



Rape &
Domestic Violence
Services Australia

2018 2019

ANNUAL REPORT

OUR VISION

A Full Stop to Sexual, Domestic
and Family Violence







LYCEUM THEATRE

MILK BAR-SANDWICHES

PICCADILLY ARCADE

WOMEN'S LIBERATION

LAW'S
OFF
YOUR
BODIES

CONTENTS

Rape & Domestic Violence Services Australia provides a 24/7 specialist trauma counselling service, via telephone, online and face to face, for anyone in Australia whose life has been impacted by sexual, domestic and family violence.

We acknowledge the traditional owners of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to elders both past and present.

- 2 Chairperson's Report
- 3 Executive Officer's Report
- 4 Services Provided
- 5 Best Practice Manual, Victims Services, Professional Development & Behaviour Change Counselling
- 6 Legal Advocacy
- 7 Social Enterprise Activities & Higher Degree Research
- 8 Full Stop Foundation
- 10 Community Engagement
- 11 Community Engagement
- 12 Fixed It
- 13 Human Resources & Accreditation
- 14 Treasurer's Report

CHAIRPERSON'S REPORT



The 2018 - 2019 year for Rape & Domestic Violence Services Australia (R&DVSA) has seen the continuation of dedicated and professional work provided to all those in our community who have reached out for support.

This work comes from the trauma informed phone counsellors and R&DVSA's Training Unit. Their unit delivers services and training for organisations and professionals who are keen to support their own employees and/or work with those who have experienced trauma. R&DVSA's tailored training solutions and professional services have been accessed by over 30 organisations

this year including; the NRL, Australian Human Rights Commission, Carnival Australian, City of Melbourne, NSW Police and many tertiary education providers.

The Full Stop Foundation led by Verity Appleby has promoted the work of R&DVSA and secured further funding for our work. This Foundation drives change to create a society where sexual, domestic and family violence are no longer tolerated, while allowing anyone who has experienced sexual, domestic and family violence to access high quality care and support in their recovery.

A significant amount of work produced by R&DVSA is advocacy within the community and Governments. R&DVSA does not operate with this level of conviction, professionalism and foresight without great leadership. Executive Officer, Karen Willis and her Management Team are the women who drive this organisation in best practice and its reputation throughout our country and overseas.

My sincere thanks and admiration go to the R&DVSA's management, workers and the board. Finally it would be remiss of me not to highlight the years of service to the R&DVSA board Phillipa Dimakis and April Acheson have made – collectively over 32 years – just outstanding! These two dedicated women will forever be a friend to R&DVSA and sorely missed.

Together we are going from strength to strength in pursuing our goal of a society free of sexual, domestic and family violence.

Jane Gold



EXECUTIVE OFFICER'S REPORT

Rape & Domestic Violence Services Australia has continued to go from strength to strength in its support of those whose lives have been impacted by sexual, domestic and family violence.

This year the organisation completed its five yearly review of its best practice counselling manual. The document details the latest in evidence and practice and will support the organisation's highly skilled professional counsellors in the work they do.



Rape & Domestic Violence Services Australia's social enterprise activities provide exceptional quality training and supervision. Income raised is directed to services to meet the ever-increasing demand.

