

FOUNDATION TO PREVENT VIOLENCE
against women and their children

Call for Expressions of Interest (EOI)

Prevention of Violence against Women and their Children in CALD communities

The Foundation to Prevent Violence against Women and their Children is seeking submissions from suitable organisations, including Culturally and Linguistically Diverse (CALD) community organisations, to build the capacity of CALD communities in Victoria to raise awareness of violence against women and their children, undertake primary prevention activities, build cross sector linkages to service providers, and develop tailored tools and resources.



- Issue Date:** 22 August 2014
- Information Session** **1-3pm, Monday 1 September, Meeting Room 1101 (11th floor) of the Municipal Association of Victoria, 60 Collins Street, Melbourne.**
- Deadline:** Expressions of Interest must be submitted by **5pm Monday 22 September 2014.**
An Expression of Interest Overview and Application Form are attached.
- Lodgement:** Expressions of Interest to be submitted by email to: teresa.dowd@preventviolence.org.au
- Interviews:** Shortlisted agencies must be available for an interview on **Monday 29 September 2014**
- For more information:** teresa.dowd@preventviolence.org.au / 8692-9510

Project overview

The Victorian Government, through the Department of Human Services has allocated funding to the Foundation to Prevent Violence against Women and their Children (the Foundation), to work with CALD communities in Victoria to develop and implement tailored initiatives to prevent violence against women and their children (PVAWC) ('the project'). The growing evidence base for PVAWC indicates that while universal or whole-of-population initiatives remain essential to effective prevention, some communities and community groups would benefit from initiatives that are tailored to their specific context, circumstances and needs. Much is yet to be learned about how to tailor initiatives for particular groups, and this project aims to build that evidence base by trialling two separate models, allowing for evaluation of the strengths and challenges of each.

The project aims to develop two separate models of primary prevention: one for working with an established and specific CALD community and the other for working with a new/emerging CALD community. A key outcome from the work will be ensuring the transferability of learnings to support other community efforts in this area.

The former model will focus on working with an established community of Indian origin, based on the strong prevention activities already begun by this community in certain regions. The Indian community has been specifically nominated for the project as it has demonstrated a strong readiness to participate in prevention efforts, and there is the potential to build on prevention activities already underway.

The latter will work with a new/emerging CALD community, that is, a community that is small in number, newly arrived and shares certain characteristics.¹ Applicants can propose to work with a new/emerging community that has a shared

¹ For example they may have all, or a combination of, the following characteristics:

- Significant increase in numbers over the last five years;
- Often lack established family networks, support systems, community structures and resources, relative to more established communities;
- Can be more vulnerable than established communities as they are often from a refugee background and have experienced displacement due to civil unrest;
- Can comprise individuals with low levels of education and skill due to displacement and Comprise individuals who do not have English language skills;
- Comprise individuals who are unfamiliar with mainstream government services that are available in Australia and are less likely to be able to locate services that can help them meet their basic needs; and
- Tend not to have community infrastructures and organisations that can attract funding.

national origin, or alternatively with a group of people from various nations of origin, but who share the experience of being newly arrived in Australia as members of smaller, less established communities.

Applicants are free to consider which approach they would like to propose, based on their experience working with CALD communities.

An organisation, or group of organisations, including CALD community organisations, will be funded for a twelve month period to work on PVAWC initiatives. They will develop partnerships, tools, guides and resources, as well as a community implementation plan. This work will take an evidence-based approach, drawing on VicHealth's [Preventing Violence before it Occurs: A Framework and Background Paper to Guide the Primary Prevention of Violence against Women in Victoria](#) ('the Framework'), and provide evidence-building learnings for prevention with CALD communities. The outcomes from the project will also provide models for other CALD groups and inform broader prevention efforts within Victoria and nationally, under the auspices of the Foundation. The project therefore has several complementary aims: to achieve positive outcomes for the communities involved; to develop tools, resources and infrastructure that will support ongoing sustainability within the communities, and be transferable to others, and finally; to build evidence on what works for PVAWC with CALD communities.

