

Respect Victoria Annual Report

2020-21



Dedication

This work is dedicated to all victim survivors of family violence and those who have been killed as a result of family violence. We keep forefront in our minds all those who are still experiencing family violence today, and for whom we undertake this work.

Aboriginal Acknowledgment

Respect Victoria acknowledges Aboriginal people as the First Peoples and Traditional Owners and Custodians of the land and water on which we rely. We acknowledge and respect that Aboriginal communities are steeped in traditions and customs built on a disciplined social and cultural order that has sustained 60,000 years of existence. We acknowledge the significant disruptions to social and cultural order and the ongoing hurt caused by colonisation. We acknowledge the ongoing leadership role of Aboriginal communities in addressing and preventing family violence and will continue to work in collaboration with First Peoples to eliminate family violence from all communities.

Commitment to Dhelk Dja: Safe Our Way

In our work to address family violence, Respect Victoria commits to being guided by the principles, strategic priorities and definition of Aboriginal self-determination as described in *Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families*. We recognise that Dhelk Dja is everyone's business. Everyone, all services and all parts of government in Victoria, are accountable for a future in which Aboriginal people live free from family violence. Only by working together and implementing Aboriginal led solutions can we end family violence.

© Respect Victoria, October 2021

Contents contained within are reported as at 30 June 2021.

Respect Victoria acknowledges the support of the Victorian Government.

ISSN 2652-922X – (online/PDF)

Contents

Chair and Chief Executive Officer Report	4
SECTION 1: Report on Operations	6
About Respect Victoria	7
Our strategy	8
Highlights from the year	10
Pillars	12
Pillar 1 – Research, Monitor and Evaluate	12
Pillar 2 – Communicate and Engage	17
Pillar 3 – Drive Uptake	26
Pillar 4 – Coordinate and Collaborate	28
Pillar 5 – Advise and Influence	30
Foundations	32
SECTION 2: Report on Governance, Finance and Compliance	33
Governance and Operational Structure	34
Respect Victoria Board	34
Finance, Audit and Risk Committee	38
Research and Evaluation Advisory Committee	38
Workforce and Remuneration Committee	38
Recruitment Committee	38
Senior Leadership Team	39
2020-21 Financial Management Compliance Attestation Statement	41
Operating Statement	42
Financial Performance and Business Review	43
2020-21 Financial Performance Disclosures	43
Consultancy Expenditure	43
Advertising Expenditure	44
Information and Communication Technology Expenditure	46
Budget Performance Output Statement	47
Compliance Disclosures	47
Occupational Health and Safety	47
Disclosure of Major Contracts	47
<i>Freedom of Information Act 1982</i>	47
Compliance with the <i>Building Act 1993</i>	48
Compliance with the <i>Protected Disclosure Act 2012</i>	49
Compliance with the <i>Carers Recognition Act 2012</i>	49
Compliance with the <i>Disability Act 2006</i>	49
Local Jobs First	50
Additional Agency Information Available on Request	50

Chair and Chief Executive Officer Report

On behalf of the Board and staff, we are pleased to share with you Respect Victoria's Annual Report for 2020-21.

It would be easy for the story of the past year to be read as an incredibly difficult one. The world has remained gripped in a global pandemic that has taken millions of lives, cost people their health and livelihoods, and kept us physically apart from family, friends and community. The impact on rates of family violence is frightening; a 'shadow pandemic' that has seen a surge in reported incidents across the globe.

Australia has not been immune to this surge; in 2020 Victoria faced our highest ever reported rates of family violence. The virus has exposed the fault lines of systemic inequality and structural discrimination, as many of the factors that put people at higher risk of COVID-19 and its social and economic fallout are also the factors that increase risk of family violence and violence against women¹.

For those of us working in this sector and for many Victorians however, the story of the last year is also one of incredible resilience. Primary prevention work is a rare privilege; at Respect Victoria, we are

conscious we have the responsibility and the opportunity to lead significant cultural change.

In 2020-21 we led and coordinated primary prevention of family violence and violence against women with our prevention partners across the state. We delivered new behaviour change campaigns to call out the drivers of violence and celebrate healthy, respectful relationships. We launched ground-breaking tools and research to better understand what works to stop violence before it starts. We advocated to build primary prevention into the disaster management cycle, to keep people safe in times of crisis and emergency.

In May 2021 we said farewell to our inaugural Chief Executive Officer Tracey Gaudry. We are grateful for Tracey's substantial contribution during the critical establishment of our organisation and wish her every success for the future.