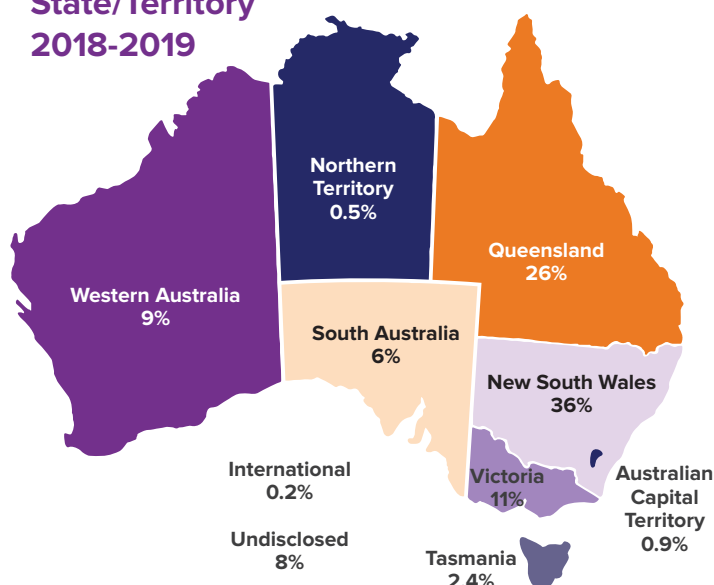
Donations have enabled the employment of a Legal Projects Worker. The voices of clients are now more broadly represented in government inquiries and public debate.

With our sister services Rape & Domestic Violence Services Australia has advocated for systemic improvements to decrease sexual, domestic and family violence and to ensure high quality accessible services are available to those who experience this violence. Rape & Domestic Violence Services Australia understands that in civil society non-government organisations have a responsibility to represent the voices of those made vulnerable by their circumstances. Without these voices only the voices of the powerful are heard and our democracy will be weakened as a result.

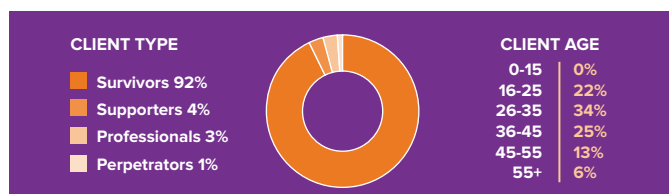
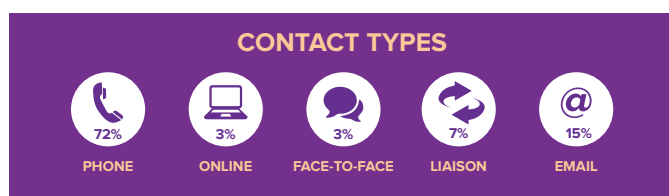
I take this opportunity to thank our supporters and stakeholders, our Board whose dedication is unquestioned and to all Rape & Domestic Violence Services Australia employees. Your capacity, passion, skill and dedication is unrivalled. In particular I thank those who contact our services for your bravery and trust.

Karen Willis, OAM

Contacts by State/Territory 2018-2019

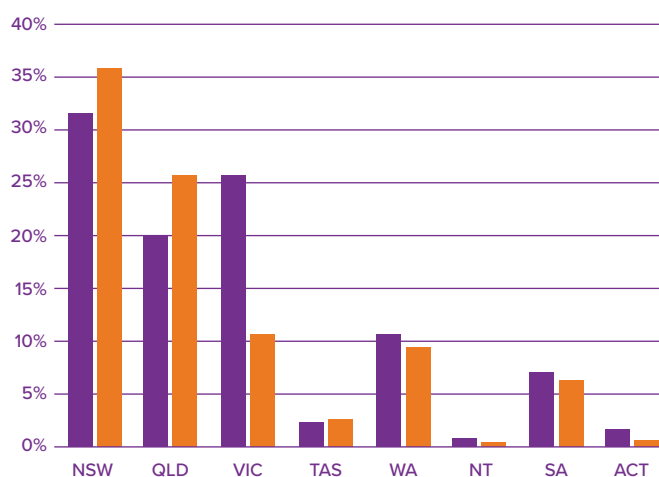


2018-2019 Service Statistics



Client Contacts compared to Population

ABS Population stats as at end Sept 2018
(released 21.3.19)



■ % National Population ■ % Clients by State/Territory

SERVICES PROVIDED

Rape & Domestic Violence Services Australia provides the following sexual, domestic and family violence trauma counselling and recovery services:

