

### **Our Herstory**

The Loddon Consortium for Gender Equality and Violence Prevention (the Consortium) was established in 2004, bringing together services that were working in the specialist gendered violence sectors. Our partnership is the only consortium in Victoria (and possibly Australia) that provides integrated regional programs and services for victim survivors of family and sexual violence, men who use violence towards family members, and works to prevent gendered violence. The Consortium applies a feminist governance approach – equality of participation and voice – and we are united in our desire for gender and social equality and a community free of violence.

We have a strong commitment to innovation, impactful partnerships and collaborations and evidencing our impact.

The Consortium is a partnership of specialist gender-based violence organisations across the Loddon area:

- Centre for Non-Violence (CNV)
- Annie North Women's Refuge
- Centre Against Sexual Assault Central Victoria (CASACV)
- Women's Health Loddon Mallee
- Sunbury & Cobaw Community Health

#### **Key achievements:**

- Providing specialist gendered violence programs and services within the Loddon area and across the continuum of response, recovery and prevention
- Joint training and integrated models of perpetrator responses and system mobilisation
- Regional Integration Committee (now known as the Loddon Family Violence Systems Leadership Group) development and best practice integration interventions and responses
- Creating and leveraging place-based responses that join up systems (no wrong door)

#### Our strong and integrated models and practice include:

- Safe, Thriving and Connected (STC) therapeutic recovery program
- Integrated after-hours response programs (family violence) and seamless and shared intake (data/referrals) for STC
- Campaigns and advocacy including policy and legislative reforms, community engagement and violence prevention initiatives
- Workforce capacity building and joint training
- Representation on key alliances and networks in the Loddon region and statewide

We are excited to launch our Strategic Plan, including our revised strategic focus and priorities for 2025 - 2028 and we look forward to setting the scene for another 20 years of successful collaboration and partnership.

### **Our Vision**

To end gender-based violence

### **Our Purpose**

Think - Lead - Act Together

# How we achieve Collective Leadership and Impact

We are strategic, purposeful and committed to partnership, collaboration and innovation to represent our individual and collective expertise and our voice to influence others.

We work together to build capacity within our sectors, communities and across our specialist workforces.



# Systems and Integration



Robust Structure



Social Change

### The problem we seek to solve:

Gender-based violence is both a cause and consequence of structural and social inequalities.

Gender-based violence is reinforced by dominant systems, power and privilege.

Gender-based violence is a serious, prevalent and preventable human rights issue.

# **Acknowledgement** of Country

The Consortium recognises and acknowledges Aboriginal and Torres Strait Islander peoples as the First Nations people of these lands and waterways.

We acknowledge Aboriginal and Torres Strait Islander peoples' sovereignty, and sacred connection to the lands and waterways and we celebrate their strong and enduring cultures, identities, and self-determination. We are sorry for the endured trauma and torment of powerlessness inflicted on Aboriginal and Torres Strait Islander peoples as a result of the ongoing impact of colonisation, systemic discrimination, and white privilege.

We accept and acknowledge the invitation to walk with Aboriginal and Torres Strait Islander peoples, and strongly support the Uluru Statement from the Heart, constitutionally enshrined Voice to Parliament and the call for a Makarrata Commission to supervise agreement, treaty, and truth-telling about our history.

We uphold the unique human rights of Aboriginal and Torres Strait Islander peoples as outlined by the United Nations Declaration of the Rights of Indigenous Peoples and seek a future where they have power of their voice, rights, destiny, and their children flourish.

We pledge support for Treaty for Victoria and will stand alongside Aboriginal communities to progress this important work.



# Our commitment to gender diversity and inclusion

We recognise, welcome and respect diversity for our beneficiaries, clients, staff and communities. The Consortium is committed to improving the lives of our community and being accessible to all, including people from culturally and linguistically diverse communities, those from Aboriginal and Torres Strait Islander background, people with a disability, people who identify as lesbian, gay, bisexual, transgender, intersex and queer and other socially vulnerable groups.

# Our commitment to the safety of children and young people

The Consortium is a partnership and collaboration of child safe organisations. We value, listen to and respect children and young people. We are committed to the safety of all children and young people, and we commit to providing inclusive, culturally safe and welcoming environments. We uphold children and young peoples' right to safety and recovery and support children and young people to meet their full potential and thrive.

### **Our Values**

# Transparent & Authentic

We value each other's strengths and expertise. We lead conversations and respectfully challenge, advocate and keep an open dialogue.

#### Courage

We are courageous, bold and brave. We explore new areas for development, expansion and reach.

#### **Collaboration**

We speak with one voice. We work collaboratively to influence change. We share our ideals, and commit to representing lived experience.

### **Accountable**

We are accountable to each other, our clients, partners, funders and community.

### **Our Impact Areas**

## Influence and Leadership

Our collective
expertise
influences and
informs
policy and
decision makers.

#### Innovation

Intersectional feminist approaches that increase diversity and inclusion.

### Systems Mobilisation

Dismantling oppressive systems and structures.

# Impactful Partnerships

Strategic partnerships to strengthen response, early intervention and prevention approaches.

# **Capacity Building**

A skilled and professional workforce that enables practice excellence.

