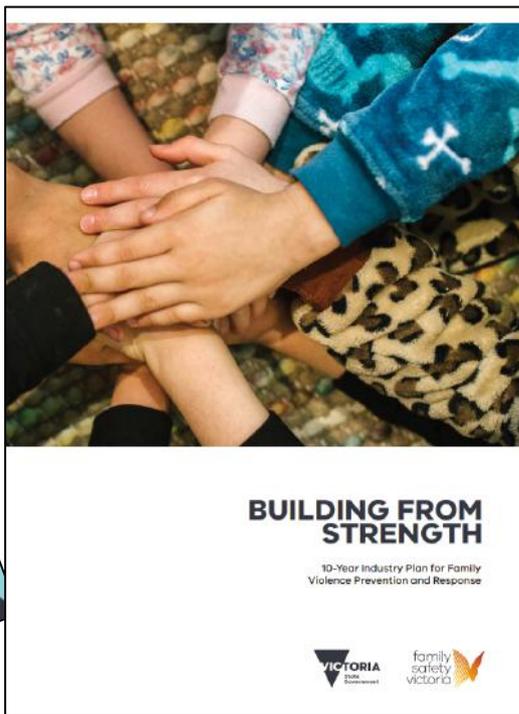


Everybody Matters: Inclusion and Equity Statement
*Embedding intersectionality across the family violence
service system*



Intersectionality in the Victorian Government

Building awareness, capacity and capability across Government



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The case for change

Voices of lived experience and community

Individuals express multiple forms of diversity, identity and belonging.

Our differences as individuals across varied settings hold meanings in society that can interact on multiple levels to create overlapping forms of discrimination and exclusion.



Experiences of exclusion within the family violence system are reflective of systemic barriers and failures.

Service responses based on the individual - rather than systemic barriers - fail to foster inclusion and equity.

The case for change

Voices of lived experience and community

“We all know that people from diverse communities have fundamentally different experiences of family violence. Those differences are often shaped by social attitudes, which in turn create structural barriers and long-term disadvantage and marginalisation including from the family violence service system.”

Leah van Poppel

Co-Chair, Diverse Communities and Intersectionality Working Group

CEO, Women with Disabilities Victoria

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Everybody Matters: Inclusion and Equity Statement

- Released in April 2019, *Everybody Matters* sets out the Victorian Government's 10-year vision to build an inclusive, safe, responsive and accountable family violence system for all Victorians.
- It provides a pathway for system and organisational change to ensure that everyone has access to the same level of service no matter who they are or where they turn to help.
- *Everybody Matters* aims to build a more inclusive system through systemic change and building capabilities, knowledge and specialisation to achieve a system that is responsive to all Victorians.

Everybody Matters: Inclusion and Equity Statement

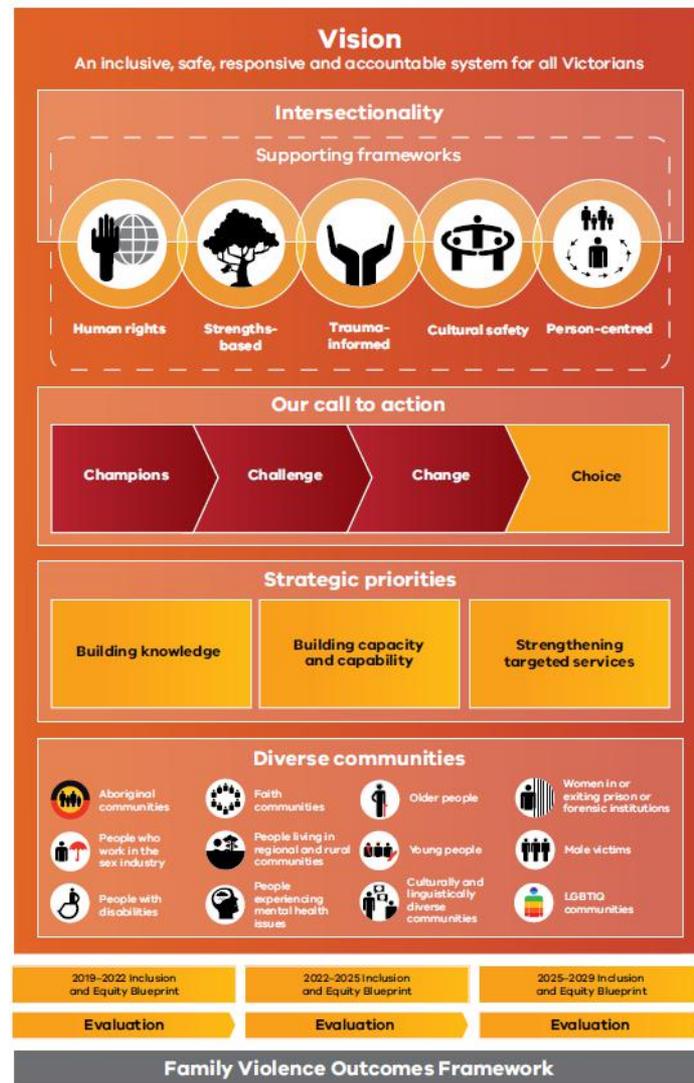
Everybody Matters targets government and the broader family violence system, including specialist family violence services and targeted services.



