

ANNUAL REPORT 2022-2023

DOMESTIC
VIOLENCE
NSW

Acknowledgement of Country

This report was written on the stolen and unceded lands of the Gadigal People of the Eora Nation. We pay our respects to the Elders past and present.

Domestic Violence NSW acknowledges Aboriginal and Torres Strait Islander peoples as the first sovereign nations across the breadth and depth of Australia. We recognise that Aboriginal and Torres Strait Islander people have lived and cared for Country for over 60,000 years and continue to do so, honouring ancestors and knowledge holders within community and observing ancient cultural practices.

We acknowledge the damaging impact of colonisation and hold the stories and lived experiences of Aboriginal and Torres Strait Islander peoples with great care.

We recognise that Aboriginal and Torres Strait Islander women are at the highest risk of sexual, family and domestic violence compared with other women in Australia. We acknowledge that domestic and family violence are not part of Aboriginal culture and assert that the responsibilities of Aboriginal families and kinship systems do not align, nor are reflected in current government policies. Domestic Violence NSW works to position ourselves as allies and give voice and strength to the unique position that Aboriginal and Torres Strait peoples hold in their own family systems and communities.



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ABOUT DVNSW

DVNSW is the peak body, an independent non-government organisation, that provides a representative and advocacy function for specialist domestic and family violence (DFV) services in New South Wales. We work to eliminate domestic and family violence through leadership of the specialist DFV sector and the NSW policy environment promoting best practice responses.

Since our inception in 1974 we have and continue to work from, an intersectional feminist, social justice perspective and recognise that domestic and family violence is serious, prevalent and driven by gender inequality.

We work with the understanding that adults, children and young people experience domestic, sexual and family violence and that Aboriginal and/or Torres Strait Islander people, sexuality and gender diverse people, people with disability and people from migrant and refugee backgrounds experience higher rates of violence than the broader community.

We acknowledge, respect and include the voices of those with lived expertise of domestic and family violence, in our work to end violence.

We acknowledge the commitment of our member organisations and frontline workers and honour their tireless work towards positive and meaningful change.

Our leadership values

An important part of how we work is that everyone understands and is accountable for what we are here to achieve. The DVNSW values underpin our aspirations, intention and our interactions.



Intersectional Feminism
Acknowledging and amplifying the diverse voices and experiences of all women. Inclusive through difference.



Leadership
Innovative thought leaders that build relationships and take action to make a difference. Advocacy through collaboration.



Respect
We support, recognise, value and empower others. We go high.



Integrity
We stand up for what is right, even when it's uncomfortable. Honest accountability.

Strategic focus areas

DVNSW's 2021-2024 strategic plan, supports and promotes the specialist domestic and family violence sector working across an ever-changing landscape. Success is achieved through collaboration and advocacy, thought leadership, sector development and capacity building – working with our members, stakeholders and decision-makers to sustainably deliver effective, meaningful impact and change across the domestic and family violence sector, that ultimately benefits NSW communities.

Strategic priorities

To achieve our core strategy, we focus on five strategic priority areas:



1. Sector development and capacity building



2. Primary prevention



3. Promotion of specialist DFV services and programs



4. Organisational sustainability and capability



5. Systemic change and thought leadership

Our vision

WOMEN, FAMILIES AND COMMUNITIES IN NSW LIVE FREE FROM VIOLENCE, HAVE EQUAL RIGHTS, EQUAL OPPORTUNITIES AND THE FREEDOM TO REACH THEIR POTENTIAL.

LETTER FROM THE CHAIR



Reflecting on the last year, I want to acknowledge the incredible resilience of our members and every person that works in member services.

At the same time, I am compelled to express a fervent wish for a world where no-one has to be so resilient. Our work encompasses supporting women, children and gender-diverse people at some of their toughest moments. As workers in the space and as people, we often carry heavy loads of our own – with community, family and personal responsibilities and some with further cultural responsibilities in community. Thank you to all our members who continue to advocate for reconciliation and for a positive way forward.

Against the backdrop of significant change at the State and Federal level, Domestic Violence NSW has continued to build capacity, grow membership and advocate strongly. We engaged quickly with the new NSW Government, establishing key relationships with a range of government stakeholders. Our sincere thanks to Ministers and parliamentarians on all sides of politics for their support as partners in our work reducing and responding to domestic and family violence. Also, thank you to our departmental colleagues for working and walking alongside us, as we move forward into a statewide primary prevention strategy, enhanced service responses and our action on the National Plan to End Violence Against Women and Children.

The team at DVNSW has done an extraordinary job in meeting the challenge of ever-increasing demands for engagement and consultancy. I want to acknowledge the hard work of Delia and the leadership team, in always maintaining a flawless external presence. On behalf of the Board, thank you Delia for your leadership, wise counsel – even amid the seemingly never-ending change within our sector.

We are known for the quality of our work, our professionalism, our measured responses and our ability to always be on top of emerging issues. The team has, yet again, pulled off another extraordinary year, with even more to come.

To the DVNSW Board – thank you for another year of collaboration and putting our members at the forefront of our thinking. Our robust and respectful discussions, sharing of ideas and positivity makes our Board an exemplary feminist space.

Thank you also to our corporate supporters and donors for your donations, in-kind support and pro-bono help. Your generosity helps us do more and do it better.

Finally, to our members, you are everything. Whether founding, full, associate or supporter your commitment to our aims, principles and good practice makes us a stronger voice together. Thank you for your feedback, your interest and your participation in the work of the peak. Your expertise is our credibility.

I look forward to the work of the peak in 2024 as we celebrate 50 years of working together to empower and support victim-survivors and ultimately create a society free from domestic and family violence. I encourage all members to pause and reflect on your contributions this past year. You are making NSW a better place for those experiencing violence. It's work that needs all of us to create change.

Annabelle Daniel
Chair

LETTER FROM THE CEO



If there's one thing I would take away from this year, it's the extraordinary strength and solidarity of the sector.

There have certainly been challenges, but it's also been a year of achievements and we've left the COVID-era with more determination to ensure women and children can live safely in their homes.