We are proud of the way our staff and Board rose to meet the challenges of working together, apart. In 2020-21 we

¹ Boxall H, Morgan A & Brown R (2020). The prevalence of domestic violence among women during the COVID-19 pandemic. Statistical Bulletin no. 28. Canberra: Australian Institute of Criminology.

“ Our country is at a watershed moment. From schools to the halls of Parliament, our shared outrage and conversations about respect, gender equality and consent shows a shift in attitudes.”

transitioned to a fully flexible workplace, giving our people the opportunity to continue to work from home, remotely, or from our new office in whatever way best supports them.

This past year also marked an important milestone for our state: five years since the Royal Commission into Family Violence. Individuals and organisations courageously shared their experiences and expertise; the result was a historic reform agenda to transform Victoria’s family violence system for the better. The Commission made clear that primary prevention work is critical to the overall success of this reform, because without investing in primary prevention, family violence and violence against women will continue.

The creation of Respect Victoria as a primary prevention organisation with a legislated remit and ongoing resourcing is a clear commitment to this reform. This is long-term work, however. Changing the attitudes and behaviours that drive family violence and violence against women is the challenge of a generation.

Our country is at a watershed moment. From schools to the halls of Parliament, our shared outrage and conversations about respect, gender equality and consent shows a shift in attitudes. It’s up to all of us – across government, industries, organisations, communities and individuals – to call out these drivers and transform the structures that uphold them.

Our commitment to victim-survivors, to those who have not survived this violence, to everyone who made this historic reform a reality, is to carry forward this work.

To create a Victoria where everyone is safe, equal, and respected.



Melanie Eagle

Melanie Eagle

Chair



Amy Prendergast

Amy Prendergast

*Acting Chief
Executive Officer*



01

Report on operations

About Respect Victoria

Respect Victoria is an organisation dedicated to the primary prevention of all forms of family violence and violence against women. Our focus is stopping violence before it starts, by changing the culture that allows it to happen.

We apply a primary prevention approach to all forms of family violence and violence against women. Primary prevention is a long-term approach used across preventative health, from cancer prevention to road safety. In the context of family violence, primary prevention focuses on preventing violence by identifying the underlying causes or drivers of violence. These include the social norms, practices and structures that influence individual attitudes and behaviours.

As a Statutory Authority, we are an independent voice with functions, powers and duties protected by law. We exist to drive primary prevention over the long-term. Respect Victoria is one of many organisations that continue Victoria's work to address gender inequality as a root cause of family violence. We also recognise other forms of inequality that influence violence, including racism, ageism, ableism, and heterosexism. We address family violence prevention for *all* Victorian communities, and prevention of *all* forms of violence against women.

Our strategy

Vision

All people are safe, equal and respected, and free from all forms of family violence and violence against women.

Purpose

To prevent all forms of family violence and violence against women before they happen, by driving evidence-informed primary prevention.

Principles

Our work is guided by the following principles:

Human rights	Human rights are essential in a democratic and inclusive society that respects the rule of law, human dignity, equality and freedom.
Gender equality	Gender equality is the precondition for a more equal society and includes the social right, responsibilities and opportunities of women, men, trans and gender diverse people.
Self-determination	Self-determination is the foundation for better outcomes for Aboriginal people. It is an approach that recognises and respects the inherent strength and diversity of Aboriginal people, families and communities.
Intersectionality	Intersectionality recognises people’s lived experiences and the interconnected nature of their identities across gender and gender identities, sexual orientation, race ethnicity, Aboriginality, language, religion, class, socio-economic status, ability and age.

Pillars

To achieve our vision, we will:

1 Research, monitor and evaluate	2 Communicate and engage	3 Drive uptake	4 Coordinate and collaborate	5 Advise and influence
<p>▼</p> <p>Inform policy and practice through research, monitoring and evaluation into the drivers of violence and how violence can be prevented.</p>	<p>▼</p> <p>Build community awareness of the drivers of all forms of family violence and violence against women, contribute to cultural change and challenge these drivers.</p>	<p>▼</p> <p>Drive uptake of best practice primary prevention by setting the standard and supporting policy makers and practitioners in government, industry, organisations and communities.</p>	<p>▼</p> <p>Coordinate and collaborate to strengthen primary prevention across government, industry, organisations and communities.</p>	<p>▼</p> <p>Advise and positively influence government, industry and organisations on effective primary prevention policy, practice and investment.</p>

Highlights from the year

National Community Attitudes Survey towards Violence against Women Survey (NCAS) toolkit

The NCAS measures Australian attitudes towards gender equality and violence against women. We launched this first of its kind toolkit to support professionals dedicated to preventing violence against women with ten accessible, evidence-informed tools.