NSW Rape Crisis	24/7 telephone and online counselling for anyone in NSW impacted by sexual violence
Community Based Counselling	Trauma Counsellors are based in Women's Health Centres to provide counselling to women who experienced sexual violence in childhood
Sexual Assault Counselling Australia	24/7 national telephone counselling for those engaged with the National Redress Scheme resulting from the Royal Commission into Institutional Responses to Child Sexual Abuse
Yarrow Place	Out of hours support for South Australians who have experienced sexual violence
Queensland Police	Telephone counselling for those who Queensland Police have assisted as a result of domestic violence
Behaviour Change Counselling	For those who use violence in their relationships
CBA Domestic and Family Violence Assistance Program	Trauma counselling, safety planning and referral for financial support for customers and employees of the CBA.

NATIONAL REDRESS SCHEME



NSW Government funding announcement regarding joining the National Redress Scheme following the Royal Commission into Institutional Responses to Child Sexual Abuse ~ 18 October 2018

BEST PRACTICE MANUAL FOR SPECIALIST TRAUMA COUNSELLING

Significant evidence has emerged in relation to best practice approaches to counselling for people who have experienced sexual, domestic and family violence. The 2019 update of the organisation's Best Practice Manual for Specialist Trauma Counselling 4th edition details this evidence and the practice on which the organisation's counselling is now based. The Manual introduces evidence-based frameworks which are closely aligned with the organisation's values and further develops approaches to working with those who are experiencing complex trauma. The 4th edition revises evaluation practices. New client-centered measures where clients provide feedback on their counselling experience is included. Outcome measures from Rape Crisis Centres in the UK now align with the reasons clients contact counselling services. These include reducing distress, empowerment in relation to impacts and increased capacity for self-compassion.

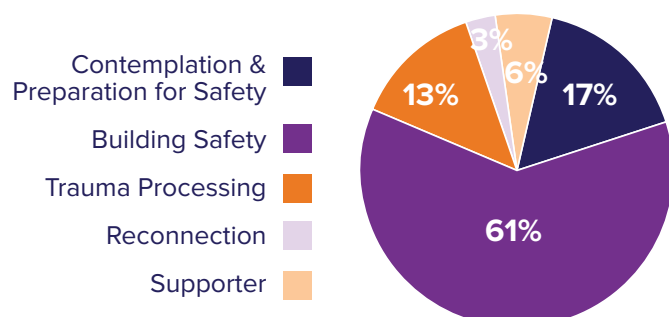
VICTIMS SERVICES

Many of the organisation's counsellors are approved referral points from Victims Services NSW. Referrals include people who have experienced sexual or domestic violence, and those who have engaged with the National Redress Scheme.

PROFESSIONAL DEVELOPMENT

Professional development, an organisational focus, enables continual quality improvement. A strategic approach has been adopted which will deliver relevant training to as many employees as possible. An example is the "Narrative Approaches to Suicidality" training. This training shifts away from risk- management and toward enhancing clients' self- efficacy and capacity to cope with thoughts of self- harm.

Stage of Trauma Recovery



BEHAVIOUR CHANGE COUNSELLING

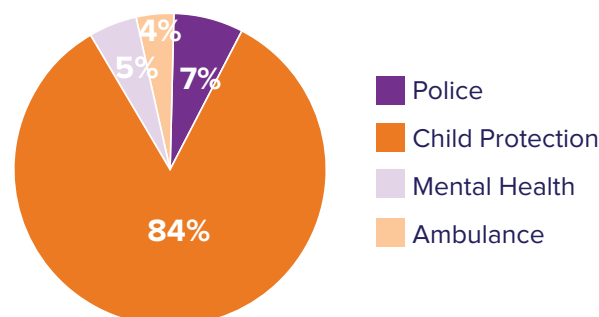
Rape & Domestic Violence Services Australia has been providing behaviour change counselling for men who have or may use violence in their relationships for seven (7) years. A review of this program has resulted in significant enhancements in line with the NSW Minimum Standards for Men's Domestic Violence Behaviour Change Programs and with emerging evidence regarding best practice approaches to individual behaviour change counselling. These changes deliver a client- centred approach while maintaining accountability and responsibility for the perpetration of the violence. This includes addressing the drivers of violence and tailored counselling to the individual and his family's needs.

