for all families in the local community. To do this the Stronger Families Vocational Scholarship were implemented with the aim to identify world excellence in a vocational field for the advancement of families and to bring this into the community.

The scholarships are awarded to locally based individuals to support them to learn about best practice and successful strategies undertaken in overseas communities. It is believed that this both develops and enhances the social infrastructure of our local community to build social capital.

Aims/Objectives

Maryborough, located in the Central Goldfields Shire, is the largest township in an LGA that is rated the most disadvantaged LGA in Victoria. This impacts on employment opportunities with many positions relating to middle and senior management filled by people that do not reside in the community which in turn impacts the level of involvement/contribution they have to the social capital of our community.

The key objective of the scholarship is to support our clubs aim to improve our local communities' social capital by providing vocational scholarships to local people. The provides the opportunity for recipients to be educated on world's best practice and successful strategies undertaken in overseas communities, with the view to bringing these skills back into our community to innovate and improve service provision locally.

In many cases career advancement and professional development programs such as this would be out of reach, financially, for many of our local emerging leaders.

The Vocational Scholarship awards were created with the aim of granting scholarships to people who work in fields that either directly support people impacted by family violence or in identified industries that support family safety.

What did you do?

Maryborough Rotary has a genuine commitment to improve the lives of the residents within the local community and felt that the most effective way of achieving this in a sustainable manner was to provide opportunities for individuals to gain skills which would enable them to achieve their full potential.

To facilitate this a scholarship was offered to investigate best practice in an area that would support the development of new skills that will help make our community and families be stronger.

The Scholarships consist of a \$5,000 grant that is utilised on visiting and investigating world's best practice in a relevant field that will enable to successful applicant to learn new skills and methods to support families to achieve better outcomes within our communities. Examples of eligible activities include attending conferences, covering costs of accommodation and/or travel, and other expenses deemed appropriate to achieve the aim of the scholarship.

Examples of scholarship recipients include:

- Recipient was a young woman who is a physical education teacher. The scholarship involved a visit to San Diego USA, to learn more around training to support positive behaviour and language. It showcased examples of teachers modelling a positive way of communicating to students to show how this approach could improve situational outcomes. This program was identified as highly relevant as one aspect of the severe disadvantage that is present in many areas of the Maryborough community is that children are frequently from backgrounds where they are exposed to repeated negative language.
- Recipient was the head of the local childcare centre to study world's best practice in 'wraparound services' in childcare services at Pen Green in the United Kingdom. Wraparound services provide intensive, individualized care management process for children with serious or complex needs. The wraparound plan typically includes formal services, together with community services and interpersonal support and assistance provided by friends and other people drawn from the family's social networks
- Recipient was a leading Senior Constable at the local Police Station. This scholarship involved the completion of the Graduate Certification in Social Science (Male Family Violence) which looked at working with men involved in family violence and men's behavioural change.
- Recipient was a teacher at the local P-12 school. This scholarship focused on the target group of young preschool students along with early years. It involved a trip to Ireland and Scotland to study nurturing based programs aimed at children from disadvantaged backgrounds. A new nurturing program has been implemented at the school as a result of this scholarship.

What was the context / background?

The provision of Vocational Scholarship awards aims to support Maryborough to improve the level of local 'social capital' by providing the opportunity for local people to learn about world's best practice and successful strategies undertaken in overseas communities, with the aim that these skills will then feed back into our community, further enriching and resourcing the community.

How was it organised and who was involved?

This is another example of a partnership project. We worked with the Go Goldfields Alliance as a community development program of the Central Goldfields Shire.

The scholarship opportunities were advertised locally with a set of key selection criteria that nominees were required to address. This included a scholarship theme being named as 'safer families'

A critical part of the selection criteria was how the successful applicant would embed their learning within the local community. The selection panel included members from our club and the Go Goldfields team.

Successful applicants were responsible to implementing the actions as detailed in their submission and reporting back to the club once the project was completed.

What resources did you need?

Each Scholarship was to the value of \$5000. The first year this was a jointly funded program with the LGA. The club recognised the value of the program and since the first scholarship have awarded 3 more that have been fully funded through the Maryborough Rotary Club.

Other resources are in the form of volunteer hours and a small amount for advertising.

Has it been evaluated? How successful has it been?

Exit interviews were conducted with the employers and participants after each program with overwhelmingly positive outcomes.

Following the scholarship based on positive behaviour and language the impact felt at the local school once this training was used to implement new programs was strong; a notable change to the children's use of language was noted and there has been healthier engagement by not only students but a more positive attitude among the teachers.

Each recipient was also required to present their learning and future plans back to a full club meeting.

Many of the projects are difficult to measure as they will impact social issues for longer term outcomes. Shifting the momentum for the children of today that will have significant outcomes for them in their journey to adulthood.

How did it draw on or contribute to a #SayNO2familyviolence Approach?

The focus area of 'safer families' was chosen to link in with making change for different target audiences in our community, (children, youth, men)

Future Plans

The use of scholarships will be considered annually as part of the FV Working Groups priority planning

Key Learning Points

This is a great way to capture world's best practice and share it locally in the development of programs across numerous fields/workplaces. This program is perfect in implementing institutional change and there are people in the community that want to help lead that change given the opportunity to participate.

Often funding is the only hurdle in assisting our change makers in making the difference that we need to see.