Prevention of Family Violence Data Platform

We released this groundbreaking tool to track Victoria's progress to prevent family violence and violence against women. The platform was compiled using data from over 30 sources.



Respect Women: 'Call It Out' (Respect Is)

We launched this campaign during the 16 Days of Activism Against Gender-Based Violence in November 2020 and ran a further phase in June 2021. The campaign encourages Victorians to call out sexism, sexual harassment and disrespect towards women and recognises the direct link between gender equality and preventing violence against women.



COVID-19 research

What can we learn from the pandemic to stop violence before it starts ahead of future disasters? We commissioned research into the impact of the pandemic on older people, LGBTIQ+ people, and the primary prevention workforce.

Respect Each Other: Pride, Respect, Equality

To prevent violence against LGBTIQ+ family members, we launched a new campaign in April 2021 celebrating the importance of healthy and thriving relationships and calling on family members to support their LGBTIQ+ loved ones.



Building the evidence to stop violence before it starts

We launched our new research seminar series bringing together policy makers and practitioners to share insights from our primary prevention research projects.



Victorian Government's Rolling Action Plan for Family Violence Reform 2020-23

In 2020 we supported the development of this action plan. The new plan sets out a range of significant contributions to be made by Respect Victoria in advancing research, behaviour campaigns, program evaluation, prevention program support and system strengthening.



Primary prevention in disaster advocacy

In consultation with our partners in the sector, we prepared a resource detailing the actions decision-makers can take to address discrimination and inequality in the COVID-19 context and in future disasters and emergencies.

Pillar 1

Research, monitor and evaluate

Inform policy and practice through research, monitoring and evaluation efforts into the drivers of violence and how violence can be prevented.

In 2020-21, Respect Victoria developed evidence to help increase the capacity of government, industry, organisations and communities to challenge sexism and discrimination and prevent family violence.

Investigating the impacts of the COVID-19 pandemic

In common with disasters generally, the COVID-19 pandemic has exposed and exacerbated the inequalities that drive family violence and violence against women. What can we learn from the pandemic to stop violence before it starts ahead of future disasters? To answer this question, Respect Victoria commissioned research into the impact of the pandemic on three groups of Victorians: older people, LGBTIQ+ people, and the primary prevention workforce.

Our partners the Gender and Disaster Pod and the National Ageing Research Institute undertook a literature review and interviews with Victorians between the ages of 67 and 98 from June to August 2020 to investigate the impact of the pandemic on older people.

The research found that older Victorians were experiencing increased ageism, social isolation, decreased access to health care and exercise resulting in poorer physical and mental health – all factors increasing the risk of elder abuse. The experience of ageism was compounded when combined with other forms of discrimination, like sexism, racism and homophobia. Researchers also found that media reporting and sentiment often served to exacerbate ageist attitudes and stereotypes in the community.

The report also highlighted however the resilience of participants and their capacity to cope. Most participants spoke to the importance of maintaining family, community, and intergenerational friendships before and during the pandemic.

Similarly, research undertaken by our partners drummond street services' Centre for Family Research and Evaluation and the Gender and Disaster Pod found that LGBTIQ+ Victorians faced an increased risk of family violence under COVID-19. This research included a literature review

It was clearly stated if there was a choice between who to save and who not to, that the younger person would be looked after... My life is valued less and less.

**Respect
Victoria**

and interviews with LGBTIQ+ Victorians and service providers between June and September 2020. Almost all participants cited increased discrimination during the pandemic.

Worsening financial circumstances forced young LGBTIQ+ people to move home with family of origin, putting them at greater risk of violence from family members who are not accepting of their sexuality or gender identity. Discrimination and inequality faced by trans and gender diverse people in particular included restrictions to gender-affirming medical services. Poorer mental health and job losses were compounded by experiences of racism, ableism, and ageism. The presence of community surveillance triggered trauma from past experiences with police. Participants noted some positive outcomes, however; being forced to move more parts of life online actually increased access to community and support services in some instances.

The move to working online is perhaps one of the most significant shifts triggered by the COVID-19 pandemic. It also has particular gendered impacts. With early reports of resources and staff being diverted to deal with the surge in demand for family violence response services, we wanted to better understand the impact of the pandemic on the (largely female) primary prevention workforce in Victoria.