"I take this opportunity to thank and commend the incredible work of the organisation's counsellors and supervisors for always seeking to ensure the best service possible is the minimum that is provided."

~ from Alex Miller, Director of Counselling Services.

Emergency Services Activation

In 2018-2019 a total of **782** activation of emergency services were made, of which **84%** were to **Child Protection Services**, 7% to Police, 5% to Mental Health and 4% to Ambulance.



A close-up portrait of a woman with light brown hair, smiling warmly at the camera. She is wearing a dark blue or black top with a vibrant floral pattern in shades of pink, white, and green. The background is softly blurred, showing hints of a brick wall and green foliage. The right side of the image features a solid purple overlay containing white text.

LEGAL ADVOCACY

Through the generous support of the Pinnacle Charitable Foundation and the Oranges and Sardines Foundation, Rape & Domestic Violence Services Australia is able to employ a Legal and Policy Officer.

This position has increased the organisation's capacity to participate in law reform, advocacy and policy development.

Seventeen submissions to government inquiries have been made. This includes to the NSW Law Reform Commission's review of Sexual Consent laws. Rape & Domestic Violence Services Australia's recommendation in relation to an affirmative model of consent is a recommendation of the review. The organisation has actively supported advocacy to change the Tasmanian "self-gag" law. This law 'gags' those who have experienced sexual violence while allowing the offender to speak as they choose. Policy recommendations in relation to the NSW Mandatory Reporting Guide, the NSW concealment offence, and MyHealth privacy and security concerns have also been made.

The role extends the capacity of Rape & Domestic Violence Services Australia to provide legal support to clients and legal information for counsellors. Continued private funding will allow ongoing engagement in systemic reform that will support those who have experienced sexual, domestic or family violence in the future.

Melissa Marshall
Legal and Policy Officer

SOCIAL ENTERPRISE ACTIVITIES

The Training and Professional Services Team works with organisations and individuals in the management of vicarious trauma (VT), and in the prevention and response to sexual, domestic and family violence. Clients include Government, Not-For-Profit, Academic, and Private sectors. Tailored, trauma-informed, victim-centric training and services are provided.

In 2018-19, over 2000 individuals attended training workshops, conference presentations and engaged in professional services such as policy consultation and clinical supervision. A further 16 organisations were supported in the development of tailored VT Management Programs.

Programs such as Introduction to VT (eLearning), Leadership in Action and Mental Health Conversations in the Workplace were developed and tailored for individual stakeholders with a view to delivering these more broadly. A partnership with the UK's Good Night Out Campaign resulted in Good Night Out Accreditation and Training being rolled out to licensed venues in Victoria as part of a Council-led pilot initiative.

HIGHER DEGREE RESEARCH

2018/19 saw the development of Ethical Pedagogical Practices: Respectful Supervisory Relationships. Developed with funding from one of Australia's leading universities, this 5-week orientation program promotes ethical supervisory relationships through reflective practice and experiential learning. The overall goal is to contribute to a decrease of sexual harassment/sexual assault of Higher Degree Research students by HDR supervisors.

An abstract in relation to the training was submitted to the inaugural Faculty and Staff Sexual Misconduct Conference, in the USA. Rape & Domestic Violence Services Australia researcher Dr Suzanne Egan joined international scholars and advocates to share knowledge and formulate solutions for addressing power-based faculty and staff sexual misconduct.

The presentation was well-received for its singularly ethical approach to supervision. Approaches have now been made by universities in the UK to discuss Train the Trainer possibilities. A further presentation is scheduled for November 2019 at the Tertiary Education Quality and Standards Agency Conference.