Theme Categories (tick any that apply to your case study)

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Campaign / Event	☐	Impacts of Family Violence	☒	Focus Groups	☐
Curriculum	☐	Community Resources	☒	Families	☐
Project	☒	Family Relationships	☒	Wider Community	☐
Policy / Procedure	☐	Mental Health	☐	Professionals	☒
Whole System Approach	☐	Support Services & Groups	☐	Staff	☒
Partnerships	☒	Extended Family Support	☐	Students	☐
Collaboration	☐	Education	☒	Business/Industry	☐
Consultation & Community engagement	☐	Empowerment	☒	Health Professionals	☒
Other - Scholarship	☒	Facilitation	☐	Clubs	☐
		Other – Professional Development	☒	Other	☐

Contact Details

Name of Organisation	Rotary Club of Maryborough
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Links	

Case Study 4 – Elephant in the room

sayNO2familyviolence

Case Study

Project

Elephant in the Room

Summary (Max 250 words)

The Elephant in the Room project was designed to highlight the often-hidden nature of family violence and the impact it has on those who are experiencing it.

Created in the Macedon Ranges Shire, by women impacted by family violence, the project brought together survivors of family violence to create a colourful fibreglass elephant designed to encourage people to talk about the often-hidden issue of family violence. Once completed the Elephant went on display in various locations throughout the Central Goldfields Shire on a number of occasions to encourage the discussion of family violence

Aims/Objectives

The aim of the project was to begin a conversation around family violence within the local community, the 'elephant in the room' that everyone knows about but are often too uncomfortable to approach. Once completed the Elephant was displayed across the shire in several local businesses as well as local community areas. Allowing survivors of family violence to show the impacts they had experienced

Discussion is generated by the elephant, with both women and men, about their family violence experience.

What did you do?

This project was an opportunity to work with a neighbouring Shire to utilise an arts project that would aid discussion in our own community.

The Elephant itself was created with a contrast in design which involved on one side of vibrant colour and the other of stark black and white drew the eye and encouraged people to approach and take in the many images and words scrawled across the statue.

The elephant spent time in the local bakery and in the visitor information Centre/Library. All spaces used to display the elephant contained information on display that could be discreetly taken to support those who may be experiencing family violence including what constitutes family violence, what help is available locally and contacts for support lines for both victims and perpetrators.

What was the context / background?

This was a simple project that took a neighbouring arts project created by women with lived experience and spreading the word more broadly. Whilst we were able to partner with another community to bring this conversation piece to life locally it would be a great arts project for other Rotary Club communities that could be implemented as part of your #SayNO2familyviolence project. We are happy to provide more detail of the design features of the 'elephant' if you would like to explore this further. Arts projects such as this have been proved to provide enormous therapeutic value for women with lived experience and support awareness raising of the issue.

How was it organised and who was involved?

The project originated through our local Go Goldfields Alliance and further demonstrates the importance of having strong local partnerships. We were able to provide the local knowledge, guidance and human power to bring this 'roadshow' to life.

What resources did you need?

The costs were minimal. We covered the transportation and utilised our volunteers to coordinate the movement between locations.

We ensured we had up to date, relevant information available at each location that linked back into our service providers that support victims and perpetrators of family violence. This is pivotal.

Has it been evaluated? How successful has it been?

There has been no formal evaluation. During the time that the 'elephant' was in the community, staff working at the locations reported that the 'elephant' had the desired effect with the large majority of people that approached the display or asked questions about the display being willing to discuss the topic of family violence.

How did it draw on or contribute to a #SayNO2familyviolence Approach?

This project links back into to awareness of the problem. The very first step in having the discussion before you can move towards projects that look to prevent family violence. This project is an awareness raising project that encourages people to opening speak about a topic that has been taboo for so many years.

Future Plans

This project is an option that we can draw on when we see the need or an opportunity to raise awareness in the community. Possibly when a new target audience is identified.

Key Learning Points

The location of the 'elephant' provided an environment where people could open up. With this in mind it is important that the staff in the location are fully informed about the objectives of the project and are supported by understanding the drivers of family violence, impacts and where to get support locally.

Theme Categories (tick any that apply to your case study)

Method		Topic		Population Group	
Campaign / Event	☐	Impacts of Family Violence	☐	Focus Groups	☐
Curriculum	☐	Community Resources	☐	Families	☐
Project	☐	Family Relationships	☐	Wider Community	☒
Policy / Procedure	☐	Mental Health	☐	Professionals	☐
Whole System Approach	☐	Support Services & Groups	☐	Staff	☐
Partnerships	☒	Extended Family Support	☐	Students	☐
Collaboration	☐	Education	☐	Business/Industry	☐
Consultation & Community engagement	☐	Empowerment	☒	Health Professionals	☐
Other	☐	Facilitation	☐	Clubs	☐
		Other – <u>Awareness Raising</u>	☒	Other	☐

Contact Details

Name of Organisation	Rotary Club of Maryborough
Contact Name	Club Secretary
Email Address	secretary@maryboroughrotaryvic.org.au
Links	

Project

A Day at the Races

Summary

In October 2016 the Maryborough Harness Club joined in partnership with Maryborough Rotary to host a 'Day at the Races' program day to share the #SayNO2familyviolence message and start a conversation around family violence.

With all races on the day sponsored by Maryborough Rotary the event was televised to over 3600 TABS throughout Australia, with approximately 10 million viewers. This allowed the #SayNO2familyviolence message to be shared to a new demographic who may be experiencing the effects of family violence.

The event included creative race names such as "Bristol Hill Motel Respect Your Partner Pace" and the "Bob Osborne Safe Family Pace" with the race names designed to make attendees and home viewer think about the issue of family violence. Several sponsors from the local community provided inscribed rugs for the winners of each of the races on the day. The eight rugs all carried the theme in bold lettering #SayNO2familyviolence.

Aims/Objectives

The aim of the #SayNO2familyviolence day was to raise awareness in a new and relevant way within the harness racing community. The race meeting provided an opportunity to not only reach the local community and visitors to the race meeting but also to spread the message through the televised event. With the support of the Maryborough Harness club, Harness Victoria and the local business community a full day of race events were planned with individual race names used to raise awareness around issues relating to family violence.