As allies, we recognise our place alongside, not in front of, lived experience and advisory groups. We were thrilled to appoint Raylene Hassall as our first Aboriginal Senior Policy Officer and chair of the Aboriginal Women's Steering Committee and we're honoured to work together to ensure Aboriginal people are leading the charge in their communities. This year we established the DVNSW Lived Expertise Policy Advisory Committee to ensure the voices of victim-survivors are heard and can inform policy development. We are so proud to support their vision through our work.

Our role in uniting the voices of the frontline through ongoing sector consultation, helped to drive reform and genuine, systemic change for women and children. Our advocacy for children and young people resulted in a 12-month funding extension for 20 specialist children's workers in refuges. We delivered 21 submissions to the NSW Government, including the Victims' Rights and Support Act, NSW Sexual Violence Plan and the NSW Domestic and Family Violence Plan and provided evidence at the legislative inquiry for coercive control. It's a relief to see recognition of the many forms domestic and family violence (DFV) can take, represented in legislation and community education.

Further, the sector's resilience, strength and capability was evident through our many sector chats and forums. We have strengthened our

capabilities in ensuring a trauma and DFV informed approach when supporting victim-survivors. We proudly launched the second edition of our Good Practice Guidelines, alongside the first ever Specialist DFV Definition and Checklist to help build capacity across the sector and government departments.

Our strength through times of societal and political change has made us and our members more determined to grow our influence and to drive systemic change. We had a 29% increase in membership and the incredible work environment we foster was recognised when we were awarded the Voice Project's Best Workplace Award for 2022.

I feel so privileged to be part of this organisation – our brilliant team, Board, members, sector and supporters continue to inspire me. Thank you to all for allowing us to support you, to amplify your voice and be your allies. Looking to the year ahead, we're preparing for our 50-year celebration – planning is well underway, and I hope to see you all at the 2024 conference.

While we've achieved so much this year, there is still so much to be done. I want to end by acknowledging the women and children who we do this for. The ones that we can only remember in legacy, the ones that aren't able to leave, the ones who have left and are struggling to get their lives back, the ones who advocate, the ones who move through in silence. Know that we are in this for and with you.

Delia Donovan
CEO

OUR BOARD

DVNSW is governed by a Board of Directors who volunteer their time, skills, and expertise in the domestic and family violence sector and whose commitment to the organisation is crucial to our success.

This financial year, there were some changes to our Board membership, with Helen Silvia, Director and previous Chair (2017-Nov 2020) resigning from her role in November 2022. Thank you for your huge contribution to DVNSW over many years and we know you will stay close. Welcome to Kirrilly Salvestro and Yvette Vignando for commencing Director positions. Both Kirrilly and Yvette bring a wealth of experience and we are honoured to have them on our Board.



As the CEO of Women's Community Shelters, Annabelle Daniel, OAM, has worked with local communities to establish a large network of shelters and transitional housing across NSW, with additional services currently in development. Annabelle has been a leader in the social sector for 20 years, working in private enterprise, the Australian government and the community sector. In 2020 Annabelle received the Medal of the Order of Australia for service to women through social programs.

Annabelle Daniel OAM | Chair
CEO Women's Community Shelters



Nemat Kharboutli is the Manager at Linking Hearts Service for Muslim Women Australia (MWA). For over 35 years MWA has provided frontline specialist domestic violence, homelessness and settlement support for multicultural, migrant and refugee communities as well as community development initiatives for Muslim women. Nemat's areas of interest include the gendered nature of violence, Islamophobia and enhancing culturally, linguistically and religiously appropriate service provision to facilitate women's access to agency.

Nemat Kharboutli | Secretary
Manager, Linking Hearts Service for Muslim Women Australia



Kelly is a proud Goomeri woman, descendant of the Kamilaroi people from North-Eastern NSW and the CEO of Liberty Domestic and Family Violence Specialist Services on the Mid-North Coast of NSW. Kelly has more than 25 years of experience leading organisations in both the not-for-profit and corporate sectors and holds qualifications in Leadership, Human Resource Management and Business Management.

Kelly Lamb | Deputy Chair
CEO Liberty Domestic and Family Violence Specialist Services



Yvette Vignando is the CEO of Mary's House Services, providing a refuge, case management service and a range of therapeutic and wellbeing programs for women and their children. Her career spans leadership in not-for-profit environments and in the education sector, as well as legal practice, publishing and media, company secretarial and executive coaching with a specialisation in emotional intelligence. Yvette is a non-executive board member on two other not-for-profit Boards and is an Australian Institute of Company Directors graduate.

Yvette Vignando | Director
CEO Mary's House Services



Kirrilly has worked within the sector for the past 17 years, commencing as a Brighter Futures Caseworker in a non-government agency. Her work has covered Brighter Futures management, Women's Domestic Violence Court Advocacy Coordination and Crisis Accommodation management along with the changes to the sector from Going Home Staying Home Reforms. She is a passionate advocate for change and awareness to domestic and family violence and child protection issues and continues to lobby for increased funding and change within the sector to provide vital services within regional and rural communities.

Kirrilly Salvestro | Director
Deputy CEO Linking Communities Network



Penny is passionate about ending domestic violence and achieving gender equality. She has 20 years' experience in the NFP and government sectors, including in her current role as Head of Community Services for Housing Plus where she provides strategic leadership for several domestic violence and homelessness services, an innovative men's behaviour change program, and other services designed to break the cycle of disadvantage and poverty.

Penny Dordoy | Director
Director of Community Services Housing Plus



A proud Wiradjuri woman, Yvonne Weldon is an independent councillor for the City of Sydney and is the first Aboriginal councillor in the City's 180-year history, as well as the first ever Aboriginal candidate for Lord Mayor of Sydney. Yvonne was born and raised in the inner city of Sydney but maintains strong ties to her homelands of Cowra and the Riverina areas of NSW. She is the Deputy Chair of the Metropolitan Local Aboriginal Land Council, Deputy Chair of NSW Australian Day Council and a Board member of Redfern Jarjum College.

Yvonne Weldon | Director
Chairperson of the Metropolitan Local Aboriginal Land Council



Denele Crozier, AM is currently the CEO of Women's Health NSW and participates in a variety of Boards including Women's Legal Service NSW and Australian Women's Health Network. Denele is passionate about promoting social justice and unpacking gender inequity and has a 39-year history of working in NGO charity services. She is a registered Psychiatric Nurse and has a Dip. Accounting, Dip. Business qualification.