Expressions of Interest (EOI) are invited from organisations, including CALD community organisations, with a strong history of working with CALD communities and an ongoing infrastructure to support sustainability of the work beyond the life of the project. The funding aims to build on strong existing PVAWC work that some organisations or partnerships are already undertaking. Proposals may address one or both initiatives (an established and/or new/emerging community).

The successful organisation(s) will need to demonstrate appropriate expertise is brought to bear on the project, and that they can facilitate and ensure access to complementary, holistic supports and services via their networks and/or partnerships. Also essential are: the ability to involve more difficult-to-engage sections of the community; experience in multi layered and participatory approaches to primary prevention, and; experience in community engagement on complex social issues.

Background and policy context

Violence against women and their children is prevalent, serious, costly and preventable. Intimate partner violence alone is the biggest contributor to ill health, disability, and death in Victorian women aged 15-44, and has a profound and devastating effect on children, families and whole communities. Preventing violence against women and their children has a positive impact not only on individuals, but on society as a whole.

Victoria's Action Plan to Address Violence against Women and Children 2012-2015: Everyone has a Responsibility to Act

The project is supported by the Victorian Government's *Action Plan to Address Violence against Women and Children 2012-2015* (the Action Plan). The plan has prevention at its core, with an emphasis on educating the community to change attitudes and behaviours that have allowed violence against women and their children to continue. The Victorian Government through the Department of Human Services has allocated funding, via the Foundation, for the project.

The Action Plan provides a three year framework for reducing violence against women and children. Its vision is communities where women and children live free of violence. Its prevention actions are grouped into two areas of focus:

- **Educate** to change attitudes and behaviours and to promote respectful, non-violent relationships
- **Engage** organisations and communities to promote gender equity and stop violence

The plan recognises that violence against women and their children is a complex problem that affects all Victorians and, as such, needs a multi-faceted response across government and the community as a whole. Its initiatives include working with CALD communities on programs that are targeted to the needs of specific cultural groups, to raise awareness, provide information and promote leadership on preventing violence against women.

The Foundation to Prevent Violence against Women and their Children (the Foundation)

The Foundation is a national, not for profit organisation. It provides national leadership through motivating everyone in the community - men and women of all ages, as well as business, governments and community organisations - to reject violence against women and their children. Its objectives include undertaking tailored work with Indigenous communities, CALD communities and women with disabilities.

Rationale for working with CALD communities

Genuinely engaging CALD communities in work to PVAWC provides a means of ensuring that initiatives are tailored to community needs, and address the concerns of the communities. Identifying and working with communities provides a point of entry that is pivotal for creating awareness and implementing strategies to promote gender equitable, safe and inclusive communities.

Role of the Foundation

The Foundation will offer:

- \$300,000 (\$150,000 per initiative – see below). It is expected that each initiative will employ a dedicated project worker, with the remainder of funds to be used for the development of resources, community consultations and activities.
- Project development and coordination support
- Sustainability support
- Evaluation

Role of the organisation

In this collaborative, evidence-based project, we are requesting that organisations, including CALD community organisations, use their local knowledge, experience with the local community and their established partnerships to engage CALD communities and do the following for each initiative:

- Act as the lead agency to facilitate community partnerships development with key local agencies and specific community leaders to support implementation of the project
- Develop tools, resources and infrastructure that will support sustainability of action and that will be adaptable/transferable to other places and communities throughout Victoria

Organisations, including CALD community organisations, can apply to work on one or both initiatives and can apply individually or in partnership with others.

- **Initiative 1:** Identify and bring together community members of Indian origin, across faith and cultural groups, to develop and implement initiatives to PVAWC in their community. Community leaders should also be engaged.

AND/OR

- **Initiative 2:** Identify and bring together community members from a new and emerging community, across faith and cultural groups, to develop and implement initiatives to PVAWC in their communities. Community leaders should also be engaged. Applicants can propose to work with a new/emerging community that has a shared national origin, or alternatively with a group of people from various nations of origin, but who share the experience of being newly arrived in Australia as members of smaller, less established communities.

