



BIRAK

Season of the Young: December to January

Birak marks the hot and dry season, when the warm days are cooled by the afternoon sea breezes. An abundance of food sources still remain including mammals, birds, reptiles and yonga (kangaroo).

We, at Zonta House, would like to 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



January marks the end of an exceptional period for the Partnering in Prevention program.

We have been so encouraged with the extensive connections made, successful training workshops delivered, the establishment of many new partnerships and positive shifts in attitudes.

We are looking forward to sharing some of what we have been working on and are excited to see what we can achieve in 2024.

Meet our newest team member

We are thrilled to welcome Michelle Snedden as our Training and Development Educator.

A few words from Michelle.

“Hi everyone! My name is Michelle and I am so excited to have been welcomed into the Zonta House “family”.

My background includes a decade in high school ATAR drama and performance education and I have spent the last few years studying Sexology at Curtin University (which, for anyone who might be curious, is the scientific study of human sexuality), as well as Counselling at the University of Canberra.

I am delighted to join the Partnering in Prevention program and hope to make a difference in the FDV sector by providing accessible knowledge to organisations within our Perth community.



In my spare time, I enjoy furthering my yoga teacher training studies, spending time with my feisty chihuahua and three hungry guinea pigs, and being part of a local improv theatre company.”

Why join the Partnering in Prevention program?

- 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.

The artwork above was created by artist, Paige Pryor, a Whadjuk woman, mother and Nyungar contemporary artist/painter and designer.

Partnering in Prevention Newsletter

Training Workshops and Community Engagement

Over the past few months, our schedule has been jam-packed with activities related to the 16 Days in WA – ‘Stopping Family and Domestic Violence: Play your Part’ initiative, the delivery of training workshops, connecting with organisations seeking information about our program, and hosting the Partnering in Prevention Roundtable.

The Roundtable offered a platform for partners and stakeholders to come together and discuss various aspects of preventing violence against women. Participants shared successful practices and initiatives (as well as those that did not work so well). We delved into the benefits of Gender Equality Action Plans for workplaces and explored the important issue of how to involve more men in supporting this agenda. The day was productive raising valuable points for future discussion and action.

Below is a small selection of photos captured over recent months. A special shout out to some of our partners AngloGold Ashanti, Western Australia Local Government Association, BGSR – Disability Support Service, The Y and the Department of Jobs, Tourism, Science and Innovation for their active involvement and contributions to various events. It has been fantastic to see your dedication and commitment.



If you are interested in learning more about how the Partnering in Prevention program can benefit your organisation and what services and support can be offered free of charge, please contact Michelle or Marlena for a confidential, obligation free chat.

Michelle on 0404 327 152

Marlena on 0410 671 103

Family and domestic violence can take many forms – extending beyond physical harm.

The Partnering in Prevention program explores 10 distinct categories of violence and abuse.

How many categories can you identify?



Partnering in Prevention Newsletter

Is family and domestic violence really a workplace issue?

There is no doubt – family and domestic violence (FDV) is a complex social issue that has wide reaching and devastating impacts on adults and children.

**Everyone should feel supported to thrive at work.
Everyone deserves safety and respect.**

With Australian small business owners providing over 5 million jobs, there is a great opportunity and a responsibility for workplaces to support their staff.

We understand that small businesses are already flat out with meeting every day demands. We also understand that new legislation, including FDV Leave legislation, can seem overwhelming.

No one expects business owners to know it all.

The Partnering in Prevention program aims to support small business to create a work environment where all staff feel safe, and where owners and staff can be confident in their knowledge and understanding of FDV, and employer responsibilities, in a way that suits your workplace.

Our Watch data indicates that 1 in 4 Australians have experienced physical or sexual violence by a current or former intimate partner since the age of 15.

Given this prevalence, we encourage workplaces to learn more about supporting someone who experiences violence through no fault of their own, and consider what they can do to reduce violence against women. What we understand about FDV, informs how we respond to it – and we can all play a part.

With two thirds of women who experience FDV being in the workforce, **family and domestic violence is absolutely a workplace issue.**

How can we stop the violence? What can we do?

In our last edition, we considered what actions we could take to proactively prevent violence against women.

We flagged the need to reflect on our own personal biases, attitudes and beliefs around gender equality, what 'healthy masculinity' means and assessing our readiness to be an active bystander when encountering disrespectful attitudes.

This issue, let's consider the significance of 'bystander' engagement and consider why every action, regardless of its scale – big or small, makes a positive difference.

Question: When you opt not to intervene when witnessing disrespectful behaviour, who benefits? Would you agree that inaction does not equate to 'doing nothing'?

Taking any action, no matter how small or seemingly insignificant it feels, is better than being passive. It is better than allowing the person using inappropriate behaviour to believe that you condone it.

There are so many ways to take action, such as giving a disapproving look, asking the person who made an inappropriate comment to clarify or explain it, or checking-in with the person who experienced the disrespectful behaviour, just to name a few.

We encourage you to consider ways that you might be comfortable responding the next time you come across a situation where someone chooses to be disrespectful.

To bring about societal change and foster a more equal and safe society, it is crucial that we confront and challenge disrespect, as well as outdated attitudes and language.

Did you know?

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.

1800RESPECT recently announced that they now offer a new option for people wanting to contact the services.

You can now SMS by texting 0458 737 732.

They are still contactable by calling 1800 737 732 or visiting 1800respect.org.au to chat online.

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

Other referral contact numbers

There are many services available to those who would like to reach out for support. While our training covers an extensive list, here are a few services that may be able to offer help.

Lifeline – 13 11 14 – for crisis support and suicide prevention for all Australians.

Men's Referral Service – 1300 766 491 – for counselling, information and referral services to help men who use family and domestic violence.

Kid's Help Line – 1800 551 800 – telephone and online counselling services for people aged between 5 and 25.