Denele Crozier AM | Treasurer
CEO Women's Health NSW

OUR TEAM

We are a small group of passionate and committed feminists. Each day we work to help realise a joint vision of a world where women, families and communities in NSW live free from violence, have equal rights, equal opportunities and the freedom to reach their potential.



Delia Donovan
Chief Executive Officer

Elise Phillips
Team Manager | Policy, Advocacy
& Research
Interim Chief Executive Officer
(September – October 2022)

Louise Gardiner
Team Manager | Operations & Members

Tracey Kennedy
Finance Manager

Sarah Judd
Sector Development Manager

Raylene Hassall
Senior Aboriginal Policy Officer

Jo Griffiths
Communications Coordinator

Bridget Mottram
Senior Policy Officer | WDV CAS Program

Rebecca Plummer
Office Manager

Shelley Booth
Policy & Research Manager

Andrea Karwal
Policy & Advocacy Officer

Livia Stanton
Core and Cluster Project Manager /
Policy & Advocacy Officer

Lisa Davidson
Administration Officer

We would like to extend thanks to former team members, Renata Field, Caitlin Morahan and Kimme Shaw, as well as Sharon Walsh, Claudia Fletcher-Duggan, Ashlee Donohue and Kai Noonan who worked with the team on short term projects, enabling DVNSW to achieve so much in 2022-23.

OUR YEAR IN REVIEW

As allies, advocates and representatives of our members and the sector, we have achieved incredible things in a year.



We launched the second edition of the **DVNSW GOOD PRACTICE GUIDELINES** to help support members in delivering specialist quality domestic violence and trauma informed services. And we developed NSW's first ever **SPECIALISATION DFV DEFINITION AND CHECKLIST**.



We shone a spotlight on the issues affecting member services in the **ACTION TO END GENDERED VIOLENCE CAMPAIGN** platform for the NSW government election with **\$2.3 MILLION FINANCIAL ABUSE SERVICE FUNDING** promised the under the election platform.



We supported sector advocacy for a minimum **FIVE-YEAR CONTRACTS FOR DFV SERVICES** under the new state government and we advocated with determination to ensure the **\$8.7 MILLION FUNDING CONTINUATION OF THE EQUAL REMUNERATION ORDER** for specialist homelessness services.



We provided **21 SUBMISSIONS** to the NSW Government on DFV-related policy and law reform and gave evidence at **TWO PARLIAMENTARY INQUIRIES**. Our advocacy helped to create an **INDEPENDENT VICTIM SERVICES COMMISSIONER** role for the state.



We were successful in advocating for the **CONTINUATION AND EXPANSION OF TWO WOMEN'S DOMESTIC VIOLENCE COURT ADVOCACY SERVICE PILOTS**. We achieved **\$6.1 MILLION FOR THE HEARING SUPPORT PILOT** for a further 12 months and **EXPANDED ACROSS EVERY COURT IN THE STATE**. And a doubling from five to ten police stations with **\$1.4 MILLION FOR THE POLICE STATION CO-LOCATION PILOT**.

Through joint advocacy and collaboration we supported our members and partners in critical planning and strategy:



PLANS AND STRATEGIES

NSW DOMESTIC AND FAMILY VIOLENCE PLAN 2022-27

NSW SEXUAL VIOLENCE PLAN 2022-27

NSW WOMEN'S STRATEGY 2023-26

NSW Primary Prevention Strategy (draft)

Inclusion of a 10-year workforce development plan in the NSW Domestic and Family Violence Plan

THE NATIONAL PLAN TO END VIOLENCE AGAINST WOMEN AND CHILDREN 2023-32
and the First Action Plan (draft)



LEGISLATION & INVESTMENT

Key changes to the introduction and implementation of coercive control legislation in NSW

We proudly supported the business case for sustainable investment in NSW Women's Health Centres which was adopted as an election commitment by NSW Labor to double funding for Women's Health Centres across the state (\$100 million over five years)



ADVISORY NETWORK

DVNSW and the DVNSW Aboriginal and Torres Strait Islander Women's Steering Committee were some of many voices who called for the establishment of the **NSW Aboriginal Women's Advisory Network**

**AS ALLIES
WE RECOGNISE
OUR PLACE
ALONGSIDE, NOT
IN FRONT OF,
LIVED EXPERIENCE
AND ADVISORY
GROUPS**

LIVED EXPERIENCE COMMITTEE



**“The team
are doing
everything they
possibly can
to centre lived
expertise.”**

* 2023 Annual Member Survey

The importance of lived experience in informing future policy, education, prevention and support in the DFV space is paramount. This year we established the DVNSW Lived Expertise Policy Advisory Group – a group of people dedicated to ensuring the voices of victim-survivors are listened to, respected and grounded in the work DVNSW undertake – including policy development, submissions, and advocacy.

Members of the committee provide a diverse spectrum of lived experience in areas of domestic, sexual and/or family violence. Our sincere thanks goes to our committee members for their time, passion and invaluable input.

ABORIGINAL AND TORRES STRAIT ISLANDER WOMEN'S STEERING COMMITTEE



Back row: Regan Mitchell, Sandelee West, Krystle Scott, Raylene Hassall, (Mary Ronayne via laptop screenshot), Carina Williams, Evie Rankmore, Ashley Donohue, Kowana Welsh, Sally Rogers.

Front row: Delia Donovan, Maryanne Brown, Bronwyn Penrith.

Member not in picture: Kooncha Brown.

“We commit to creating and maintaining a safe, inclusive space that recognises and values Aboriginal and Torres Strait Islander women as the experts of their own stories.”



2023 was a significant year for DVNSW and the Aboriginal and Torres Strait Islander committee. In May this year I was welcomed to the DVNSW team in the role of Senior Aboriginal Policy Officer, the first ever identified position at DVNSW, and in doing so became the first Aboriginal worker to convene the Aboriginal Torres Strait Islander Committee. The committee was established in March 2019 to provide DVNSW with specialist direction and to elevate Aboriginal and Torres Strait Islander women's voices in policy and practice.