What did you do?

The sponsorship of the full day of races allowed the event to be shaped around the #SayNO2familyviolence message and shared across a totally new audience both locally and nationally due to the event being televised. This sponsorship was also a key fundraiser for the club raising around \$6,000.

In the lead up to the event Rotary members actively engaged with the local business community to secure individual race sponsors and worked with local and district media outlets to continually spread awareness of the event. On the day our members supporting by selling raffle tickets and presenting the trophies to the winners.

Signage was a key to this project including the branding of #SayNO2familyviolence. We had signage on either side of the finish line along with each winner being presented a rug with the branding and the cup also including the hashtag. Each race included the sponsors name along with a key message relating to family violence awareness. Every race was televised reaching a viewer audience around 32,000,000 worldwide.

What was the context / background?

Maryborough Harness club host the largest number of meetings annually for a non-metropolitan harness club and alongside Harness Victoria have committed to actively work to address family violence within the industry. This is a key partnership for our club and reaches a target audience one which is highly male dominated. This partnership was a joint coming together of minds but was made possible through the innovation, willingness and support from the race club manager.

How was it organised and who was involved?

The organisation is split two ways.

The racing club arranged the race meeting in the same way they arrange all other meetings following their own protocols and systems. They factored in how the message could be incorporated in several ways across the day for increased impact and supported with promotion of our message.

Our club looked after forming partnerships with local businesses for sponsorship and promoting the event locally. We supplied the signage and blankets for the winners and arranged a raffle for further fundraising.

What resources did you need?

For the club our contribution was minimal mainly with volunteer workforce hours.

Has it been evaluated? How successful has it been?

"A day at the races" at the Maryborough Harness Racing Club promoted awareness of the #SayNO2familyviolence campaign to over 3600 clubs and pubs across Australia and with an estimated 32 million views worldwide of the event. There was full coverage of the race meeting from all sources with on course television coverage on the day, major newspaper coverage and extensive cover through social media.

The establishment of an ongoing relationship between Maryborough Rotary, the Maryborough Harness Racing Club and the Victorian Harness Association is a positive and proactive step that will offer other Rotary clubs located within harness racing communities a new way to engage and further spread the #SayNO2familyviolence message.

How did it draw on or contribute to a #SayNO2familyviolence Approach?

After following Maryborough Rotary's #SayNO2familyviolence journey for over a year the Maryborough Harness Club decided to take a proactive step in their efforts to start a conversation around family violence by actively engaging in the sharing of the #SayNO2familyviolence message. The desired outcome was to spread the conversation throughout the harness racing community while also sharing the message via the video (TAB) platform.

Future Plans

Maryborough Harness Club have indicated that they would like to continue to engage with the Rotary Club again to assist with planning a follow up race meeting to build on the good work already done.

To date we have been involved in 4 race meetings (annually since 2016).

Key Learning Points

The response from the industry has been very supportive and encouraging indicating that this activity could be easily duplicated across other race venues across the country provided local connections support this type of partnership.

The support within our local business community was also overwhelming with regards to sponsorships.

Theme Categories (tick any that apply to your case study)

Method		Topic		Population Group	
Campaign / Event	☒	Impacts of Family Violence	☐	Focus Groups	☐
Curriculum	☐	Community Resources	☐	Families	☐
Project	☐	Family Relationships	☐	Wider Community	☒
Policy / Procedure	☐	Mental Health	☐	Professionals	☐
Whole System Approach	☐	Support Services & Groups	☐	Staff	☐
Partnerships	☐	Extended Family Support	☐	Students	☐
Collaboration	☒	Education	☐	Business/Industry	☒
Consultation & Community engagement	☒	Empowerment	☐	Health Professionals	☐
Others	☐	Facilitation	☐	Clubs	☐
		Others – <u>awareness raising</u>	☐	Other - global	☒

Contact Details

Name of Organisation	Rotary Club of Maryborough
Contact Name	Club Secretary
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Links	

Case Study 6 – Law Forum

sayNO2familyviolence

Case Study

Project

Family Violence Law Forum

Summary

The Family Violence Forum was an initiative of the Rotary Club of Maryborough working in partnership with the Loddon Campaspe Community Legal Centre (LCCLC). The Forum aimed to provide an up-to-date overview of the family violence system in Victoria, with an emphasis on issues and options for people affected by family violence in regional communities.

Open to service providers, employers and community members in the Central Goldfields, other Rotary Clubs and more broadly to any person or organisation who wished to better understand the complexities that exist within the response to family violence.

A panel discussion focused on a case study scenario that covered a woman's journey from being in a violent relationship, to seeking assistance, leaving her partner, applying for an intervention order, commencing proceedings in Family Court, interacting with Child Protection, and beginning to heal and participate more fully in social and economic life.



FAMILY VIOLENCE FORUM Understanding Complexities in Rural and Regional Victoria



Friday 20th July
9:30 am to 3:00pm

Maryborough
Highland Society
35 High Street,
Maryborough
Victoria

[Click here to register online](#)

Keynote Speaker Mary Barry
(former CEO of Our Watch)

**Expert Panel including His Honour,
Magistrate Dr. Michael King** along with
representatives from:

- Magistrates' Court of Victoria
- Victoria Police
- Department of Health and Human Services
- Loddon Campaspe Community Legal Centre
- Centre for Non-Violence
- Children's Advocate
- Psychologist
- Local Legal Practitioners

Who should attend:

- Service providers
- GPs
- Community, sporting and service groups
- Rotary Clubs throughout Australia
- Emergency Service workers and volunteers
- Employers wanting to support employees - important for employers who now offer family violence leave as part of employee EBA
- Youth workers
- Education providers
- Local Government Authorities (LGA)
- Community members either directly or indirectly impacted by family violence

Aims/Objectives

The objective of the forum was to provide an up-to-date overview of the family violence system in Victoria, with an emphasis on issues and options for people affected by family violence in rural and regional communities. The Forum was also used to raise awareness of services and supports available in the local community and identify gaps in the local service system.

