



Not Now, Not Ever. *Together*

DOMESTIC AND FAMILY VIOLENCE PREVENTION

CORPORATE AND COMMUNITY ORGANISATION ENGAGEMENT FRAMEWORK 2022–2026



Queensland
Government

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Message from the Premier and Attorney-General



Ending domestic and family violence is a priority for the Queensland Government.

Domestic and family violence affects too many Queenslanders, and we want to work with corporate and community organisations to create a Queensland free from all forms of violence — the Queensland in which we all want to live.

Since 2015, the Queensland Government has committed more than \$600 million in programs, services and strategies to address domestic, family and sexual violence. Our efforts are having an impact, as we work to change community attitudes and behaviours, improve integrated service responses, and strengthen the justice system.

Change is happening because our whole community has taken a stand and said they will not tolerate domestic and family violence impacting our families, friends, colleagues, employees, customers and members.

We thank the organisations who are playing a role in changing Queensland for the better and helping others to contribute.

But there's more work to do, and the Queensland Government cannot do it alone. Every member of the Queensland community can do something to make a difference.

We are working with all Queenslanders to drive cultural change through the Domestic and Family Violence Engagement and Communication Strategy 2016–2026.

The objectives and actions of this Framework align with and will support the Queensland Government to implement relevant recommendations stemming from the work of the Women's Safety and Justice Taskforce.

The Corporate and Community Organisation Engagement Framework aims to enable the collective efforts of corporate and community organisations to lead and initiate further change.

Every contribution counts — whether through educating our employees or members and empowering them to act, using our voices to create and sustain cultural change, or partnering to support a local domestic and family violence service in some way.

When we invest in programs and services that address inequality, promote respect and support the success of all women and girls, then all aspects of society, the economy and the state are strengthened.

We are pleased to release this framework that will guide our efforts together over the coming years and support your organisation to make a difference.

Annastacia Palaszczuk MP

Premier of Queensland
Minister for the Olympics

Shannon Fentiman MP

Attorney-General and Minister for Justice
Minister for Women and Minister for the Prevention of Domestic and Family Violence



Corporate and Community Organisation Engagement Framework

Our shared vision: *Together we create a Queensland free from domestic and family violence*

The framework contributes to the *Domestic and Family Violence Prevention Strategy 2016–2026* through the following supporting outcomes:

Queenslanders take a zero tolerance approach to domestic and family violence

Queensland community, business, religious, sporting and all government leaders are taking action and working together

Queensland’s workplaces and workforces challenge attitudes contributing to violence and effectively support workers

GUIDING PRINCIPLES

Everyone has a right to be safe.

Domestic and family violence is everyone’s concern. We all have a role to play in prevention and we can all do something.

Leaders can champion and drive change in their organisation, and within the community so that everyone, everywhere in our community feels safe, supported and protected.

Success will require partnerships with government, and corporate and community organisations, each bringing unique and valuable contributions to the table.

Our work will be guided by the experience of the domestic and family violence sector.

OBJECTIVES

1. Raise awareness of the impact of domestic and family violence and how to prevent it, and where to get help

Focus: Together, support workplaces and organisations to provide awareness training, implement policy and support packages, and increase understanding of domestic and family violence

2. Create safe and supportive organisations and workplaces

Focus: Work together to share professional skills across the corporate and domestic and family violence sector.

3. Support the work of the domestic and family violence sector through meaningful partnerships

Focus: Enable leaders to challenge attitudes, practices and structures that underpin and reinforce domestic and family violence and prevent people seeking help.

4. Empower the community to change culture and end domestic and family violence

Focus: In combination, establish leaders to challenge attitudes, practices and structures that underpin and reinforce domestic and family violence and prevent people seeking help

INDICATORS OF SUCCESS Aligned to the indicators in the Evaluation Framework for the Domestic and Family Violence Prevention Strategy, including:

- › Increase in the percentage of workplaces engaged in domestic and family violence prevention initiatives.
- › Increase in the percentage of Queensland employers with domestic and family violence workplace policies and supports in place for their employees.
- › Amount of grants awarded to not-for-profits and the development of sponsorships and partnerships that support community-led domestic and family violence prevention initiatives and awareness raising.

- › Increase in the percentage of individuals in the community actively standing up and speaking out against domestic and family violence.
- › Increase in the percentage of individuals involved in domestic and family violence prevention initiatives in their community.
- › Decrease in community attitudes supportive of violence against women.

ACTIONS TO SUPPORT THIS WORK

Reduce barriers and connect leaders, colleagues and networks with tools and resources to assist them to make their organisations safe and supportive through workplace cultural change programs, support packages, including external accreditation and awareness activities.

Develop and share best practice examples and tools through online mechanisms to support others to take action and provide an opportunity expand their networks.

Continue to facilitate and participate in a round table of corporate and community leaders to drive this work and work with the Domestic and Family Violence Prevention Council to further networking and awareness raising opportunities.

Facilitate and encourage opportunities for corporate and community organisations to create connections and partnerships with the domestic and family violence sector through highlighting positive examples of partnerships.