Research conducted by our partner the Gender and Disaster Pod confirmed the move to working from home compounded existing gender inequalities. Women and men in heterosexual relationships further conformed to gender stereotypes, increasing the gendered division of labour. In this way the experience of the prevention workforce mirrored those of many female-dominated industries under COVID-19. Women from marginalised groups also reported facing multiple forms of discrimination under the pandemic.

The consequences of shifting from primary prevention to response were multiple and varied. Some practitioners felt they weren't adequately trained to respond to significant increases in family violence. All participants had, to differing degrees, taken up additional duties related to response. Participants expressed difficulty in juggling their new duties with their original remit of gender equity and primary prevention. Some participants highlighted concerns about redirecting 'limited and inadequate' primary prevention resources. For others, new attention to family violence during the pandemic and a shift to response meant they were able to increase awareness of the importance of gender equality and primary prevention in their organisations.

'Building the evidence to stop violence before it starts': research seminar series

In June 2021 Respect Victoria was thrilled to share our work on COVID-19 at the first of our new research seminar series, 'Building the evidence to stop violence before it starts.' Continuing into 2021-22, this series will bring together policy makers and practitioners for a deep dive into Respect Victoria's primary prevention research projects.

The COVID-19 research forum brought together over 200 professionals from a range of sectors, including family violence prevention and response, local government, community, health and emergency services. What's clear from our conversation is that disasters like COVID-19 exacerbate the risk factors for family violence, particularly for people experiencing multiple forms of discrimination. But it's not the prevention sector alone that needs to be vigilant

to the impacts of disaster. Emergency services, government, health and community services, justice, education and more all have a role to play in reducing the impact of discrimination under disaster – whether it be a pandemic, the next bushfire season, or beyond.

We look forward to bringing more of these research forums to Victorian governments, industry, organisations and communities, so that together we can build the evidence to understand what works to prevent violence before it happens.

Primary prevention action research projects

In 2020-21 Respect Victoria progressed our research projects focused on building our understanding of what drives different forms of family violence, and what works to prevent it from occurring in the first place. These projects apply an action research methodology – meaning the people impacted are directly involved in the research.

Together with drummond street services' Centre for Family Research and Evaluation, we undertook research into the experience of LGBTIQ+ people in the transition to parenthood. While the time around becoming a new parent is widely understood as high-risk for the onset of family violence amongst heterosexual couples, less is known about the experiences of LGBTIQ+ parents. And yet family violence, including intimate partner violence, does occur in LGBTIQ+ relationships.

Some studies suggest that intimate partner violence is experienced at the same rate in same-gender relationships as heterosexual relationships, while other

studies have actually found higher rates of violence.² This ground-breaking research focuses on understanding the drivers and risk factors of family violence for new LGBTIQ+ parents in a society where heteronormative and cisnormative gender stereotypes prevail. The final report and supporting resources was subsequently released in July 2021.

With our partner the National Ageing Research Institute, we are also conducting research into the lived experience of older Victorians. Working directly with older people, their family members and service providers, this research will build knowledge of the drivers of family violence and abuse of older Victorians. The research will be released in 2021-22. It has informed an intergenerational prevention pilot program aimed at

reducing loneliness and increasing social connectedness by pairing older and younger Victorians together.

Finally, our research with the University of Melbourne indicates that one in three women with disabilities in Australia have experienced at least one incidence of violence since the age of 15. The intersection of gender and disability means that the nature and dynamics of violence against women with disabilities is different from women without disabilities. Women with disabilities also have a higher risk of experiencing sexual violence than those without disabilities. This research will be released in the first half of 2021-22, and is being used to design, test and evaluate interventions to prevent violence against women with disabilities.



² Rainbow Health Victoria 'Pride in Prevention' (2020)



***Free from Violence* Monitoring and Evaluation Strategic Framework**

Free from Violence is the Victorian Government’s strategy to prevent all forms of family violence and violence against women. It is a core element of Victoria’s wider family violence reform strategy. In 2020-21, Respect Victoria developed the *Free from Violence Monitoring and Evaluation Strategic Framework* (MES Framework). The MES Framework is a principles-based document, outlining an overarching evaluation strategy for primary prevention programming across the state – it sets out a ‘big picture’ for organisations leading or funding prevention programs or initiatives under *Free from Violence*.

The MES Framework can be used to guide decision-making for the evaluation of initiatives, programs or priority areas under *Free from Violence*, including who should evaluate, appropriate evaluation methods and when evaluation should happen. The MES Framework also provides a set of key evaluation questions for evaluators or those overseeing external evaluation of *Free from Violence* activities or programs of work. The MES Framework is a starting point for future roll-out of resources to strengthen evaluation practice for funded organisations, including the development of a theory of change for primary prevention, practice guidance for funded organisations and a mid-term review of *Free from Violence*. The MES Framework will be released in July 2021.