A major aim of the forum was to remove the 'invisible' aspect of the local family violence system that can result in a lack of awareness of what is happening to address family violence in the community. The Forum raised awareness of the many services that work hard to respond to family violence in Central Goldfields Shire, and to share some of the great local initiatives underway. Guest speakers and panelists also discussed the challenges experienced by women seeking assistance for family violence, and what actions can be taken to improve or strengthen the way that local services respond. The forum was aimed at the following people:

- Service providers
- Community, sporting and service groups
- Rotary Clubs throughout Australia
- Emergency service workers and volunteers
- Employers wanting to support employees
- Youth workers
- Education providers
- Local Government Authorities (LGA)
- Community members either directly or indirectly impacted by family violence

What did you do?

The panel discussion was divided into two parts, the first focusing on the immediate response to a disclosure of family violence, and the second looking at the complexities that arise when related family law and child protection matters arise. The Panel also explored the roles and responsibilities of service providers involved in the response, and the supports available for both affected family members and perpetrators.

Topic covered during the forum including

- The nature and prevalence of the family violence issue in Central Goldfields
- The future vision promoted by the Family Violence Action Group
- Local initiatives in the Central Goldfields community to drive change for primary prevention of family violence and strengthening service response.
- The gendered drivers of family violence
- National and state-wide primary prevention and response initiatives
- Issues for family violence prevention and response in rural and regional areas
- Updates on the roll-out of Family Violence Royal Commission recommendations.

The Forum Panelists discussion of the case study scenario included:

- 1) The roles and responsibilities of various actors and services within the family violence system, and the supports available for both affected family members and perpetrators.
- 2) The issues and challenges that typically arise for affected family members (and services providers) in rural and regional areas, as they navigate their way through the family violence, family law and child protection systems.
- 3) Identification of gaps in the service system and possible solutions for improved coordination and response, including tips and strategies for practitioners to work together more effectively.
- 4) Roles and opportunities for members of the community to drive family violence prevention and support people seeking assistance.

Question time was held at the conclusion of the keynote presentations with the audience submitting questions via a text-based app.

What was the context / background?

The Forum was modelled on a conference run by the Law Institute of Victoria in Melbourne in 2015.

It was designed to provide a collective view of the different steps and processes involved when a woman seeks legal assistance to address a family violence issue. The forum also put a spotlight on the increased impacts for rural and regional victims who often are unable to obtain the support they need in their local community.

How was it organised and who was involved?

The project was arranged through a strong partnership of Maryborough Rotary Club and the Loddon Campaspe Community Legal Centre (LCCLC)

Both organisations are members of the Go Goldfields Family Violence Action Group and are the respective lead agencies for the “Community” and “Justice & Accountability” pillars of work within the Go Goldfields Family Violence Action Plan.

A key success factor of this event was established relationships and a good understanding of who to involve. This was made much easier with our club’s connections.

Format

Time	Session
9:30	Registration / Tea & Coffee
10:00	Welcome from Rotary President
10:05	Welcome to Country
10:15	Introduction from Family Violence Action Group (Local data on family violence and vision for change)
10:30	Keynote Presentations Mary Barry – Former CEO Our Watch His Honour, Magistrate Dr. Michael King – Regional Coordinating Magistrates – Loddon Mallee Region Magistrates Court of Victoria
11:45	Introduction to Panelists and Case Study Scenario
12:00	Lunch
12:45	Panel Discussion Part 1 - Family Violence Response
1:45	Panel Discussion Part 2 - Family Law/Child Protection
2:45	Q&A
3:00	Closing Remarks

Guidance for Speakers

Introductions (Rotary and the Central Goldfields Family Violence Action Group):

Each speaker was allocated 5-10 minutes for presentations with a focus on the following:

- 1) The nature and prevalence of the family violence issue in Central Goldfields;
- 2) The future vision promoted by the Family Violence Action Group; and
- 3) Local initiatives in the Central Goldfields community to drive change for primary prevention of family violence and strengthening service response.

Keynote Presentations:

Each speaker was allocated 20-30 minutes for presentations, with a focus on the following:

- 1) The gendered drivers of family violence
- 2) National and state-wide primary prevention and response initiatives
- 3) Issues for family violence prevention and response in rural and regional areas and
- 4) Updates on the roll-out of Family Violence Royal Commission recommendations.

Following the keynote presentations, there was 10 minutes allocated for questions from the audience. Questions were submitted via a text-based app and moderated by the event coordinators.

Panelists: The panel discussion focused on a case study scenario presented on the day. A sample scenario is provided below as a guide. The scenario covered a woman's journey from being in a violent relationship, to seeking assistance, leaving her partner, applying for an intervention order, commencing proceedings in Family Court, interacting with Child Protection, and beginning to heal and participate more fully in social and economic life.

Panelist were introduced by the moderator, who then guided the discussion of the case study scenario, with a focus on:

- 1) The roles and responsibilities of various actors and services within the family violence system, and the supports available for both affected family members and perpetrators.
- 2) The issues and challenges that typically arise for affected family members (and services providers) in rural and regional areas, as they navigate their way through the family violence, family law and child protection systems.
- 3) Identification of gaps in the service system and possible solutions for improved coordination and response, including tips and strategies for practitioners to work together more effectively.
- 4) Roles and opportunities for members of the community to drive family violence prevention and support people seeking assistance.

The panel discussion was divided into two parts, the first focusing on the immediate response to a disclosure of family violence, and the second looking at the complexities that arise when related family law and child protection matters arise. Two hours was allocated for the panel discussion, with a short intermission in between, followed by 15 minutes of question time.