“I really enjoyed the workshop. It was engaging and informative. Thank you!”

“Very well presented by both of the facilitators and provided an environment for sharing ideas and experiences. This helped with understanding the topic and gave skills to use in the future.”

“Very well prepared, inspiring, informative session. You made the session colourful and engaging. Well done!”





The Full Stop Foundation is one of many avenues for supporters to fund the work of Rape & Domestic Violence Services Australia. In 2018/19 supporters raised \$605,300 to support trauma specialist counselling services, advocacy work, and prevention programs.

Generous philanthropic supporters such as the Pinnacle Charitable Foundation and Oranges and Sardines Foundation have enabled the funding of roles like the Legal and Policy Officer. Grants from the Neilson Foundation, Myer Community Fund and Sydney Community Foundation have helped to build capacity to ensure the organisation continues to provide best practice services for clients.

‘WELL BEHAVED WOMEN SELDOM MAKE HISTORY’

The organisation’s annual event ‘Well behaved women seldom make history’ celebrates the contribution that fearless women make towards achieving equality and social justice. This year women who are challenging systemic discrimination were celebrated. Bronwyn Penrith who is a Wiradjuri woman and has worked all her life for equality and the recognition of Aboriginal people and their rights, gave a powerful opening to what was a memorable and uplifting event. Author Bri Lee delivered a thought-provoking discussion on her successful campaign challenging archaic consent laws in Queensland. Amani Haydar lawyer, artist and women’s rights advocate inspired us with her story in prose. Together corporate partners and friends raised over \$35,000 during the evening.



“The Full Stop Foundation remains the peak national body in providing education and prevention of violence against women services. The team deliver their support in a way that is inclusive and encourages all participants to become active in playing a role to create awareness. I feel humbled to help promote the incredible work that is done by these dynamic women who give us hope that the numbers can come down.”

~ Adair Donaldson, Director 



OUR SUPPORTERS

The Rape & Domestic Violence Services Australia community of supporters found innovative ways to raise funds to support the organisation's work of providing trauma specialist counselling to people impacted by sexual, domestic and family violence. This included everything from running marathons, getting tattoos, holding concerts and asking workplaces to support us. We are so grateful to have such a committed and passionate community of supporters.

Not Just A Girl

Not Just A Girl is a charity flash tattoo day that challenges sexism in the tattoo industry, celebrates female identifying tattoo artists, and raises money for organisations that support women and girls. On Sunday 28 October 2018, three tattoo parlours – The Darling Parlour in Sydney, The Grand Illusion in Melbourne, and Trailer Trash Tattoo in Brisbane – opened their doors to a long line of excited customers. They raised an extraordinary \$31,428 for the Full Stop Foundation.



Myer Community Fund

In 2018, Myer staff through the Myer Community Fund supported the organisation's after-hours counselling program for women in South Australia in partnership with Yarrow Place. Whether it's 3am in the morning or 4pm on a Sunday, Rape & Domestic Violence Services Australia's specialist counsellors are there to support people who have experienced sexual violence. From January – June 2019 counsellors responded to 218 calls from 157 people through this program.

WAAX

Members of the band WAAX were heartbroken by the loss of Eurydice Dixon, and by sexual, domestic and family violence in Australian society. They joined forces with Love Police ATM to sell limited edition band t-shirts with the words "I'VE BEEN DISAPPOINTED LATELY." from their song Labrador and raised \$3,500 for the Full Stop Foundation.



Gabbi Bolt

Gabbi Bolt is a young singer-songwriter from Bathurst who wrote a song called Girl's Eyes about women's experience of the world, in response to sexism in the music industry and violence against women. Women from central-western New South Wales provided backing vocals and were featured in the music video. Proceeds were divided between the Full Stop Foundation and Gabbi's local women's refuge. So far, Gabbi has raised over \$300.