Pillar 2

Communicate and engage

Build community awareness of the drivers of all forms of family violence and violence against women, contribute to cultural change and challenge these drivers.

In 2020-21 Respect Victoria progressed work to build understanding in the community of the drivers of family violence and violence against women. Our communication and engagement work highlights the role we all play in primary prevention, driving positive bystander action in the face of sexism and discrimination.

Behaviour change campaigns

In 2020-21 Respect Victoria continued to deliver behaviour change campaigns to shift the culture that allows family violence and violence against women to occur.





Respect Older People: ‘Call It Out’

As research has demonstrated, the COVID-19 pandemic has led to growing concerns of an increase in elder abuse. With many Victorians losing their jobs and unable to live independently, evidence suggests that more people are moving in with older parents or others. This has the potential to increase risk of elder abuse, as perpetrators are often family members or carers.

We re-launched Respect Older People: ‘Call It Out’ in October 2020. The campaign raises awareness of what elder abuse really looks like and targets the negative attitudes that drive it. It included a specific focus on some of Victoria’s migrant and refugee communities, with resources translated into Arabic, Chinese, Greek, Italian and Vietnamese. We ran campaign stories in regional media outlets, highlighting the challenges that older people are facing during the pandemic and emphasising the need for Victorians to stay connected to help keep everyone safe.

Your wife must be loving it with you home to babysit when you should be working.

Mate, it's not babysitting if it's your own kids.

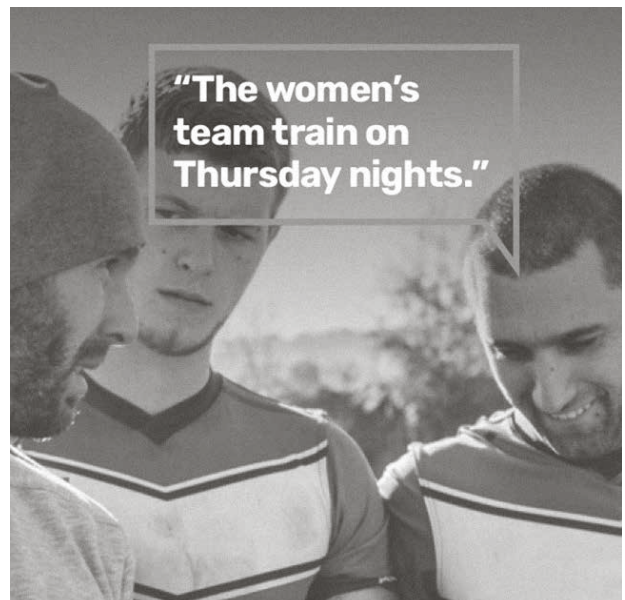
Respect
Victoria



Respect Each Other: Connection Keeps Us Strong

While the COVID-19 pandemic has created significant challenges for all of us, many families and households are working hard to stay connected, find the right balance at home, and lead with respect. To celebrate the resilience of Victorians, we launched Connection Keeps Us Strong, a series of stories from Victorian families who are navigating the pandemic together.

These stories featured conversations between three grandparents, their children and grandchildren, and a group of dads who are making positive changes in their homes. This campaign showed that we can create positive changes in our relationships and families at unexpected times. Whether it's practicing gender equality at home or staying connected to older relatives, healthy, respectful relationships can help us through challenging times together.



Sexism and Sport: 'Call It Out'

Sport doesn't cause violence, but gender inequality does. Research and historic data show that police and support services often see an increase in family violence on the days surrounding large events like the Australian Rules Football League (AFL) and National Rugby League (NRL) Grand Finals^{3&4}. That's why in October 2020

we launched a media campaign during finals season, calling on sports clubs, players, fans and communities to call out sexism and gender inequality – on and off the field.

The campaign focused on the importance of modelling respectful relationships and healthy masculinities, encouraging Victorians to identify sexism as a key

3 Lloyd B, Matthews S, Livingston M, Jayasekara H. (2011). Drinking cultures and social occasions: Alcohol harms in the context of major sporting events. Fitzroy, Victoria: Turning Point Alcohol and Drug Centre.

4 Livingston, M. (2018). The association between State of Origin and assaults in two Australian states. Melbourne: La Trobe University, Centre for Alcohol Policy Research, Foundation for Alcohol Research & Education.

driver of family violence and violence against women. Working together with Our Watch, No To Violence, 1800 Respect and White Ribbon we also engaged in a national campaign calling on the community to address violence where it begins, and to use sport as a vehicle for change.