In my role I am committed to echo their voices to ensure Aboriginal and Torres Strait Islander women have their own platform to advise on domestic, family, and sexual violence policies and practices that impact Aboriginal women and children, families, and communities. Members of the Steering Committee will participate on an ongoing basis to provide recommendations on wise practice, policy consultations and negotiations with relevant stakeholders.

Throughout the year, a significant number of changes occurred. Dixie Link-Gordon and Christine Robinson resigned from the Steering Committee to spearhead the establishment of NSW Aboriginal Women's Advisory Network (AWAN) - a state-wide network dedicated to advocating for the rights and interests of all Aboriginal and Torres Strait Islander women. This marked an important milestone for domestic and family violence prevention and we extend our upmost well wishes to AWAN as they serve as an influential advocacy body for our community.

With the departure of Dixie and Christine, we welcomed seven new members who bring diverse perspectives including representation of people with disability and the LGBTIQ+ community. To celebrate this milestone, we hosted a meet-and-greet during NAIDOC Week at the Black Card Corporate Luncheon. The event was enjoyed by all attendees.

The first face-to-face meeting was held on 15th of August where energetic and robust discussions in prioritising our key values and our Terms of Reference were finalised. We have also attended various consultations, workshops and presentations, as requested by external agencies such as:

- Women with Disabilities Australia
- Department of Communities and Justice
- Department of Social Services
- Several Aboriginal Community-Controlled Organisations in regional areas
- Goorana Gumbi
- Warra Warra Women's Service

It has been a privilege to work with the incredible members of the Aboriginal Women's Steering who constantly amaze me with their generosity and cultural expertise. There is still much to achieve and I look forward to working with the Aboriginal and Torres Strait Islander committee and team at DVNSW in the coming year.

Raylene Hassall
Senior Aboriginal Policy Officer

SUCCESS IN DRIVING REFORM

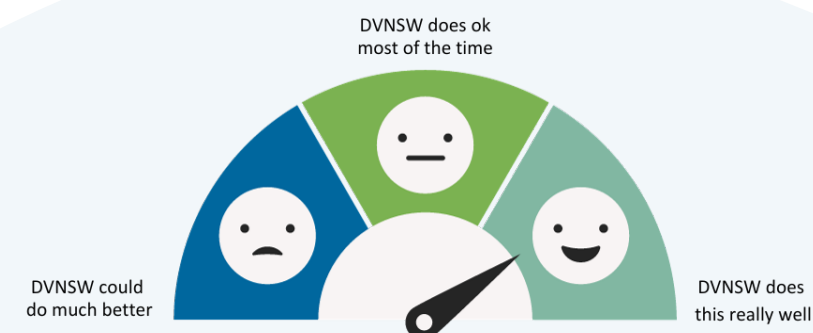
WE UNITE THE VOICES OF THE FRONTLINE TO CREATE GENUINE, SYSTEMIC CHANGE FOR WOMEN AND CHILDREN

SYSTEMIC CHANGE AND THOUGHT LEADERSHIP

Our advocacy work is underpinned by an understanding of how domestic and family violence intersects with disability, age, mental health, inter-generational trauma, race, gender, sexuality, ethnicity, class and immigrant status.

But more than that, it's informed by lived-experience, genuine understanding and a tireless commitment to make NSW a safe place for women and children.

This financial year we worked alongside our advisory groups and the Women's Alliance across a changing political landscape. This included the state election campaign, attendance at ministers briefings, drafting 21 submissions and additional reports, briefing papers and feedback to the NSW government on policy initiatives. All our work was guided by our six key advocacy priorities listed below.



WE ADVOCATE

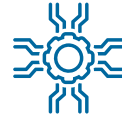
How well do you think we represent and advocate on the issues affecting the sector?

*2023 Annual Member Survey



1. Sustainable, non-competitive and long-term resourcing for the DFV sector

- Advocacy resulted in a Labor election commitment to provide 5-year contracts for the social services sector.
- Co-hosted the 3rd annual Regional Forum with Country Women's Association and shared recommendations with Members of Parliament.
- Advocacy for Federal equal remuneration order funding for homelessness services for another 12 months.
- Several DVNSW members secured commitments from Labor for additional funding during the election campaign.
- Advocacy resulted in funding extensions for People with Disability Australia's Building Access Program and projects previously funded via the DFV innovation fund.
- Advocacy resulted in indexation funding being provided to WDVCS providers.



2. Aboriginal and Torres Strait Islander communities live safely and free from gendered violence

- A Senior Aboriginal Policy Officer joined the team.
- The Federal Government committed to developing the first dedicated Aboriginal and Torres Strait Islander Action Plan under the National Plan to End Violence Against Women.
- Advocacy resulted in the establishment and funding of the Aboriginal Women's Advisory Network (AWAN) under the NSW DFV Plan.
- A dedicated First Nations Women's panel was showcased at the DVNSW misidentification forum.
- NSW Labor election commitment of \$5 million to fund a 12-month consultation process with First Nations communities on a treaty process for NSW.



3. Children and young people are supported as victim-survivors in their own right and live free from gendered violence

- Advocacy resulted in funding for 20 specialist children's workers in crisis refuges to be extended for an additional 12 months.
- Several DVNSW recommendations to the NSW Parliamentary Committee on Children and Young People were included in the final report.
- ACWA's Child Protection and DFV Integration Project was showcased at the 2023 Regional Forum.
- Supported DCJ in awareness raising and training about DFV for providers in the family preservation sector.



4. Safe and sustainable housing pathways for women, children and LGBTIQ+ people experiencing gendered violence

- 11 of DVNSW's recommendations are included in the final report of the homelessness over 55 years inquiry.
- Co-hosted Women's Housing Forum which resulted in 12 calls to action related to housing and homelessness reforms.
- Advocacy resulted in a Labor election commitment for 'no grounds' evictions and introduction of a target of 30% affordable, social and universal housing on surplus public land.
- Temporary accommodation extended from two nights to seven nights, or nine if a victim seeks support over a weekend.