Case Study

The following case study is indicative of the type of scenario that could be presented to panelists for discussion during the Forum. The case study needs to be adapted, in consultation with local services and women with lived experience of family violence in your LGA, to better reflect local issues and challenges for women affected by family violence in rural and regional settings.

The adapted case study, and a list of discussion questions, can then be shared with panelists two weeks prior to the Forum to assist with preparation. The scenario below is presented as a guide only.

Case Study: "Mary's Journey"

Background:

Mary and Frank are 40 years old. They have been together for 15 years. They have two children – Billy (son aged 12 years) and Jolene (daughter aged 9 years). Mary works at the local high school part-time as an Administration Officer. Frank is a Home Loans Manager at a local bank and is vice-president of the local football club.

Over the past 12 months, there has been verbal conflict between Mary and Frank resulting in frequent arguments increasing in severity. Mary is considering divorce, but Frank does not want to separate. Frank has threatened Mary, he will hurt her, himself or the family dog, Rufus if she leaves him. Neither party wants to move out – both wish to remain in the family home with the children.

PAUSE FOR DISCUSSION

Incident:

After another argument in which Frank was verbally abusive towards Mary, he discovers that Mary has changed the locks for the home while he was at work. He "hits the roof" when he comes home, bangs his fists on the door and windows, and shouts to be let inside. He then jumps the fence and tries to break in through a partially opened window, screaming obscenities at Mary, including that she is a "terrible mother" and that he will "make sure she never gets the kids". Mary tells the children to stay inside the house and keep away from the windows.

Frank gains entry and verbally and physically assaults Mary, pushing her against a wall and holding her up by her throat, demanding that she give him the keys. Mary is terrified – she has never seen Frank this volatile before and is worried about what he is capable of doing. She agrees to give Frank the keys and that she will move out. Frank releases her. Mary can hear the kids crying in the other room – she goes to comfort them and cooks dinner as if nothing has happened. Mary is too frightened to call the police, and sleeps in the children's room overnight.

Disclosure:

The next day Mary takes the day off and calls Victoria Police while Frank is at work. The police come to the house and are there when Billy and Jolene get home from school.

Police issue Frank with a Family Violence Safety Notice aimed at preventing further violence. Mary speaks to a friend who tells her should call a domestic violence help line. Mary is referred to a specialist family violence agency in her area and speaks to a support worker about the other acts of violence that have occurred over the course of her relationship with Frank. The worker advises Mary to attend the Magistrates' Court on the date notified on the Family Violence Safety Notice.

PAUSE FOR DISCUSSION

Magistrates' Court:

The Magistrate makes an interim Intervention Order (IVO) for the protection of Mary and the children. Mary believes that the IVO means that Frank is not allowed to see the kids.

Jolene and Billy have not seen their father since the police attended their house some six weeks earlier. Frank is growing frustrated about not seeing the children. Mary has not communicated with him about any future arrangements. Frank accuses Mary of stopping the kids from spending time with him. He denies that he poses any risk to the children. Mary calls a family lawyer for advice.

Frank reluctantly agrees to a final IVO without admission.

PAUSE FOR DISCUSSION

Family Court:

Frank grows more and more frustrated about not spending time with the children and commences proceedings in the Family Court of Australia seeking final orders to be particularised later and interim orders for children to spend time with him every Wednesday night, plus Thursday to Tuesday every second week and half school holidays.

Billy tells his mum that he's glad he doesn't see Frank anymore and that if anyone tried to make him, he would run away and "hate them forever". Jolene is becoming increasingly withdrawn and says she "hates dad" but can't articulate why.

Mary files a Response seeking final orders that the children live with her and an interim order that a single expert be appointed to prepare a family report.

Mary files a "Notice of Risk" in which she claims that the children:

- Have been exposed to family violence, during the relationship and at separation.
- Are at risk of being exposed to family violence if ordered to see Frank (concerns he can't control his temper).
- Are at risk of psychological harm if forced to spend time with Frank when they have expressed that they do not want to.

PAUSE FOR DISCUSSION

At the first return date, the Family Court of Australia order a report to be prepared and an Independent Children's Lawyer to be appointed. Parties agree to appoint Vincent Papaleo as the single expert. Proceedings are adjourned for a mention for further directions following publication of the report.

Mary offers for Frank to start seeing the children a couple of afternoons a week after he attends a family violence course to gain insight into his behaviour and how it affects the children. Frank refuses to admit that he has any behavioural problems and does not take up the offer.

The Family Report is published and states that:

- Both children have strong attachment to Mary, who has met all their needs growing up, and that the children should continue to live primarily with her.

- Frank lacks insight into how his aggressive and violence behaviour towards Mary affects the children – making them scared of him and providing a poor role model for treatment of women.
- Mary lacks insight into how her behaviour (as opposed to what she says) influences the attitudes of the children towards Frank (i.e., she says they should see their father, but they can sense that she doesn't trust him or what them to go). Jolene is enmeshed with Mary.
- There is concern that Billy is mimicking his father's violence behaviour in his treatment of his mother and sister.

An Independent Children's Lawyer is appointed.

PAUSE FOR DISCUSSION

Children's Court:

The Department of Health and Human Services has investigated claims in Mary's Notice of Risk and has substantiated that Frank has exposed both children to family violence. The Report to the Family Court also found that the children are not at risk being with Mary, and that she acted protectively by refusing to let them see Frank. DHHS considers the children would be at risk of harm if they were to spend unsupervised time with Frank.