Respect Women: Call it Out (Respect Is)

The 16 Days of Activism Against Gender-Based Violence (16 Days) is a global initiative that runs each year from 25 November to 10 December, calling on all of us to address gender inequality and eradicate violence against women and girls. To align with 16 Days, Respect Victoria launched Respect Women: ‘Call It Out’ encouraging Victorians to call out sexism, sexual harassment and disrespect towards women. The campaign encouraged Victorians to think and talk about what respect is – in relationships, at home, at work, and in the community;

to call out sexism, harassment and abuse when safe to do so; and to recognise the direct link between gender equality and preventing violence against women.

The advertising campaign was supported with a grassroots local initiative led by our partner, the Municipal Association of Victoria (MAV) in conjunction with Domestic Violence Victoria (DV Vic) and the Domestic Violence Resource Centre Victoria (DVRCV) and Victorian Council of Social Service (VCOSS). We created a ‘Respect Is’ toolkit to help organisations across Victoria participate in the campaign, including stats and facts, booklists, conversation-starters, tools for calling it out, and more. 2021’s initiative saw participation from all 79 of Victoria’s local councils and 18 non-government organisations. Together we helped more Victorians understand what respect means, what it looks like, and how to put it into practice in their everyday lives. The advertising campaign ran again in June 2020.





Respect Each Other: Pride, Respect, Equality

More than six in ten LGBTIQ+ people in Australia have experienced family violence. While parents are the most common perpetrators, LGBTIQ+ people may also experience violence from siblings or extended family. To prevent violence against LGBTIQ+ family members, Respect Victoria launched Respect Each Other: Pride, Respect, Equality, a new campaign celebrating the importance of healthy and thriving relationships, calling on family members to support their LGBTIQ+ loved ones.

Pride, Respect, Equality shared information about how to support a family member who is LGBTIQ+, and included real Victorian families sharing how they showed support and respect when a loved one affirmed their gender identity

or sexuality. We are so grateful to these families for their brave, honest and open conversations, and for allowing us to share their stories with the community.

To support the campaign, Respect Victoria and The Wheeler Centre partnered to host 'We Are Family: Supporting LGBTIQ+ Family Members,' a panel discussion exploring the role that family members of LGBTIQ+ people play in preventing family violence. We were joined at the event by the Commissioner for LGBTIQ+ Communities Ro Allen, CEO of Switchboard Joe Ball, CEO of drummond street services Karen Field, and LGBTIQ+ advocates Sage Akouri and Sally Rugg. Together we unpacked the challenges that young LGBTIQ+ people and their families continue to face, what support can and should look like, and the small actions and words that can make a difference.



11%
sought
professional help

**Respect
Older People:
'Call It Out'**
(October 2019)

Victorians continue to connect with this campaign on a realistic level since it debuted in 2019, with four in five people (82 per cent) saying the campaign is a clear example of elder abuse. More people than ever before (11 per cent) were prompted to seek professional help as a result of seeing the campaign.



200,000
views

**Respect
Each Other:
Connection
Keeps Us Strong**
(September-
October 2020)

This social media campaign was positively received by the Victorian public and reached nearly 1 million people, with campaign videos viewed nearly 200,000 times.



More than
83%
took action

**Respect Women:
'Call It Out'
(Respect Is)**
(November 2020)

More than eight in ten Victorians (83 per cent) took some form of action after seeing this campaign – one of the highest direct action results we've seen from any campaign so far.



75%
recognised
respectful
behaviour

**Respect
Each Other:
Pride, Equality,
Respect**
(April 2021)

One in three Victorians (32 per cent) who viewed the campaign saw respecting others as the campaign's main message, with three in four respondents (75 per cent) recognising the action of the father in the main campaign as exemplifying respectful behaviour.



49%
understood
importance of
respect

**Respect Women:
'Call It Out'
(Respect Is)**
(June 2021)

Almost half (49 per cent) felt the advertisement helped them better understand the importance of respecting women, and 51 per cent felt it made them more comfortable to talk about what respect means with others.

Engagement

Primary prevention's whole-of-population approach means Respect Victoria has a legislated remit to drive this work wherever Victorians live, work, learn and play. While many of our engagements moved online, in 2020-21 we continued to work with stakeholders across government, industry, community and non-government organisations to progress our strategic goals.