5. A trauma and gendered-violence informed justice system

- Successful advocacy for funding extension and expansion of WDVCS hearing support and police co-location pilots.
- Hosted a forum on misidentification, attended by 150 people, that resulted in six calls to action distributed to several Members of Parliament and endorsed by 61 stakeholders.
- Advocacy resulted in improvements to and safer implementation of the NSW Police Empower You app.
- Provided evidence at the Legislative Council Inquiry for Coercive Control.
- DVNSW advocacy for WDVCSs to have access to Justice Link was successful.
- 200 signatories to an open letter to the NSW Attorney General regarding the implementation of coercive control legislation.
- Advocacy resulted in a NSW Labor election commitment to appoint an Independent Commissioner of Victims Rights.



6. Women, children and LGBTIQ+ from migrant and refugee backgrounds live safely and free from gendered violence

- Co-hosted a Multicultural DFV Forum, that resulted in six calls to action, shared with Ministers and Members of Parliament.
- The National Plan to End Violence Against Women and Children recognises the structural barriers for women on temporary visas and the need to ease restrictions on the accessibility of services.
- Ongoing advocacy for increased funding for specialist multicultural organisations to work with people experiencing DFV and access to temporary and social housing for people on temporary visas.

SUBMISSIONS AND REPORTS

Through submissions we unite the voices and experiences of our members and their clients to inform change.

They're the main mechanism we use to provide feedback to the Government and other bodies, to create and advocate for the changes needed to create a safer society.

In 2022-23, our policy team drafted 21 submissions as well as additional reports, briefing papers and feedback provided to the NSW government on policy initiatives.

These included:

- | | |
|---|---|
| 1. Victims' Rights and Support Act | 17. Draft Aboriginal and Torres Strait Islander National Plan |
| 2. National Plan | 18. Select Committee on the Cost-of-Living Crisis |
| 3. NSW DFV Plan | 19. Statutory Review of the Coroners Act 2009 (NSW) |
| 4. NSW Sexual Violence Plan | 20. Continuing Professional Education for Legal Practitioners on Coercive Control |
| 5. Coercive Control Draft Legislation | 21. Draft National Action Plan and Outcomes Framework |
| 6. Strata Management Bill (joint submission) | |
| 7. Law Commission Inquiry on Coercive Control | |
| 8. Review of Fraud and Fraud-Related Offences | |
| 9. Coercive Control Principles | |
| 10. Select Committee on Workforce Australia Employment Services' Parents Next | |
| 11. Residential Tenancies Act | |
| 12. Missing and Murdered Indigenous Women | |
| 13. Housing Legislative Exposure Package (joint submission) | |
| 14. DVNSW Pre-budget Submission | |
| 15. WDVAS Pre-budget Submission | |
| 16. Safe Places Inclusion Round | |

PROMOTION OF SPECIALIST DFV SERVICES AND PROGRAMS

Promoting services and programs that are intersectional, feminist, trauma-informed and embedded in community is a vital part of DVNSW's strategic plan.

The importance of specialisation in all submissions, meetings with Members of Parliament, government departments and in the media is central to enacting meaningful awareness and change.

Highlights and achievements

- The Domestic and Family Violence Specialisation Definition and Checklist was delivered and presented to the DFV Minister, NSW Women's Safety Commissioner and Department of Communities and Justice to support procurement and the allocation of funding to organisations that provide specialist, trauma informed DFV services.
- DVNSW co-founded and co-chaired a new national group of DFV Peaks and Representative Networks focusing on national standards for specialist services, measuring specialist service demand and capacity and specialist workforce capability and sustainability.
- Advocacy resulted in NSW Government commitment to undertake a baseline survey of the DFV workforce.
- Advocacy resulted in a Labor election promise to have an independent Victims Services Commissioner.
- Advocacy resulted in a NSW Government commitment to fund the development of Quality Standards for the DFV sector and subsequently, DVNSW funded to coordinate the project.
- Advocacy resulted in the Federal Government de-funding the Parents Next Program removing the, at times, punitive requirement for parents to return to work as soon as their children commence school and providing opportunities for parents who need to stay at home to support the wellbeing of their children to do so.

OUR VOICE AND REACH

We're committed to using our digital and traditional media platforms to spread awareness, incite education and real recognition of the context of DFV in NSW and Australia.

We demonstrated our thought leadership through collaboration and content creation using our platform to educate and spread awareness about DFV in NSW and Australia. The past year saw us build on our success, in cut-through and reach, across multiple platforms. We created a Tik Tok account to engage with a new audience, posted new Monthly Member Spotlights across socials, launched a new website and increased mainstream media coverage through interviews with The Guardian, News.com, SBS, ABC and Channel 7, 9 and 10.



KEY HIGHLIGHTS:

6,138
REACTIONS = **73%** Increase
+508 Reposts

66 MEDIA APPEARANCES

113,516
EMAILS SENT
67% Open rate

3,230
Instagram reach
524 New followers



MEMBER COMMUNICATIONS

50 weekly newsletters

100+
sector news alerts

10 monthly sector chats



EVENTS

NSW STATE ELECTION CANDIDATE FORUM

THE PRIMARY PREVENTION COLLABORATION

THE REGIONAL FORUM WITH COUNTRY WOMEN AUSTRALIA

STRENGTH IN BUILDING CAPACITY, CAPABILITY AND COMMUNITY WE RECOGNISE AND BUILD ON THE RESILIENCE, STRENGTH AND CAPABILITY OF THE DFV SECTOR

SECTOR DEVELOPMENT AND CAPACITY BUILDING

Responding to and supporting victim-survivors must be grounded in best practice and integrated trauma-informed responses throughout the sector.

This year we supported sector development and capacity building through this lens including the launch of two integral resources – the second edition of the Good Practice Guidelines and the launch of the Domestic and Family Violence Specialisation Definition and Checklist.

The second edition of the Good Practice Guidelines were developed in consultation with the sector and provide clear direction of best practice service design and delivery within the DFV landscape. All DVNSW member services received a hardcopy and poster overview of the guidelines. In collaboration and consultation with members we created the first ever Domestic and Family Violence Specialisation Definition and Checklist. It is now in use across the sector not only with members but also with various government departments.

Highlights and achievements

- Over 190 members and stakeholders attended the online launch of the Good Practice Guidelines which included a launch film, an official launch from then Minister for Women's Safety and the Prevention of Domestic Violence and Sexual Assault the Hon. Natalie Ward and a panel of member services including Regan Mitchell (WEAVE), Catherine Gander (DV West), Nemat Kharboutli (Muslim Women Australia) and Brooke Maggs (Liberty).