The matter is listed for a Family Court trial. Shortly before the trial, Mary falls ill and is temporarily unable to care for the children who do to stay with their paternal grandmother. Frank insists that the children should stay with him, and the grandmother hands them over to Frank. Mary informs DHHS who intervene and commence proceedings in Children's Court. DHHS consider placing the children with Frank would expose them to risk of harm. Their grandmother is too frail to care for the children on a long-term basis. The matter proceeds to a first return data in Children's Court. Mary recovers from her illness and is able to resume care of the children. DHHS withdraws application in the Children's Court on the basis that Mary will resume her Family Court application. The matter proceeds to a Family Court trial.

What resources did you need?

For this event there was a financial cost relating to the hiring of the facility and catering for the full day forum. These funds were obtained through a combination of local grants program and through support from the partnering organisation 'Go Goldfields' within the local LGA.

Panelists and keynote speakers were presented with a thank you gifts which were funded through the Maryborough Rotary Club. Our members volunteered their time in both the lead up to the event and on the day.

Has it been evaluated? How successful has it been?

A paper-based pre-post evaluation survey was distributed to participants upon registration. 61 participants completed the survey. The survey aimed to:

- 1) Capture baseline data on knowledge and attitudes towards family violence.
- 2) Measure the impact of the Forum on participants confidence to access family violence support and take preventative actions; and
- 3) Gather feedback on the event.

In total, 98 people attended the Forum from a total 124 registered. This represents an attendance rate of 80%. Female participants accounted for 72% of the total number of participants. The feedback was very positive on the event with some suggested additions to improve future forums. If you are considering hosting a forum in your community a copy of the evaluation report can be requested from the Maryborough Rotary club to help guide you with this.

How did it draw on or contribute to a #SayNO2familyviolence Approach?

We used the evaluation to measure the reach/impact of the #SayNO2familyviolence campaign in our local community with a 100% response rate from local participants in having an awareness of the campaign.

Future Plans

We do not have any current plans to undertake this event again. We will monitor our community needs and will definitely consider hosting a similar event if required in the future.

Key Learning Points

The evaluation demonstrated that although many people in the room had a good understanding of the issue only one third of all respondents (34%) correctly identified three gendered drivers of family violence in their response of these results by sex, 44% of female respondents correctly identified three gendered drivers of family violence, and no male respondents (0%). This highlights that a focus on educating people on the drivers of family violence is a key step in moving from awareness to prevention activities in your community.

As noted earlier please reach out to receive a copy of the evaluation which provides more insights.

Theme Categories (tick any that apply to your case study)

Method		Topic		Population Group	
Campaign / Event	☒	Impacts of Family Violence	☒	Focus Groups	☐
Curriculum	☐	Community Resources	☒	Families	☐
Project	☐	Family Relationships	☐	Wider Community	☐
Policy / Procedure	☐	Mental Health	☐	Professionals	☒
Whole System Approach	☐	Support Services & Groups	☒	Staff	☒
Partnerships	☐	Extended Family Support	☐	Students	☐
Collaboration	☒	Education	☐	Business/Industry	☒
Consultation & Community engagement	☐	Empowerment	☐	Health Professionals	☐
Other	☐	Facilitation	☐	Clubs	☒
		Other – Legal	☒	Other	☐

Contact Details

Name of Organisation	Rotary Club of Maryborough
Contact Name	Club Secretary
Email Address	secretary@maryboroughrotaryvic.org.au
Links	

Project

Gender Equality in the Workplace Forum

Summary

The Gender Equality in the Workplace workshop was a key Maryborough Rotary event of the Central Goldfields Shire's 16 Days of Activism Against Gender Based Violence, as part of an International campaign to challenge violence against women and girls.

The workshop was supported by keynote speakers, CEO of Maryborough District Health Service, Terry Welch and CEO Central Goldfields Shire, Lucy Roffey (Ex Coliban Water Authority) who spoke about their personal journeys of working to build gender equality in their organisations.



Aims/Objectives

Maryborough Rotary believe that the key in supporting the community to take the next step in addressing family violence is to demonstrate that making changes in the workplace is achievable and can have a big impact in the local community. To help demonstrate this the provision of case studies where businesses have taken the first step was used to encourage businesses to consider what they could implement locally that would be within their capacity and with the support that would be needed.

The workshop aimed to engage with local business employers, managers and employees to begin the conversation around gender equity in the workplace, key speakers shared the journey their own workplaces have already undertaken and the flow on of affects experienced throughout each workspace.

What did you do?

The workshop kicked off with the exploration of facts relating to gender equality and the links to family violence. The workshop enabled participants to better understand their own beliefs, unconscious bias and opportunities to change within their organisation.

This workshop also included advice on practical considerations on how businesses can support gender equality and how to promote this within the organisations/businesses.



What was the context / background?

This event was planned to be a key event as part of locally focused 16-day event program to support the 16 Days of Activism Against Gender Based Violence, an International campaign to challenge violence against women and girls. The campaign runs every year from 25 November, the International Day for the Elimination of Violence against Women, to 10 December, Human Rights Day.

Initially the focus within our community has been to raise awareness around family violence and the links to gender inequality. The Gender Equality in the workplace forum was developed to support the community to move towards taking preventative activities (primarily in the workplace/community group) to continue our journey.

How was it organised and who was involved?

The event was organised primarily through the Rotary club with support from the Maryborough District Health Service who provided the venue.

Our audience included key business leaders, community groups, schools, sporting clubs and fire brigades who all received personal invites. We also advertised in the local newspaper as an open invite for people that we may have missed in the initial mail-out.

We engaged two key speakers and provided them with the following brief:

We are asking you to share your experience in implementing change in the workplace that supports Gender Equality.

The type of information we see as being most beneficial would include the following:

- A general overview of the journey you have been on – 'Setting the scene'
- The drivers of change (the why)
- What does gender equality look like in your workplace?
- The plan (the what)
- How did you take the initial step?
- What has taken place to date
- Any barriers you encountered and how you overcome them
- Who did you consult/engage with?
- What assistance was available and what was missing
- What outcomes are you seeing?
- What does the future look like?