The Victim-Survivors' Advisory Council (VSAC) was formed by the Victorian Government in 2016 to give people with lived experience of family violence a voice and ensure victim-survivors are consulted in the reform of Victoria's family violence system. In 2020-21 Respect Victoria continued a dedicated program of engagement with VSAC to integrate victim-survivor voices in our work. This ensures we are accountable to victim-survivors and our primary prevention work considers lived experience, from campaign development through to research, policy and system coordination.

Our work with government stakeholders included regular engagement with the Family Violence Reform Implementation Monitor and family violence prevention offices across the Victorian Government. We collaborated with the Victorian Commissioner for LGBTIQ+ Communities and Commissioner for Seniors on campaigns and research. We discussed our primary prevention work with the newly appointed Commissioner for Gender Equality in the Public Sector, and the Office of the Public Advocate.

We continued our membership on the Dhelk Dja Partnership Forum, connecting Aboriginal communities with key decision-makers in the Victorian Government, and

the Inter-Departmental Committee on Sexual Harassment. We shared insights on the development of Victoria's primary prevention strategy with a family and sexual violence delegation of the New Zealand government.

Respect Victoria continued to deepen our relationships with the family violence prevention and response sectors, including through collaboration with the Prevention Sector Reference Group and broader Family Violence Reform Advisory Group. To mark the fifth anniversary of the Royal Commission into Family Violence, we joined sector partners for a panel discussion hosted by the Monash Gender and Family Violence Prevention Centre, reflecting on Victoria's remarkable program of reform and future opportunities for the family violence system. We presented to the PreventX Online conference for primary prevention practitioners, were a principal partner of the annual Walk Against Family Violence and participated in the Safe Steps Candlelight Vigil for victims of family violence and violence against women.

We also brought our work to new settings and sectors, including the emergency management sector, financial services sector, sport, philanthropic sector, and WorkSafe. To support the launch of our *Pride Respect Equality* campaign, we engaged with a range of new and existing partners in the LGBTIQ+ community and services sector, including Switchboard, Minus18, Thorne Harbour Health, Rainbow Health Victoria, and more. Internationally, we continued our support for Melbourne's bid to host the 2023 Women Deliver Conference.



Pillar 3

Drive uptake

Drive uptake of best practice primary prevention by setting the standard and supporting policy makers and practitioners in government, industry, organisations and communities.

In 2020-21 we launched critical tools to support evidence-informed primary prevention work.

Prevention of Family Violence Data Platform

In 2020-21, Respect Victoria and the Victorian Crime Statistics Agency launched this ground-breaking primary prevention tool. The Prevention of Family Violence Data Platform (the Platform) brings together a wide range of data that will allow the Victorian Government, family violence sector, researchers, and the public to track Victoria's progress on preventing family violence and violence against women. A key recommendation of the Royal Commission into Family Violence, the Platform includes data from over 30 sources on the prevalence of violence, community attitudes towards gender inequality, and other markers of discrimination. Data is key to understanding whether we are progressing toward a Victoria free from violence, from primary prevention through to response. The Platform was released in June 2021 and will be updated with new data as it becomes available. This will include

a number of datasets such as the 2021 National Community Attitudes towards Violence against Women Survey (NCAS). Regular data updates will enable users to see how rates of gender inequality, violence, and community attitudes towards violence are changing over time, which will help inform primary prevention policy and program planning.

National Community Attitudes towards Violence against Women Survey toolkit

In 2020-21 we launched Re-shaping Attitudes: A toolkit for using the NCAS in the primary prevention of violence against women. Developed with partners Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth, with support from Swinburne University of Technology, the toolkit is the first of its kind in Australia. It supports professionals dedicated to preventing violence against women before it occurs with ten accessible, evidence-informed tools.

The NCAS measures Australian attitudes towards gender equality and violence.

Re-shaping Attitudes includes information on using results of the NCAS in prevention work and project evaluation, tools that can help practitioners deal with backlash and resistance, practical guidance on tapping into media and social media, using storytelling in prevention work, and more. By better understanding the evidence, practitioners can build robust prevention practices to change the culture that allows violence to occur.

Managing backlash and resistance to primary prevention

Backlash and resistance are issues faced by any individuals and organisations working on primary prevention of family violence and violence against women. Our conversations with our partners in the sector told us that they were looking for resources to help them to manage it, especially within the context of organisations. Together with Our Watch, we are developing a framework to measure, monitor, combat and ultimately prevent backlash and resistance to gender equality and intersecting forms of discrimination. This project draws on national and international evidence about backlash and resistance to efforts to promote gender equality to develop indicators that can help organisations both measure and respond effectively to backlash and resistance. The report and supporting tools for organisations will be launched in 2021-22.