### **Influence and Leadership**

Our collective expertise influences and informs policy and decision makers

**ACTIVITIES** 

LEARNING (YEAR 1) **EVALUATING** (YEAR 2)

ACTIONS (YEAR 3)

**IMPACT** 

Track Theory of Change (ToC) and strategic priorities to key outcomes Feminist governance framework and guidelines guide our shared approach Herstory, ToC and strategic priorities track, measure and evidence collective impact

Feminist leadership is valued and sought (visible presence and representation)

The Consortium is a recognised leader and influencer

Develop position papers and strategic information to challenge power, privilege and gender-based violence

Key messaging guidelines branded content

Partners share their expertise and key frameworks to develop shared approaches Consortium shared language and understandings (e.g. definitions, key frameworks

for best practice)

Policy influence, inclusion and representation in key conversations

Develop shared key messaging and communication strategy to support advocacy and leadership

Increased Consortium presence, advocacy, communication, and messaging

Increased engagement, conversations and tailored messaging to key audiences (e.g. media) Consortium shared language and understandings (e.g. definitions, key frameworks for best practice)

Community understands key drivers of gender-based violence

### **Innovation**

We develop and inform best-practice approaches to expand our collective reach

**ACTIVITIES LEARNING ACTIONS** IMPACT **EVALUATING** (YEAR 1) (YEAR 2) (YEAR 3) **Innovation plan** Our expertise **Share best practice** Central register for action **Evaluate best** influences best to document and of programs and (scaling up practice models to practice approaches contribute to the services, projects opportunities, shared inform innovations evidence base and innovation and information models, funding submissions) Formalise university **Consortium MoU** Conference papers, **Active contributors** Active innovation partnerships to and ethics guidelines research and and leading research. support innovation for lived experience and building the publications policy and practice and evidence across (co-research and evidence base and joined up across the continuum the continuum partnership) approaches Increased innovation Regional plan **Innovation and Event calendar Showcase regional** and calendar and collaboration including forums collaboration innovations across across the (campaigns, key and Communities through crossthe Consortium Consortium events and regional of Practice sectoral events forum dates) (annual forums)

### **Impactful Partnerships**

Strategic partnerships to strengthen response, early intervention and prevention approaches

# ACTIVITIES

LEARNING (YEAR 1) **EVALUATING** (YEAR 2)

ACTIONS (YEAR 3)

**IMPACT** 

Develop a shared plan to strategically leverage partnerships

Guiding
intersectional
frameworks, shared
approaches and
principles

Consortium partnership strategy to increase strategic reach Shared
action plan
(scaling up
opportunities, shared
models identified)

Increased
understandings and
knowledge of key
drivers of gender and
social inequality

Collaborative practice frameworks and improved referral pathways

Case studies and shared practice examples to represent client journey

Increased advocacy and leveraged programs, services and partnerships Increased
Consortium
and collective
representation
within key networks

Strategic partnerships address intersectional community need across the continuum

Joined up service responses for clients and key stakeholders

Increased intersectional understandings and collaboration to demonstrate cohort needs

Intersectional service pathways and services are responsive to need

Increased collaboration, partnerships and intersectional approaches

Increased
advocacy and
support to address
intersectional needs

## **Capacity and Capability**

A skilled and professional workforce that enables practice excellence

**ACTIVITIES** 

LEARNING (YEAR 1) EVALUATING (YEAR 2)

ACTIONS (YEAR 3)

IMPACT

Develop online platforms and systems to support shared learning and development

Shared induction, learning and development plan

Annual training calendar, with evaluation of participation

Staff have increased understandings and confidence to be effective agents of change

Staff are active agents of change and are confident in understandings (model shared vision and values)

Increase
opportunities for
cross-sectoral
activities and
collaborations

Matrix document
(key stakeholders,
roles, capacity
building events
and key contacts
e.g. audience)

Increased participation and representation in events

Consortiumled events and collaboration (e.g. FV Leadership Forums CoP, STC CoP)

Leading conversations and representation in regional forums

**Shared best practice** models and practice

Best practice models shared and documented

Visible leadership (leading conversations, emerging issues, priorities) Leveraged opportunities for shared practice and collaboration across the Consortium

Amplified voice and presence of Consortium partners, specialist services, programs and projects

### **Dismantling Oppressive Systems and Structures**

Applying a feminist intersectional lens to challenge and change systems of inequality, power and privilege

#### **ACTIVITIES**

**Create shared** understandings of structural power and inequality through feminist intersectional lens

Create a network to lead crossorganisational collaboration. learning and development

Provide leadership and identify priority projects. advocacy efforts and collaboration

#### **LEARNING** (YEAR 1)

**Build, communicate** and promote the visibility of inclusive organisational culture

#### Engage organisational representatives to develop a shared agenda for change and priorities

Support creative use and sharing of resources and capacity

#### **EVALUATING** (YEAR 2)

**Create shared** language, principles and practice to embed a feminist intersectional approach

#### **Identify** and promote workforce capacity and capability building (intersectionality)

Research and identify suitable development opportunities

#### **ACTIONS** (YEAR 3)

**Staff have increased** understandings and confidence to be effective agents of change

#### **Co-design training** solutions and strategies to build intersectional understandings of oppression

Leveraged opportunities for shared practice and collaboration across the Consortium

#### IMPACT

Staff are active agents of change and are confident in understandings (model shared vision and values)

Intersectional feminism, inclusion, and intersectionality approach, and within policy and practice

**Amplified voice** and presence of diversity and inclusion across partnership, services, programs and projects



- FOR GENDER EQUALITY + VIOLENCE PREVENTION -