- New Online Resource Toolkit launched to align to the second edition Good Practice Guidelines, with an increased focus on intersectionality resources and working with children and young people as victim-survivors.
- Advocacy that resulted in a NSW Government commitment to develop a 10-year workforce strategy for DFV.
- In partnership with People with Disability Australia (PWDA), DVNSW delivered a series of in-person and online Disability Awareness Workshops, reaching over 120 DFV practitioners across metro, regional and rural NSW.
- Hosted four Sector Development Member Advisory Committee meetings to foster collaboration and provide a space for participants to share ideas and feedback on training and learning needs. The Committee is made up of 32 members representing a diverse mix of services from both regional and metro NSW.
- Held 10 Sector Chats with a variety of topics and guest speakers including NSW Women's Safety Commissioner Dr Hannah Tonkin, Emerging Minds on Child Aware and Parent Sensitive Practice, DFV Specialisation for Children, and a Pre-election Special.

CORE AND CLUSTER

Core and Cluster Sector Capacity and Capability Building Program

The Department of Communities and Justice (DCJ) provided funding to key peak bodies that included DVNSW, Homelessness NSW (HNSW) and the Aboriginal Community Housing Industry Association (ACHIA). Through this we collaboratively delivered a program of grants, capacity and capability building and sector engagement. Between July 2022 and August 2023, the three peaks collaborated to enable, support and improve participation in the Core and Cluster procurement processes.

Drawing on expertise, specialist knowledge and reach with members; the Peaks jointly provided a range of tailored support and resources to assist organisations interested in Core and Cluster across a range of subject areas which included:

- Planning and design
- Working with local councils
- Building partnerships
- Tender writing
- Specialist DFV service delivery
- Aboriginal service delivery and cultural considerations

Further specific consultations, resources and webinars delivered included:

- HNSW and DVNSW members survey of needs
- 24 state-wide in-person sector information and consultations, town halls and meeting
- Grants program of \$500,000
- Core and cluster information and resource brochure
- Local government webinar
- Forming effective partnerships webinar, factsheets and tools
- Tranche 3 information webinars (urban and regional)
- ACCO webinar
- NSW Planning System and Design webinars and factsheets
- Three Communities of Practice (specialist DFV service delivery) and supporting resources
- DFV Best Practice Service Delivery webinar
- Film and animation resources to support DFV service delivery and alignment with the DVNSW Good Practice Guidelines
- Core and Cluster tender kick-starter webinar
- Tender writing training
- Tender review support

The Peaks also provided DCJ with key recommendations to strengthen Core and Cluster services in the areas of workforce development, specialist DFV service delivery, housing systems, as well as commissioning and procurement.

PRIMARY PREVENTION

The goal of primary prevention is to stop gender-based violence before it starts.

Embedding primary prevention creates and sustains a culture of safety for women and children in society. Although not a funded element our work, our organisation, stakeholders and members recognise the critical importance of primary prevention. This financial year we continued to work together to find ways to raise awareness of primary prevention, embed it within practice and advocate for coordination and funding in NSW.

Highlights and achievements

- Developed and launched a scoping report on the Primary Prevention landscape in NSW. This report highlighted what is working well and challenges to delivering prevention initiatives across the state and has informed the development of the NSW Government's Primary Prevention Strategy.
- In response to DVNSW's advocacy, NSW Government committed to draft a NSW Domestic, Family and Sexual Violence Primary Prevention Strategy.
- In response to DVNSW's advocacy, NSW Government committed to implementing and strengthening education for children and young people across settings on safe, healthy and respectful relationships, in the NSW DFV Plan.

Community awareness, education and training

- Held the NSW Primary Prevention Forum with over 80 attendees in person and online over two days. The Forum provided participants with a full day training on Change the Story from Our Watch, an opportunity to input into the NSW Government's prevention strategy consultation, presentations from NSW prevention initiatives and the space to collaborate and build connections.
- Delivered a series of online primary prevention trainings specifically designed for local councils, based on the latest edition of Our Watch's national primary prevention framework Change the Story, across 15 diverse local government areas in NSW.
- As co-convenor of the NSW Collaboration on the Primary Prevention of Gender-Based Violence, DVNSW connected many representatives across the NSW Government, local councils, academia, peak bodies and DFV services, enabling information sharing on primary prevention initiatives across NSW.
- Developed a NSW Collaboration for the Prevention of Gender-based Violence shared resource space to provide online information exchange and collaboration.
- Hosted a webinar to introduce domestic and family violence leave to businesses, with Commonwealth Bank and My Business as panel presenters.
- Delivered several workshops on understanding and responding to domestic and family violence for non-sector organisations.

OUR MEMBERS

Our strength is undoubtably in our collective voice. Over this financial period our membership grew, as we welcomed 33 new members.

We now represent 146 members across the DfV sector. Our engagement also grew, with record numbers of members attending webinars and events, communities of practice and reference groups. We are only as strong as our members who provide the evidence base for all our work. We wholeheartedly thank all of our members from all over the state who have meaningfully engaged with us across various platforms to help us shape policy reforms, provide evidence for submissions and put the issues that are affecting the sector on the agenda for ministers.

98.28% OF MEMBERS BELIEVE THEY ARE GETTING VALUE FROM THEIR MEMBERSHIP*

*2023 Annual Member Survey

Our members said:

Just so grateful to DVNSW for all it does and how diligent it is as collaborative leaders.

Thanks for all your ongoing support to help us do the work we do!

So glad we became a member. The leadership is extremely valuable!

I just think you're invaluable.

DVNSW do a wonderful job and support organisations like ours well. I am extremely happy to be a member.

Please keep fighting the good fight.

All in all, it's a valuable membership to have.

The industry leading knowledge held by DVNSW can be relied upon to inform my practice.

You're all doing an incredible job.

I think you do amazing work.