What resources did you need?

For this event the venue was provided in-kind through the Maryborough District Health Service. There was a small cost relating to catering. These funds were obtained through a combination of local grants program including funding through Go Goldfields.

Keynote speakers were presented with a thank you gifts which were funded through the Maryborough Rotary Club.

At the venue we required the usual tech equipment to manager a PowerPoint presentation and tea and coffee making facilities.

Our members volunteered their time in both the lead up to the event and on the day.

Has it been evaluated? How successful has it been?

We have not evaluated this event.

How did it draw on or contribute to a #SayNO2familyviolence Approach?

The event was designed to move the actions of our campaign from 'awareness' to 'preventative practices'. It built on the family awareness campaign by looking more closely at the drivers of family violence in considering way to tackle the problem in our community.

Future Plans

We do not have any current plans to undertake this event again. We will monitor our community needs and will definitely consider hosting a similar event if required in the future.

Key Learning Points

Understanding the difference between Gender equality and Gender equity.

'Gender equality' means equal outcomes for women, men and gender-diverse people. 'Gender equity' is the process to achieve gender equality.

Gender equity recognises that women and gender-diverse people are not in the same 'starting position' as men. This is because of historical and social disadvantages. Treating women, gender-diverse people and men *equally* might not actually be *fair*. In fact, it can create further disadvantage. Gender equity measures are often needed to level the playing field.

Theme Categories (tick any that apply to your case study)

Method		Topic		Population Group	
Campaign / Event	☒	Impacts of Family Violence	☒	Focus Groups	☐
Curriculum	☐	Community Resources	☒	Families	☐
Policy / Procedure	☐	Mental Health	☐	Professionals	☒
Whole System Approach	☐	Support Services & Groups	☒	Staff	☒
Collaboration	☒	Education	☐	Business/Industry	☒
Consultation & Community engagement	☒	Empowerment	☐	Health Professionals	☐
Other	☐	Facilitation	☐	Clubs	☒
		Other – Legal	☒	Other	☐

Contact Details

Name of Organisation	Rotary Club of Maryborough
Contact Name	Club Secretary
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Project

Community Vigil – 16 Days of Activism Against Gender Based Violence

Summary

The Community Vigil, a family violence awareness event was the key activity as part of the broader 2019 Central Goldfields Shire 16 Days of Activism Campaign.

The 16-day event drew to a close on the eve of Human Rights Day with the Vigil held in the Station Domain. Over 90 people were in attendance including community members, the local CFA, Rotary Club members, education providers, agencies who support victims of family violence, Shire staff and Vic Police.

The vigil was used to commemorate the 56 lives lost to family violence in 2019 and demonstrate a unity as we work towards a future free from gender-based violence.





Aims/Objectives

The vigil was designed to be a respectful and powerful occasion to acknowledge the impact of gender-based violence and to show respect for the lives lost in 2019. Whilst an acknowledgement of lives lost, it was also planned to demonstrate unity in our community and to instill hope for a future where women feel safe and empowered to live their fullest life.

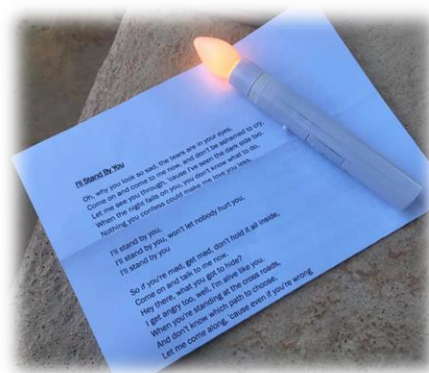
What did you do?

The vigil was a collaborative approach to deliver a powerful message from multiple organisations. The event was part of a broader program of events over the 16 days from numerous groups including Rotary, Central Goldfields Shire, Zonta, Go Goldfields, Centre for non-violence, Vic Police and the Maryborough District Health Service.

Speakers included Central Goldfields Shire Council CEO Lucy Roffey, local Senior Sergeant Paul Huggett, Rotary President Leigh Williamson, Zonta President Bronwen Haywood and Survivor and Go Goldfields women with lived experience reference group member Amanda Conn.

Speakers shared their experiences, current actions to address gender-based violence and their aspirations for the future. Providing the voice of our youth vigil attendees were left with words from three local young women; Shelby Steel, Rose McNabb and Lily Cain, who read self-composed letters to their future selves about the world they would like to see for children to come.

The acknowledgement and remembering of the women who lost their lives in 2019 to gender-based violence was the key driver for this activity. The main stage located at the Station Domain was lined with 56 candles in individual holders each displaying the names of women lost to family violence during 2019. A song was performed by local musicians during which a bell was tolled for each life lost. The ringing of the bell was undertaken by Amanda as a survivor of family violence.



What was the context / background?

This particular event was about giving the community the opportunity to come out and show their support towards Gender Equality and acknowledging the women who have lost their lives to gender-based violence. These types of vigils often occur when a high-profile case is in the media with an outcry from community members that we as a society need to stand up and address this type of violence.

We felt that having a vigil as part of the Central Goldfields Shire events during the annual 16 Days of Activism campaign was an organised and structured way that we could support a vigil on an annual basis and provide a platform to demonstrate what numerous community groups are doing to address the issue

How was it organised and who was involved?

The event was organised over several months with a small working group.

Members from all the organisations mentioned above were involved. The schools also worked with us to pull together a flash mob. Unfortunately, with the impacts of Covid 19 we were unable to get the flash mob off the ground, but we are hoping to include this in future events

What resources did you need?