It is expected that the organisation/s will build on past community PVAWC work, and that each initiative will be inclusive of women and men from different faiths, socio-economic status, visa classes etc. The organisation will:

- Use part of the project funds to employ a project worker for each initiative to scope and deliver the project (with support from the Foundation)
- Facilitate community partnership development with key agencies
- Promote and utilise best-practice frameworks in relation to PVAWC
- Deliver consistent messaging in relation to PVAWC with guidance provided by the Foundation
- Ensure an initiative is developed that reaches more vulnerable or isolated community members
- Participate in evaluation (led by the Foundation) to measure progress and inform future prevention activity within these and other CALD communities

Requirements of the project

Expressions of Interest are invited from organisations, including CALD community organisations, with a strong history of working with CALD communities, experience working in the area of violence against women and children and an ongoing infrastructure that ensures sustainability, to work with the Foundation to develop and implement PVAWC activities with CALD communities using a participatory approach. The project aims to build the capacity of CALD

communities in Victoria to undertake primary prevention, raise awareness of violence against women and children, build linkages to service providers, and develop tools and resources.

Project goal

Prevent violence against women and their children in CALD communities by fostering gender equality and non-violent norms between men and women.

Project objectives

Using a participatory approach, the project will work with the following main objectives:

- Increase awareness of both universal and community-specific factors contributing to violence against women and their children in CALD communities
- Build the capacity of CALD communities to undertake and promote primary prevention activities
- Develop a range of local and community service sector partnerships that support ongoing implementation of primary prevention initiatives for CALD communities
- Development of processes and tools for other CALD communities to use for their own prevention activities; and
- Contribute to the knowledge and evidence-base for primary prevention in CALD communities

Key areas of work for each initiative

As part of the application process, it is anticipated that organisations will detail their approach, and the elements, timelines and outputs they envisage. It is also anticipated that a participatory process will be facilitated in the initial stages of the project to support CALD communities to develop their own Community Implementation Plans. The information below is therefore intended to provide general (rather than definitive or restrictive) guidance for project planning.

The following elements are envisaged as key areas of work:

- Facilitating community partnership development with key organisations serving CALD communities, e.g. Migrant Resource Centres, and organisations responding to and preventing family violence and sexual assault such as Centres Against Sexual Assault, specialist family violence services and women's health services. It is envisaged that

applicants would concentrate activity within a defined geographical region in order to provide more intensive support to partnership development within the project timelines.

- Undertaking a consultation process with key community stakeholders to:
 - raise awareness of issues of violence against women and their children in CALD communities
 - build capacity in primary prevention methods for CALD community leaders (women and men)
 - develop agreed, community-specific implementation plans
- Engaging community leaders to champion the project and encourage respectful relationships across the community (with appropriate training and support sourced/provided by the Foundation)
- Facilitating the development of tools, guides and resources for use by community members (e.g. brochures, websites, and group work activities). Resources must be in accessible format, for example in community languages, and be informed by cultural understandings and context
- Leading at least six awareness-raising or other prevention activities within their respective communities
- Engaging community media with activities consistent with the Domestic Violence Victoria (DVVic) media strategy

Envisaged project stages

Each initiative will be implemented over a one-year period and will include the following, potentially overlapping, stages:

Stage 1: Project Design and Initiation

- Finalise service and funding agreements
- Establish advisory/steering group
- Employ CALD community project workers
- Finalise project implementation plan including detailed budget
- Develop evaluation framework

Stage 2: Project Implementation and Resource Development

- Establish of participatory consultation process

- Establishment of working groups
- Establishment of strategic linkages
- Development of tools/resources
- Planned and implemented prevention activities
- Collect and provide qualitative and quantitative data that builds the evidence-base
- Progress and Interim report

Stage 3: Project Evaluation and Reporting

- Conduct evaluation planning and data collection workshops
- Collect and provide qualitative and quantitative data that builds the evidence base
- Document draft evaluation findings
- Produce Final Report
- Support the Foundation to develop an evidence-based transferable model

Stage 4: Project Sustainability Strategy

- Conduct reflection and sustainability consultation
- Investigate infrastructure supports for sustainability beyond the life of the project
- Share learnings
- Finalise and distribute model, tools and resources