PARTNERS AND STAKEHOLDERS

Corporate and business organisations

Sporting groups

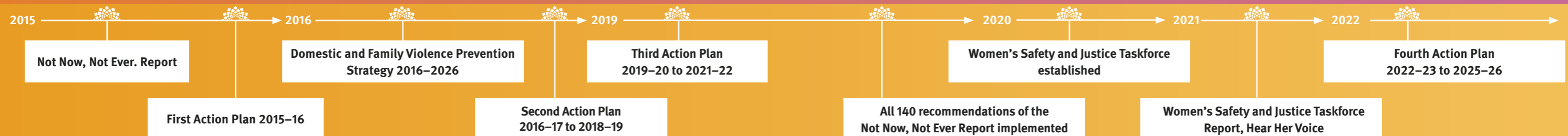
Domestic and family violence support sector services and organisations

Community and memberships based organisations

Peak bodies and industry groups

Faith-based and cultural groups

NOT NOW, NOT EVER TIMELINE



The commitment

We want people to be safe everywhere.

To achieve this, every member of our community has a role to play in raising awareness and responding to domestic and family violence. We need to change attitudes and behaviours to ensure that we all respect and value each other no matter where we live, learn, work or play.

In recent years there has been effective and powerful community action on this issue. Across all of Queensland, communities have stepped up and said no to domestic and family violence.

Domestic and family violence is a workplace issue. The cost of violence against women and children to Australia's economy is estimated to cost \$22 billion a year. Two thirds of Australian women who report being affected by domestic and family violence are in paid employment. Having an effective response in the workplace that provides support for victims can mean the difference between someone staying in an abusive situation or taking action to leave.

The Queensland Government led the workplace response, as the first Australian government to introduce 10 days paid leave to support our employees impacted by domestic and family violence, and with a comprehensive Workplace Support Package which we also made available for Queensland businesses to utilise.

But domestic and family violence is also an issue for clubs, professional organisations, sporting groups and faith-based and cultural organisations — anywhere that Queenslanders feel connected to their community and might seek help.

Through staff, members and clients, organisations have enormous potential to amplify and extend the domestic and family violence prevention message, set a new standard, and help build a Queensland free from violence where we all feel safe and respected.

We have a shared goal to create safe and supportive workplaces and community hubs that are empowered to generate self-sustaining positive influence and impact for lasting change.

Everyone has a seat at this table. Only by bringing together the best minds across corporate, community, industry, faith-based, cultural, sporting and service delivery organisations will we be able to lift our awareness and respond to domestic and family violence and take direct action to prevent it.

By working together to encourage the establishment of policies and sharing resources, we can stamp out the attitudes and behaviours that encourage, excuse and diminish the significance of domestic and family violence.

This requires leadership within organisations and in our community. Organisations need to embed domestic and family violence prevention in their organisational culture, policies and procedures. This requires access to tools and resources, education and training, and relevant experts.

This framework will reinforce and strengthen Queensland's domestic and family violence reform program by guiding partnerships with businesses and community organisations. It sets the high-level vision of our work together, our objectives and actions to creating the Queensland in which we all want to live.



What more can you do?

Take the pledge

The pledge is a way for corporate and community organisations to show their commitment and demonstrate how they will act to end domestic and family violence. By taking that pledge you are raising awareness in your workplace and also leading through action.

Visit the Department of Justice and Attorney-General [website](#) to see the growing list of organisations that have pledged their commitment and find out more information on how you can be involved. Organisations that take the pledge are acknowledged on the Department of Justice and Attorney-General website.

Access our resources

The Department of Justice and Attorney-General [website](#) has several resources available online to help corporate and community organisations start or continue their journey to making their workplaces and communities safer for everyone. There are several resources including:

- › Fact sheet about domestic and family violence and the workplace: this fact sheet details some of the statistics about domestic and family violence and its impact on the workplace.
- › Goal setting: this tool will help your organisation to implement short, medium and long term goals to assist in creating cultural change to respond to issues of domestic and family violence.
- › Domestic and family violence prevention policy guide: use to assist in the development of a domestic and family violence Workplace Policy for your organisation.

- › Domestic and family violence staff presentation: facilitate a staff information session about domestic and family violence by using this resource to outline what domestic and family violence is, why it's relevant to your organisation, and to provide some basic tips to help staff recognise it and respond.
- › Practice examples: there are several practice examples of organisations making changes in their workplaces and communities on our website and across our resources.
- › Posters: posters that you can display in your organisation to raise awareness about domestic and family violence.

Make a connection

If you are starting on this journey or wanting to mature your response please contact the Partnerships and Engagement team at partnerships@justice.qld.gov.au

You can also make a connection through the Domestic and Family Violence Prevention Council (the Council).

The Council can help connect you to expert advisors to assist you in achieving your goals, co-host educational forums to develop awareness to activate your workforce and community and provide advice on good practice. Please contact the Council at dfvcouncil@premiers.qld.gov.au



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