This event did require a few resources. Mostly it was about purchasing candles (carols by candlelight type candles for the public) and lantern bags with individual candles to mark each victim's life.

We collected the old school bell for ringing, which was tricky to arrange, not to mention heavy.

There was the requirement for the sound system etc. and then we printed off the lyrics for the main song – I'll stand by you, for a group sing along at the end.

The key part was the collaboration between groups to organise the many aspects of the event. Many hands make light work as they say. Also, each group had access to different networks and resources which brought the whole program together.

Has it been evaluated? How successful has it been?

There was no evaluation done. However, it was a hot and windy night and the many people turned out to participate which indicates a good level of community support. Media coverage was also good.

How did it draw on or contribute to a #SayNO2familyviolence Approach?

The event was part of the broader 16 Days of Activism against Gender-Based Violence, an annual international campaign that kicks off each year on 25 November, the International Day for the Elimination of Violence against Women, and runs until 10 December, Human Rights Day.

All activities that are undertaken in our community during this campaign link directly with our approach particularly through the collective impact model. Events hosted by numerous community organisations and our club ensure that a spotlight is shone on this community issue over several days in various ways.

Future Plans

We hope to make this an annual event.

Key Learning Points

As mentioned earlier you really need to collaborate well for this type of event. Involve the schools and other likeminded organisations so that the event can be tailored to attract a broad audience. This event demonstrates community unity and as such needs to be driven by multiple community focused groups.

Theme Categories (tick any that apply to your case study)

Method		Topic		Population Group	
Campaign / Event	☒	Impacts of Family Violence	☒	Focus Groups	☐
Curriculum	☐	Community Resources	☒	Families	☐
Project	☐	Family Relationships	☐	Wider Community	☒
Policy / Procedure	☐	Mental Health	☐	Professionals	☐
Whole System Approach	☐	Support Services & Groups	☒	Staff	☒
Partnerships	☐	Extended Family Support	☐	Students	☒
Collaboration	☒	Education	☐	Business/Industry	☒
Consultation & Community engagement	☐	Empowerment	☒	Health Professionals	☐
Other	☐	Facilitation	☐	Clubs	☒
		Other – Gender Equality	☒	Other	☐

Contact Details

Name of Organisation	Rotary Club of Maryborough
Contact Name	Club Secretary
Email Address	secretary@maryboroughrotaryvic.org.au
Links	



What is family violence?

Family violence comes in many forms. It can be inflicted by anyone who lives with you or you have had a previous personal relationship with, and can include:

 Psychological Feeling afraid, uncomfortable or manipulated	 Sexual Forced into sexual acts without consent	 Cyberbullying Threatening, abusive & degrading social media posts	
 Verbal Threatening, shouting, swearing & intimidation	 Financial Denying access & control of your money	 Isolation Denied access to family or friends	 Physical Hitting, kicking or breaking & throwing things

In an emergency call 000

24 hr Helplines:

1800 RESPECT or 1800 737 732

Mensline 1300 766 491, Orange Door 1800 512 359

or have a conversation with your doctor

sayNO2familyviolence is supported
by the Maryborough Rotary Club



Scan QR code to
visit our website



sayNO2familyviolence

Case Study

Project

Positive profiling of Women

Summary

This project was designed to share key insights from women in our community who are successful in their field. It was a story telling exercise designed to acknowledge and celebrate the great women in our community.

What personal quality has enabled you to succeed?

Authenticity

I have learnt over the years that being true to myself and to others is the most important thing.



Dr. Melissa Jardine

A message to women in our Shire

**Be curious. Recognise your unique value.
Steadily keep learning new things and you
never know where you will end up.**



**NICKOLA
ALLAN**



A message to women
in our Shire

Find those things that
keep your cup full,
surround yourself with
people that lift you up
and reach big...

You just never know
what the future holds.



? What may have hindered you in your career path?

Opportunities for women generally in the 1970's was somewhat limited, and this did have some impact of my career path.

My confidence, coupled with juggling a large family, meant that my opportunities had to be built around a flexible working environment.



Aims/Objectives

Highlight key achievements of Women in our community and provide insights for others on key challenges and how they overcome these along the journey.

The project aimed to shine a light on some of the Women in our community who are reaching their goals and in doing so demonstrate what is possible for women in our community.

What did you do?

Our working group decided on some key questions and target participants for the project. We then spread the workload across the group with members that already had connections with the target participant nominating to undertake the interview. All collected information along with a photo of the participant were then provided to a club member who had the skills required to create the social media tile.

The brief we provided for participants:

- Provide personal example of what has enabled
- Provide a personal example of what has hindered you in your career path.
- The most influential role model/mentor
- What is one thing that you could speak to about gender equity and why we should all play a part in continually improving this in all aspects of life.
- Your message to you women in our shire
- Can you nominate another amazing woman in our community that we should profile in this way.

We requested short answers only, asking participants to answer in no more than two sentences for each question.

What was the context / background?

The focus for this simple project was on highlighting numerous women and their contribution to our community.

What resources did you need?

This project is not too resource heavy. You require members of the club to conduct interviews and someone with technical skills to design social media tiles. We used www.canva.com to create our tiles.

How did it draw on or contribute to a #SayNO2familyviolence Approach?

The activity was designed to address one of the key drivers of family violence, that being Gender Equity.

Theme Categories (tick any that apply to your case study)

Method		Topic		Population Group	
Campaign / Event	☒	Impacts of Family Violence	☐	Focus Groups	☐
Project	☐	Family Relationships	☐	Wider Community	☒
Consultation & Community engagement	☒	Empowerment	☒	Health Professionals	☐
		Other – Gender Equity	☒	Other	☐

Contact Details

Name of Organisation	Rotary Club of Maryborough
Contact Name	Club Secretary
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Maryborough
Rotary
Club