Hawkesbury Councillors Danielle Wheeler and Peter Reynolds, supporters of the Dunny Door campaign.
 Picture: Hawkesbury City Council
 Source: Hawkesbury Gazette 19 February 2019



COMMUNITY ENGAGEMENT

The NSW Rape Crisis 'Dunny Door Campaign' aims to place a sticker on the back of every public toilet door in NSW. A sticker on the back of a public toilet door can be viewed in private. Consideration can then be given to accessing support services when it is safe.



ACON PARTNERSHIP



Rape & Domestic Violence Services Australia is very proud to be part of a year long partnership with the ACON Inclusive Service program. ACON is providing training and policy support so that Rape & Domestic Violence Services Australia can become more culturally inclusive of LGBTIQ+ people. Through this work it is hoped that those from the community who experience sexual, domestic or family violence may feel confident in accessing the organisations trauma services.

GLOBAL CLIMATE STRIKE

On 14th March 2019 we stood with the incredible students striking from school to demand climate action. Achieving justice and safety for women around the world is not possible unless we address climate change. We need to take serious action to ensure a safe future for us all.

"Thank you for taking my calls at all hours, I would be lost without this service and the counsellors."

~ Client Quote



Launch of A Safe State (11 October 2018, International Day of the Girl Child)

R&DVSA is a proud member of the NSW Women's Alliance, which is campaigning for A Safe State – 49 recommendations for law and policy change to prevent and end sexual, domestic and family violence in NSW have been made to government.

Community workers, lawyers, police, counsellors and politicians gathered for the launch hosted by the Central Coast Community Women's Health Centre in Wyong.



"I've been seeing counsellors and psychiatrists since the age of 17 and the support from this service is pure and genuine and the counsellors are there with you in your distress."

~ Client Quote

Marouba Man charged with sexual assault after ~~dating app date~~ he allegedly chose to sexually assault a woman

The Courier Mail

BRISBANE 20-28°C

~~Lovesick~~ man on sexual assault, stalking and nuisance charges

Melvin Hayes Aleke guilty of sexual assault and stalking. Several women made reports to police. Love had nothing to do with it

Jane Gilmore, Journalist, Writer, and Creator of 'Fixed It', which corrects headlines about men's violence against women and children, was a guest speaker at our 2018 Spring Function and AGM.

“You have been so marvellous, when you said ‘I believe you’ that meant so much to me. I feel tears of gratitude now.” ~ Client Quote

ACCREDITATION

In August 2018 R&DVSA was assessed according to the Quality Improvement Council Health and Community Services Standards. All 21 standards were met, and three commendations were made by the assessors. Quality Innovation Performance accreditation has been granted for the next three years.

HUMAN RESOURCES

Diversity and Inclusion

Rape & Domestic Violence Services Australia has prioritised embedding diversity and inclusion into work practice. With partners such as ACON the organisation is commitment to progressive employer practices.

Student Placement Program

The organisation has formed partnerships with the Western Sydney University, University of New England and the Australian College of Applied Psychology to undertake a student placement program. The program will support the objective of increasing master’s students’ trauma skills and will expand staff recruitment options.

Paid Domestic Violence Leave

Ten days paid sexual and domestic violence leave is now part of the organisation’s employment package. This exceeds the National Employment Standard’s five days unpaid family and domestic violence leave.

