



Bunuru

Second Summer: February and March

Bunuru is the hottest season with little to no rain, with a glorious abundance of sunlight and exceptional heat. Just like the Season of Birak, Noongar people's major food source was from fresh and saltwater fish and animals. The wattle and banksia plants are blossoming during this season.

Zonta House acknowledge the Traditional Custodians of this land, the Wadjuk Noongar people and pay respects to the Elders past and present. We are committed to honouring Australian Aboriginal and Torres Strait Islander peoples, their unique cultural and spiritual relationship to the land, waters and seas and their rich contribution to society.

Kaya

Welcome to the latest edition of the Partnering in Prevention newsletter. We are firmly into 2024 and what a year it has been so far!

The Partnering in Prevention program continues to connect with a diverse array of organisations, all united by a purpose - to prevent violence against women in Western Australia, to acknowledge the issue that exists and to say 'enough'!

The commitment and energy displayed by these organisations to create real change reaffirms our belief and hope that prevention programs can be so valuable.

Such initiatives support workplaces to strengthen their understanding of violence and gendered drivers, and build on their skills as active bystanders.



Is family violence really a workplace issue?

Everybody should feel supported to thrive at work, especially when things are unsafe at home.

We all have a role in recognising and responding to family and gender-based violence. In particular, workplaces have an important role to play in supporting customers and staff members impacted.

Did you know that about:

- two thirds of women who experience violence are employed.
- one in five Australian workers experiencing family and domestic violence report the violence continuing into the workplace.

This makes family violence a workplace issue - but your organisation can be part of the solution.

Policies that are meaningfully embedded with staff training and engagement can lead to safer and more productive workplaces.



What value will the Partnering in Prevention program bring to your workplace?

- Training sessions designed to advance your staff's knowledge and skills to address individuals impacted by family and domestic violence. Workshops also provide practical ways to become an active bystander when witnessing disrespectful behaviour.
- Guidance in developing organisational approaches to improve the response to family and domestic violence, and strategies to reduce the risk of violence against women;
- Networking opportunities to connect and share knowledge with like-minded organisations.

Source: Diversity Council Australia and Our Watch, Myth Busting Domestic and Family Violence at Work: Using Evidence to Debunk Common Myths and Assumptions, Sydney, Diversity Council Australia and Our Watch, 2021.

Partnering in Prevention Newsletter

Training Workshops and Community Engagement

A message from the Partnering in Prevention team:

“We have felt so privileged to deliver the Partnering in Prevention training workshop to so many organisations over the past few months. We do not tire of hearing the insightful conversation and reflections that are shared, being part of different training environments and dynamics, and importantly, learning from participants in the group.

We are beyond appreciative of the feedback we have received. We have shared some comments below.”

“Such a welcoming and passionate facilitator and hold a safe space so beautifully.”

“Excellent presentation. Thank you.”

“The trainer was very engaging and made the content interesting and not too draining despite it being very heavy in nature”

“All aspects were very helpful.”

“Excellent facilitator, great information and balance between information and participation”



MYTH: There aren't any victims or perpetrators at our workplace - it's not a problem we'd have.

MYTH BUSTED

Family and domestic violence exists across Australia, and happens in all communities and post codes, socio-economic groups and cultural backgrounds.

There isn't 'one type' of person who experiences FDV, and perpetrators don't always 'look like' they'd use violence.

With 2 in 5 women having experienced violence since the age of 15 - we need to rethink our ideas about who experiences and perpetrates violence and provide support to those who are impacted.



If you would like to discover how the Partnering in Prevention program can benefit your workplace, and the complimentary services and support available, please reach out to Michelle or Marlena for a confidential chat.

Michelle on 0404 327 152

Marlena on 0410 671 103

training@zontahouse.org.au

Intersectionality – what exactly is it and why do we need it?



As part of the Partnering in Prevention program, we aim to introduce the important concept of intersectionality into conversations around family and domestic violence, and violence against women more broadly.

Intersectionality, or ‘taking an intersectional approach’ or ‘lens’, can be thought of as the consideration of how people experience multiple, intersecting and overlapping forms of discrimination, marginalisation and disadvantage. It is a way of seeing or analysing the dynamics of power and social inequality in our society.

**Intersectionality should not be a buzzword.
It needs to be understood, considered and embedded throughout our work.**

According to Our Watch, taking an intersectional approach to violence against women acknowledges that while gender inequality is a necessary condition for violence against women, it is not necessarily the only factor in every context.

An intersectional approach allows for exploration and identification of how gender inequality, when combined with other forms of inequality such as ableism, racism, homophobia, transphobia, and ageism (to name a few) may intersect and shape women’s experiences of family and domestic violence at the hands of perpetrators.

Intersectional approaches can be useful in identifying the various tailored approaches and unique barriers to support, resources and information that intersectional survivors of family and domestic violence may experience within Australia.

The Partnering in Prevention team can help your workplace explore intersectionality and support your organisation to strengthen policies and systems.

**Stopping violence against women – it’s everyone’s business.
We can all play a part.**

1800RESPECT
NATIONAL DOMESTIC FAMILY AND
SEXUAL VIOLENCE COUNSELLING SERVICE

If you, or someone you know has been impacted by family and domestic violence, free and confidential help is available.

Telephone on 1800 737 732
SMS by texting 0458 737 732
Chat online at 1800respect.org.au

All counselling services are available
24 hours a day, 7 days a week.

Video Call is now also available Monday to Friday
from 9am to 5pm AEST

Other referral contact numbers

There are many services available to those who would like to reach out for support. Our training covers an extensive list of referral services but we like to highlight a few in each edition.

Djinda Service – 08 6164 0650 – Provides support to Aboriginal and Torres Strait Islander women in the Perth metropolitan area who have experienced FDV or sexual assault.

Multicultural Women’s Advocacy and Support – 08 9328 1200 – Promotes the safety of women from migrant, refugee, or CALD backgrounds in the Perth metropolitan area.

Q’Life: Living Proud – 1800 184 527 – Promotes the wellbeing of LGBTIQ+ and other sexual and gender diverse people. Available 3.00pm to midnight AEST, everyday.

DV Assist – 1800 080 083 – The WA domestic and family violence helpline for women in regional, rural, and remote regions. Anonymous, confidential, and free.