ACON
Arise Foundation
B Miles Women's Foundation
BaptistCare NSW & ACT
Barnardos
Bayside Women's Shelter
Binaal Billa Family Violence Legal Prevention Service auspice by Yoorana
Gunya Family Healing Centre
Biyani House Revesby Women's Shelter
Blue Wren House- Camden Women's Shelter Inc
Bondi Beach Cottage Incorporated
Bonnie Support Service
Braidwood Says No to Violence
Burwood WDVcas
Carrie's Place Domestic Violence & Homelessness Services Inc
Central Coast Domestic Violence Committee (CCDVC)
Central North West WDVcas
Central Tablelands and Blue Mountains Community Legal Centre (EECLC)
Central West WDVcas
Clarence River Domestic and Family Violence Specialist Service
Coast Shelter
Coffs-Clarence WDVcas
Cumberland WDVcas
Centre for Women's Economic Safety
Domestic Violence NSW Service Management (DVSM)
DV West (West Connect Domestic Violence Service)
Eastlakes Family Support Service Inc
Family Support Newcastle
Far West WDVcas
Full Stop Australia
Good Shepherd Australia New Zealand
Got Your Back Sista
Great Lakes Women's Shelter
Highlands Community Centres Incorporated
Housing Plus
Hunter Valley WDVcas
Hunter Women's Domestic Violence Court Service
Illawarra WDVcas
Illawarra Women's Health Centre
Immigrant Women's Speakout Association of NSW
Immigration Advice & Rights Centre (IARC)
Indian (Sub-Cont) Crisis & Support Agency
Jenny's Place Inc
JewishCare
Justice Support Centre (South West Sydney Legal Centre)
Kempsey Families Inc
Kingsway Community Care Inc.
Liberty Domestic & Family Violence Specialist Services
Linking Communities Network
Lisa Harnum Foundation Ltd
Lithgow Community Projects
Lokahi Foundation
Lucy's Project
Macarthur WDVcas
Many Rivers Family Violence Prevention Legal Service (Gurehlgam Corp Ltd)
Mary's House Services Limited
Mid Coast WDVcas
Mission Australia
Molonglo Support Services
Monaro-Hume WDVcas
Moree Family Support
Mount Druitt Family Violence Service - DCJ/FACS
Moving Forward DfV Case Management Services Inc
Mudgin-Gal
Murray River WDVcas
Murrumbidgee WDVcas
Muslim Women Australia
Narrabri & District Community Aid Service Inc
New England WDVcas
Ngunya Jarjum Aboriginal Corporation
No To Violence NSW
North and North West Community Legal Service
Northern Beaches Women's Shelter
Northern Rivers WDVcas
Northern Sydney WDVcas
Nova for Women and Children
Open Support (previously Sisters of Charity Outreach)
Orana Support Service Inc
Oxley WDVcas
Parramatta Women's Shelter
Peninsula Lighthouse
Pop In Inc
Port Stephens Family and Neighbourhood Services Incorporated
Prosper (Project Australia)
Redfern Legal Centre
Relationships Australia NSW
Riverina WDVcas
SAHSSI - Supported Accommodation & Homelessness Services Shoalhaven

Illawarra
Samaritans Foundation
Save the Children NSW
Settlement Services International SSI
SEWACS-Budjungal support services
South Coast WDVcas
South West Sydney WDVcas
St John's Community Services (Banksia Women Program)
St Vincent de Paul Society Sydney Archdiocese (Vinnies)
Sydney WDVcas
Sydney Women's Counselling Centre
SydWest Multicultural Services
Tamworth Family Support Service
The Benevolent Society
The Deli Women & Children's Centre
The Haven - Nepean Women's Shelter
The Marmalade Foundation - Lou's Place
The Northern Centre
The Salvation Army
The WASH House Inc.
The Women's Cottage
Think+DO Tank Foundation Ltd
Third Sector - Momentum Collective
Transforming Justice Australia, Community Restorative Centre
Tumut Regional Family Services
Uniting (Parramatta Mission)
Victims of Crime Assistance League Inc (VOCAL)
WAGEC - Women's and Girl's Emergency Centre
Warlga Ngurra Women and Children's Refuge
Warrina Domestic & Family Violence Specialist Services
Wayside Chapel
Weave Youth and Community Services
Western WDVcas
Women & Children First
Women's Community Shelters
Women's Shelter Armidale Inc
Women Up North Housing Inc
Yes Unlimited
Yfoundations
Youth Action
Youth Off the Streets - DfV Strategic Initiative
YWCA Australia
Zonta Club of Sydney Inc.

RESILIENCE AND SUSTAINABILITY TOGETHER WITH OUR MEMBERS, WE ARE MORE DETERMINED TO GROW OUR INFLUENCE AND TO DRIVE SYSTEMIC CHANGE

ORGANISATIONAL SUSTAINABILITY AND CAPABILITY

We emerged through periods of political, social and economic change with more determination to create sustainability and resilience.

Our success over this past financial year can be attributed to our small team who work tirelessly across many areas to change the narrative and stop the epidemic of violence against women and children.

We have achieved many things over the second year of our strategic plan, through which we can strengthen the organisation via improved financial sustainability, governance and internal systems.

Highlights and achievements

- 29% increase in membership base for 2022/2023.
- Awarded Voice Project's Best Workplace Award for 2022.
- 147% year on year increase in donations through the end of year tax appeal.
- 321% increase in workplace giving (Hall and Willcox and ASX).
- Pro bono work supporting the organisation for legal matters provided by Hall and Willcox.
- Utilisation of available research grants with UTS research on the Lived Expertise Framework, research on revenue diversification and research on national and international DFV quality standards.
- Updated HR manual and policies implemented.
- Secured funding from DCJ to deliver DFV sector Core and Cluster sector support and from ACWA to support the child protection and DFV sectors with capacity building initiatives.
- New DVNSW website developed to provide better user experience and improve online representation of the DVNSW brand.



For outstanding performance in work practices and employee engagement.

TREASURER'S REPORT



The 2022-23 financial year proved to be a busy and productive time for DVNSW.

The team were fueled by their passion to improve and promote best practice policy and services for women and children who have experienced/are experiencing violence, and to drive primary prevention strategies in partnership with community, health and welfare services, business sector and government. Our success and reputation was reflected through another year of increased membership, which has expanded by 29%.

With a strong team and good financial systems, we began the year with a projected budget supported by a clear strategic plan and again, finished the year with an unqualified audit.