Expected outcomes

It is anticipated that each initiative will provide:

- Increased awareness of both universal and community-specific factors contributing to violence against women and their children within identified communities
- Identified violence prevention strategies that are supported within the participating communities
- An ncreased capacity for participating CALD communities to undertake and promote primary prevention activities
- A better developed range of local and community service sector partnerships that support ongoing implementation of primary prevention initiatives within the defined place

- A transferable primary prevention model or toolkit, including engagement approaches, guides and resources, for replication with other CALD communities (to be developed by the Foundation, with support from the successful applicants)
- Key findings that contribute to the national evidence and evaluation base for primary prevention activities in CALD communities

Who can apply?

Proposals will be accepted from incorporated not-for-profit organisations, including CALD community organisations.

Priority will be given to expressions of interest that best meet the outlined criteria.

Assessment criteria

The Foundation will assess the EOI received in response to this invitation, in regards to:

- a) Each of the specific assessment criteria identified in the table below; and
- b) Overall proposal presented in the EOI

Demonstrated experience - Prevention of violence against women and their children expertise and experience
1.1 Demonstrated experience in locally-driven evidence-based prevention of violence against women and their children in Victoria
1.2 Demonstrated understanding of the legal context of family violence and sexual assault and referral pathways, including CALD specific issues and practices that may fall within legal and broader definition of violence against women and their children
1.3 Evidence of self-care processes for project workers and community participants engaged in violence prevention initiatives

Demonstrated partnership, governance and sustainability strategies

- 2.1 Evidence of capacity of partners to effectively work together in an operational and strategic capacity to achieve the project outcomes, including capacity to leverage additional or in-kind resources
- 2.2 Evidence of capacity to develop governance mechanisms (such as steering committees) to utilise collective and specific knowledge of partners and community stakeholders and leaders
- 2.3 Proposed approach and its outcomes fit into and inform a larger strategy for PVAWC that is sustainable post-project

Commitment to an evidence-based and evidence-building approach

- 3.1 Evidence of the capacity and resources to manage participatory action-research methods of program development and delivery, ideally across multiple settings for diverse groups
- 3.2 Willingness and capacity to work collaboratively with the Foundation and its partner agencies in an evidence-based approach to program development, with support from the Foundation's Evaluation Coordinator including the development of a data collection strategy
- 3.3 Capacity to share learnings and work with project partners to contribute to the development of a transferrable model/toolkit for prevention of violence against women and their children in CALD communities

Participatory engagement with culturally and linguistically diverse communities

- 4.1 Existing knowledge and capacity to partner with Indian and/or new/emerging communities, including community leaders, men and women
- 4.2 Evidence of the capacity and a strategy to engage an inclusive cross section of community representatives, including hard-to-reach community members

Strength and clarity of proposed approach
<p>Proposed approach clearly defines:</p> <ul style="list-style-type: none">5.1 The CALD community/communities to be engaged5.2 The number and diversity of people who will be engaged5.3 The process through which an inclusive cross section of people will be engaged5.4 Details of how collaboration with partners, participating organisations and community leaders will be achieved5.5 The process through which the Community Implementation Plan will be developed5.6 How the project outcomes will be achieved and measured

Assessment of EOIs

The Foundation will assess all EOIs received against the above Assessment Criteria.

If, in the opinion of the Foundation, an EOI is unclear in any respect, the Foundation may seek clarification from the Applicant.

Applicants must be available for a follow-up panel interview.

An EOI will not be deemed to be unsuccessful until such time as the Applicant is formally notified of that fact by the Foundation.

Indicative timetable

Activity	Date
Guidelines for EOI issued	Friday 22 August 2014
Information sessions on program concept and desired outcomes	Monday 1 September 2014 1-3pm Meeting Room 1101 (11th floor) of the Municipal Association of Victoria. 60 Collins Street, Melbourne To register: Email: teresadowd@preventviolence.org.au or Ph: 8692-9510
EOI closing time	5pm Monday 22 September 2014.
Interview of short listed agencies	Monday 29 September 2014

Further information

The following resources may be of assistance when developing the EOI:

Victorian Government, 2012. *Victoria's Action Plan to Address Violence against Women and Children 2012–2015*, October 2012, Office of Women's Policy, Department of Human Services. www.women.vic.gov.au

VicHealth, 2007. *Preventing Violence Before It Occurs: A framework and background paper to guide the primary prevention of violence against women in Victoria*, Victorian Health Promotion Foundation.