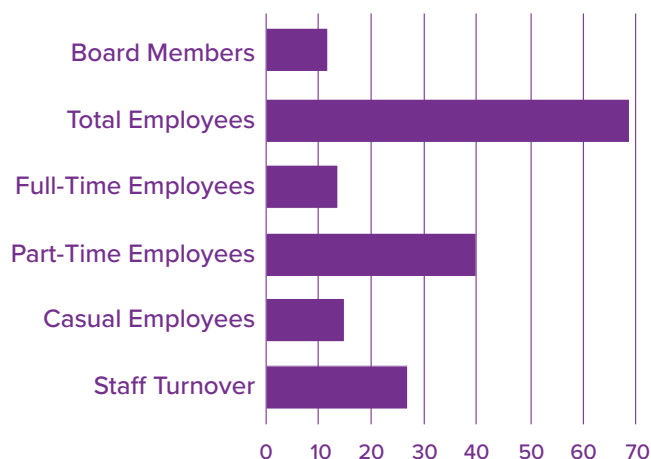
Superannuation

Recognising the gender pay gap Rape & Domestic Violence Services Australia has increased employer superannuation to 10%. Through incremental increases the aim is to take the payment to 12%. Superannuation on parental leave has also been introduced.

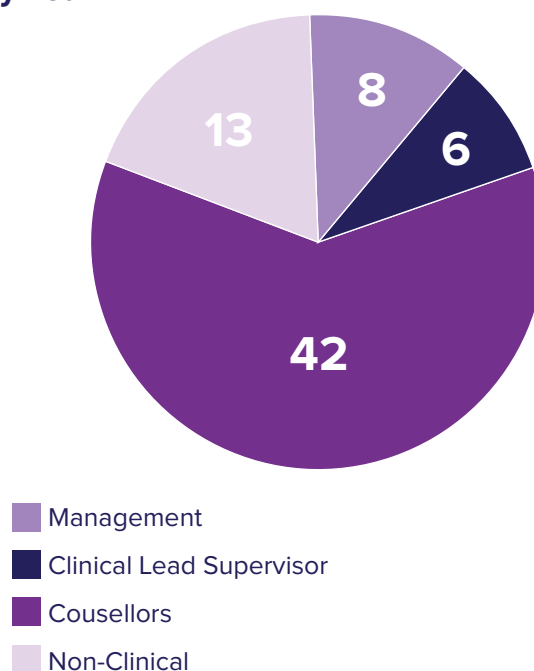
Employee Engagement Survey

Rape & Domestic Violence Services Australia ran a full employee engagement survey in April 2019. The overall engagement score was 73%, which was 3% higher than similar organisations in Australia and New Zealand. The participation rate was 77%. The highest score was social connection; Rape & Domestic Violence Services Australia’s commitment to making a positive difference and its genuine commitment to social responsibility, at 88%. Management featured highly, with 82% of staff agreeing that their manager/supervisor kept them informed, were a great role model and genuinely cared about their wellbeing.

Our People



By Team



“I can’t believe someone is supporting me through this. It’s just what I need to get through to the next step for me and my son.”

~ Client Quote



TREASURER'S REPORT

Balance Sheet as at 30 June 2019

2018-19

2017-18

Assets

Current	1,057,229	990,257
Non Current	-	-
Total assets	1,057,229	990,257

Liabilities

Current liabilities	901,268	889,234
Non-current liabilities	100,000	51,558
Total liabilities	1,001,268	940,792

Net assets	55,961	49,465
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Income and Expenditure 2018/19

Income

Grants	2,699,386	4,610,696
Social Enterprise	522,324	591,669
Donations	605,300	299,005
Contracts	2,899,270	1,837,657
Interest	24,180	26,875
Membership	327	736
Other	261	1,790
Total Income	6,751,048	7,368,428

Expenses

Employee Expenses	5,881,432	6,758,837
Operating	330,213	308,974
Resources	111,083	69,087
Travel	78,192	78,319
IT	204,873	235,576
Equipment	42,963	2,809
Other	95,797	98,192
Total Expenditure	6,744,553	7,551,794

Balance	6,495	-183,366
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THE POLITICS



Rape Crisis Centre strongly state if women dependent and free legal courts there will be no defence cross



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the Australian Government Department of
Social Services and The Commonwealth
Bank of Australia

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women's
health
nsw



men!! Demonstrate against discriminatory court proceedings (re
i) outside Perit House, Macquarie St, City, Thursday 23.2.84 ph