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Championing intersectionality into practice

Everybody Matters: Inclusion and Equity Statement

- Acknowledges the feminist roots of intersectionality
- Applies an intersectionality framework to build capabilities, knowledge and specialisation to achieve a system that is responsive to all.
- Provides a framework to understand how systems and structures intersect and interact on multiple levels to oppress, create barriers and overlapping forms of discrimination, stigma and power imbalances based on particular social characteristics.
- Supports better identification of systemic barriers to safety and access to services in the family violence system.

Everybody Matters: Immediate Priorities

- Everybody Matters Blueprint
- Inclusion Action Plan for The Orange Door
- Everybody Matters Monitoring Framework
- Intersectionality Capacity Building Project
- Designing for Inclusion Toolkit

Intersectionality Capacity Building Project

Overview

- Key immediate priority of *Everybody Matters: Inclusion and Equity Statement*.
- Through an intersectionality framework:
 - seeks to build the capacity of the broader family violence system to better understand, recognise and respond to the experiences and needs of people who have or are experiencing family violence, sexual assault or issues related to child and family wellbeing.

Intersectionality Capacity Building Project

Rationale and approach

- Key sector stakeholders indicated that guidance on how to apply intersectionality in practice was needed at both an individual and organisational level.
- Resources and tools currently in development – informed through targeted consultation with professionals/workers from specialist family violence and sexual assault services, broader family violence, targeted and universal services including frontline practitioners, managers, team leaders and executive.

Intersectionality Capacity Building Project

Definition of intersectionality

Intersectionality is a framework that helps us understand how power intersects and conspires within systems and structures creating overlapping forms of discrimination or disadvantage for either an individual or group based on social characteristics such as but not limited to gender, sexual orientation, ethnicity, language, religion, class, socioeconomic status, gender identity, ability or age.

Intersectionality also helps us understand our own individual circumstances, our position of power and our experiences within those systems, structures and institutions that organise our society.

By truly understanding our own position of power, we will be able to critically reflect and work towards removing the systemic barriers for all.

This approach recognises the systemic issues and the individual approach that needs to be undertaken to reduce systemic barriers across the whole service system to ensure that no one falls through the gaps