World Health Organization, 2012. [Understanding and Addressing Violence against Women](#) fact sheets.

Poljski C and Murdolo, A, 2011. [On Her Way: Primary prevention of violence against immigrant and refugee women in Australia](#), Multicultural Women's Health Service, Victoria.

FOUNDATION TO PREVENT VIOLENCE AGAINST WOMEN AND THEIR CHILDREN

Application Form for Expressions of Interest (EOI)

- Issue Date:** 22 August 2014
- Information Session** **1-3pm, Monday 1 September, Meeting Room 1101 (11th floor) of the Municipal Association of Victoria, 60 Collins Street, Melbourne.**
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Note to applicants:

Returned applications are not expected to be longer than ten pages. As a guide, please limit your responses to a maximum 200 words per section/box.

Scope of application (please indicate one):	
Applying to implement: 1) An initiative solely with an established Indian community 2) An initiative solely with a new/emerging CALD community 3) Both initiatives	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Applicant Information	
Name of lead organisation	
Partner organisations	
Australian Business Number	
Telephone	
Facsimile	
Email	
Name and title of contact person	
Phone and email of contact person	

Executive summary	
Provide a brief executive summary of the Applicant's Expression of Interest.	

Proposed Approach	
Provide details of your proposed approach to deliver the required initiatives, based upon the indicative stages and addressing the following elements: a) the CALD community/ies you will engage	
b) the number and diversity of people you seek to engage	
c) the process through which you will engage an inclusive cross section of people	
d) details of how you will collaborate with partners, participating organisations and community leaders	
e) the process of how Community Implementation Plans will be developed	
f) how project outcomes will be achieved and measured	
g) any other elements of your approach	
Budget	
Provide an outline of the proposed budget, including in-kind support	

Prevention of violence against women and their children expertise and experience	
1.1 Demonstrate experience in locally-driven evidence-based prevention of violence against women and their children in Victoria.	
1.2 Demonstrate understanding of legal context of family violence, sexual assault and referral pathways, including CALD specific issues and practices that may fall within legal and broader definition of violence against women and their children.	
1.3 Provide evidence of self-care processes for project workers and community participants engaged in violence prevention initiatives.	

Demonstrated partnership, governance and sustainability strategies	
<p>2.1 Provide evidence of capacity of partners to effectively work together in an operational and strategic capacity to achieve the project outcomes, including capacity to leverage additional or in kind resources.</p>	
<p>2.2 Provide evidence of capacity to develop governance mechanisms (such as steering committees) to utilise collective and specific knowledge of partners and community stakeholders and leaders.</p>	
<p>2.3 Provide an outline of how the proposed approach and its outcomes fit into and inform a larger strategy for violence prevention and/or additional strategy for sustainability post project.</p>	

Commitment to an evidence-based and evidence-building approach	
<p>3.1 Detail evidence of capacity and resources to manage participatory action-research methods of program development and delivery, ideally across multiple settings for diverse groups.</p>	
<p>3.2 Demonstrate willingness and capacity to work collaboratively with the Foundation and its partner agencies in an evidence-based approach to program development, with support from the Foundation's evaluation coordinator including in the development of a data collection strategy.</p>	
<p>3.3 Demonstrate capacity to share learnings and work with project partners to contribute to the development of a transferrable model/toolkit for prevention of violence against women and their children in CALD communities.</p>	

Participatory engagement with culturally and linguistically diverse communities	
4.1 Demonstrate knowledge and capacity to partner with Indian and/or new/emerging communities, including community leaders, men and women.	
4.2 Demonstrate capacity and strategy to engage an inclusive cross section of community representatives, including hard-to-reach community members.	