We remain in a strong financial position and are extremely pleased that our efforts have contributed to the stability, efficiency and accountability of the organisation. Many thanks to the Finance Team (CEO, Treasurer and Finance Manager) and the Board. I also want to extend a further acknowledgement and appreciation to our Finance Manager who is consistently crucial to our operational success.

This financial year we received our core program funding through the NSW Government, Department of Community and Justice (DCJ). We acknowledge the ongoing support of DCJ for funding the State Peaks Program, the Senior Aboriginal Policy Officer, WDVAS Senior Policy Officer and additional capacity. We also acknowledge additional support to enable collaborative projects with People with Disability Australia (PWDA) and the Association of Children's Welfare Agencies (ACWA).

Community and business support is always worth an additional mention for both financial and material contributions, which consistently support our ability to meet demand. Thank you – your efforts are very much appreciated.

Finally, Domestic Violence NSW asserts that the audited financial accounts tabled at the AGM give a true and fair view of the financial position of the association as of 30 June 2023 and that there are reasonable grounds to believe that we can pay our debts as and when they become due.

I am happy to commend these accounts to the membership.

Denele Crozier
Treasurer

FINANCIAL REPORT

Full Audited Financial Statements for the 2022/2023 Financial Year are tabled at the AGM and available on request to DVNSW Members. Summary information is provided below.

	2022-23	2021-22
Total Revenue	1,910,364	1,552,977
Wages and On Costs	1,388,313	1,030,246
Professional & Consulting Fees	123,781	69,207
Grants Administered	100,000	-
Operational Expenses	51,387	26,015
Rent & Occupancy Expenses	51,330	50,857
IT & Communications	29,728	28,978
Depreciation & Amortisation Expenses	21,930	24,762
Conference & Meeting Expenses*	22,534	82,316
Travel Expenses	38,027	1,003
Total Expenditure	1,827,030	1,313,384
Operating Surplus / (Deficit)	83,334	239,593
Total Equity	1,013,733	930,399

*The biennial DVNSW Conference was held in the 2021-22 financial year

OUR SUPPORTERS

As a not-for-profit organisation, we rely on generous contributions from sponsors, donors, pro-bono partners and volunteers to work towards our vision.

We extend our huge gratitude and thanks to the people and organisations who have provided donations and support. Through you, we can continue our work leading the sector with a united voice to create change. Your contribution is creating the change our state needs. Thank you.

Hall and Willcox has continued to provide invaluable Pro Bono legal counsel and support across various functions – from HR to governance. They also generously provide donations through their workplace giving program.

DVNSW greatly values this relationship and thank them unequivocally for helping us achieve so many of our goals this year.

This year the Australian Securities Exchange commenced its workplace giving fund with DVNSW. Our appreciation goes to all the ASX employees who have so generously donated this year, providing us with the funds for much needed work to support our work and advocacy.

My Business continues to provide support including the development and launch of the DFV workplace webinar and DFV leave resources. Thank you!

We have also had the privilege to work with the following partners over the financial year:

- City of Sydney – Providing event spaces and coordinating the Inner-City Domestic Violence Forums.
- Zonta Club of Sydney – Providing financial support for our Lived Expertise program and advisory group.

OUR DONORS

DVNSW donors, large or small, are part of something important – ending violence against women and children. They help amplify our voice, influence key stakeholders, support organisations on the frontline and are central to supporting our vision. To all our donors – thank you for your beautiful generosity.

This year we would also like to make special thanks to:

Varga Brothers – Not only our generous landlord but also our single largest donor in our End of Financial Year donation drive.

Modern Hire – Who voted DVNSW as the charity of choice for the Asia-Pacific region.

“Thank you for all you do for our community. Domestic violence is so real and such a devastating issue – your work is invaluable, THANK YOU”

Solutions consultant,
Modern Hire

OUR VOLUNTEERS

We thank all our volunteers who generously provided their time and expertise to DVNSW. This includes all interns and students who provide invaluable support to the DVNSW team. We couldn't do it without you!

We thank and farewell governance volunteer Grace Logvyn, who after two years supporting our board and governance function, handed over the baton to Arundhati Ajith, who we welcomed into the position of governance volunteer in January 2023.

We also thank our graphic design volunteers, Sumedha D'Mari and Claire Say, with a special thanks to Athina Mathioudakis for her amazing work on the Women's Alliance NSW Election campaign including the Action to End Gendered Violence Election Platform, the Action to End Gendered Violence website, the Election Scorecard and Pledge.

Thank you to DVNSW work placement students Wenjing Qiao, Lhaleska Urdanivia, Bobbie Antonic and Grace Neale whose support over the past year has helped us achieve so many of our goals.



Facebook: DVNSW
Instagram: dvnsw
Twitter: dv_NSW
Phone: 02 9698 9777
Email: admin@dvnsw.org.au
Website: dvnsw.org.au

TO DONATE PLEASE VISIT



All content was correct at time of publication.

Domestic Violence NSW
P.O. Box 3311, Redfern NSW 2016
ABN: 51 326 110 595

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Registered Charity



Helpful Contacts

1800 RESPECT

Phone: 1800 737 732

Website: 1800respect.org.au

24/7 National counselling helpline, information and support.

DOMESTIC VIOLENCE LINE

Phone: 1800 656 463

Website: facs.nsw.gov.au/domestic-violence

24/7 Domestic Violence helpline for information, support and referral services in NSW.

SEXUAL, DOMESTIC AND FAMILY VIOLENCE HELPLINE

Phone: 1800 943 539

24/7 National counselling line for anyone whose life has been impacted by domestic or family violence.

FULL STOP AUSTRALIA

Phone: 1800 385 578

Website: fullstop.org.au

Full Stop Australia provides support, education and advocacy to put a full stop to sexual, domestic or family violence.

NO TO VIOLENCE – MEN'S REFERRAL SERVICE

Phone: 1300 766 491

Website: ntv.org.au

24/7 NSW helpline for men taking responsibility for their violent behaviour. Provides support and referral for women and men seeking information on behalf of their male partners, friends or family members, and workers in a range of agencies seeking assistance for their clients who are men.

YARN

Phone: 13 92 76

24/7 crisis support run by Aboriginal and Torres Strait Islander people to provide a confidential, culturally safe space for people to yarn about their needs, worries or concerns.