Intersectionality Capacity Building Project

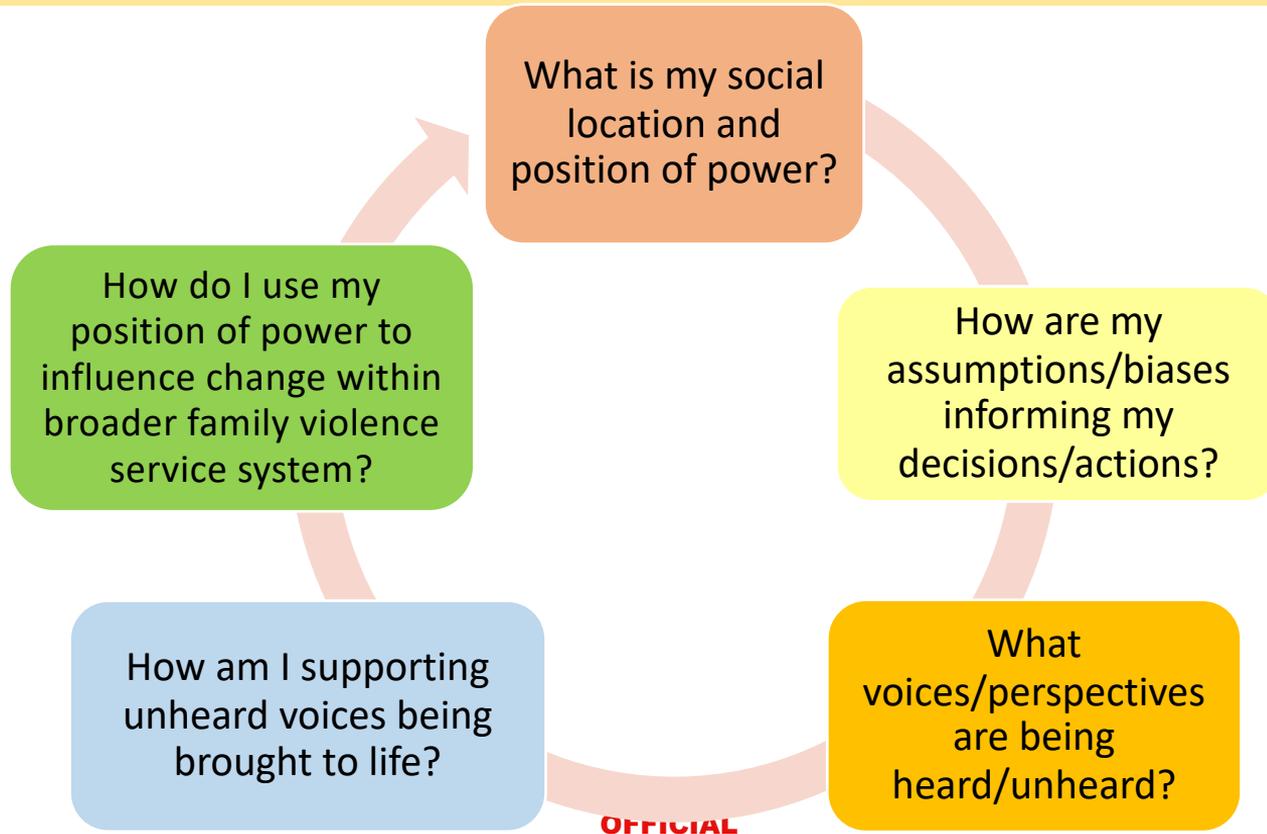
Resources overview

Essential knowledge for all	What is intersectionality?	Intersectionality in the Australian context
	Why is an intersectionality framework important	Intersectionality in practice
Tip Sheets for Managers, Team Leaders, Supervisors and Executive/Boards	Taking the lead on an intersectional approach	Incorporating an intersectionality framework across policies and procedures
Tip Sheets for all	Critical reflection	Embedding lived experience in service delivery
	Respectful & safe engagement with individuals with lived experience	Supporting a diverse workforce
	Building strong partnerships for inclusion	Facilitating inclusive referral and response pathways
	Auditing and monitoring: How are we going?	
Ongoing practical tools to support application for all	Organisational Self Assessment Tool	Inclusive Language Guide
	Guide to Safe and Respectful Conversations	Critical Reflective Practice Activities

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Intersectionality in practice

Critical Reflection



Challenges and Change

Building the gendered lens

The gendered lens on family violence is central in order to appropriately understand and recognise the nature and dynamics of violence

Continue to understand family violence as deeply gendered and rooted in structural inequalities.

Challenges and Change

Mainstream and specialisation

Need to build the capacity of both mainstream services and specialist services working with particular diverse community groups

Upskilling mainstream services & building the capacity of specialist services are important to an inclusive system, as it provides people with greater choice in where to go for help

Concern that specialist services may lose their place in the sector if mainstream services become more inclusive

Learnings

Shared understanding of intersectionality is evolving

It is a process of continuous learning and improvement

It calls upon government, organisations & sectors to create cultural shifts underpinned by leadership & commitment

Embedding intersectionality in practice takes time

Involves a level of discomfort in reflecting on our own power, privilege & position in society

Intersectionality in the Victorian Government

Embedding intersectionality across the Victorian Government

- Department of Health and Human Services
 - Designing for Diversity
- Department of Justice and Community Safety
 - Inclusion and Intersectionality Unit
- Respect Victoria
 - Intersectional approach across the organisation and research initiatives

Links to resources

- Everybody Matters video accessed via: <https://youtu.be/mbp2RvsLCSg>
- Everybody Matters: Inclusion and Equity Statement: <https://www.vic.gov.au/everybody-matters-inclusion-and-equity-statement>
- Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families: <https://www.vic.gov.au/dhelk-dja-partnership-aboriginal-communities-address-family-violence>

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Any
Questions?