Focus on primary prevention workforce in a disaster context

We provide advice to policy makers, organisations and the community about continuing efforts needed to prevent family violence, even in a disaster context. This was essential to ensure that recent gains were not lost as activities were

diverted elsewhere. From our research, we provided important data to government and partners about the primary prevention workforce in a disaster context, how it was important to continue focus and efforts on, and importantly, to build great uptake in respective partners. In consultation with our partners in the sector, we prepared a resource detailing the actions decision-makers can take to address discrimination and inequality in the COVID-19 context and in future disasters and emergencies.

There continues to be a decline in the number of Australians who understand that,

Men are more likely than women to **perpetrate domestic violence.**

Sharing intimate images of a person without **their consent is illegal.**



Yet nearly 1 in 3 Australians (30%) believe that if a woman sends a nude image to her partner, then she is partly responsible if he shares it without her permission.

Pillar 4

Coordinate and collaborate

Coordinate and collaborate to strengthen primary prevention across government, industry, organisations and communities.

If we are going to stop violence before it starts, primary prevention needs to be embedded across all areas where Victorians live, work, learn and play. Respect Victoria has a legislated responsibility to strengthen governance, coordination, and accountability for primary prevention activity across the state. Our remit is to support increased confidence in the systems and structures dedicated to preventing family violence. In 2020-21 we progressed strategic partnerships to achieve these outcomes.

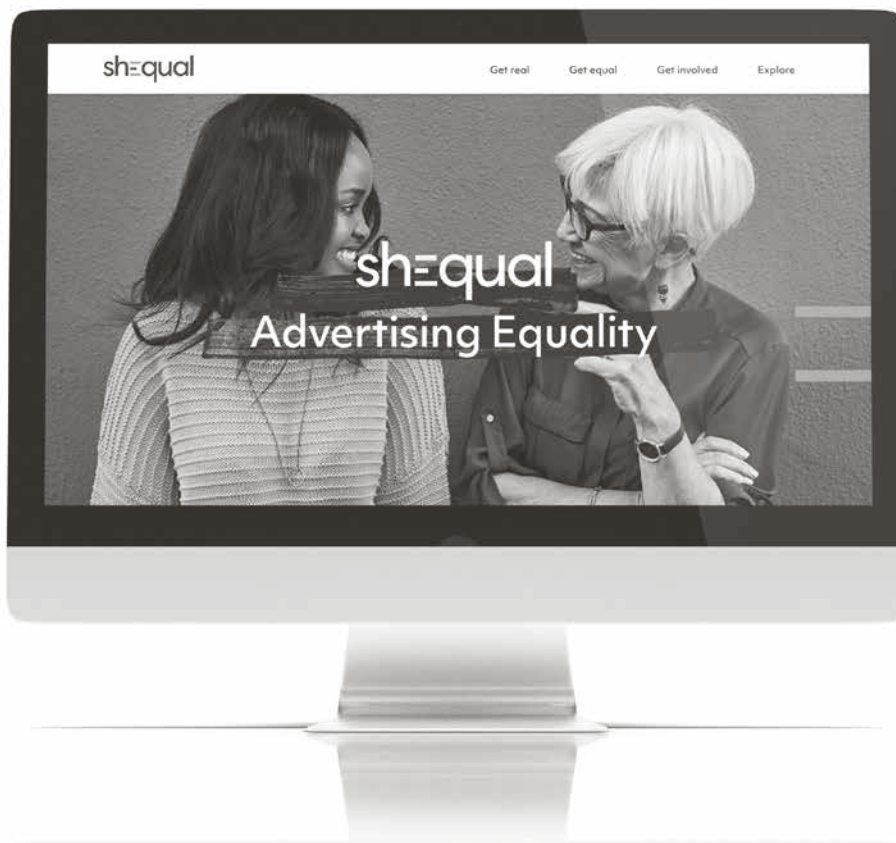
Strengthened governance to prevent family violence and violence against women

Building on the success of the prevention sector forum convened to address COVID-19 impacts during 2020, Respect Victoria has worked closely with the Victorian Government and primary prevention sector to solidify governance and coordination in family violence reform.

We co-chaired a new Prevention Sector Reference Group made up of leading primary prevention agencies across Victoria, including cross-representation from the Victim-Survivors' Advisory Council. The Reference Group has met several times since its inception in early 2021 and has helped shape a range of key projects and plans, as well as better connecting key agencies with each other, Respect Victoria and relevant Victorian Government units.

Strategic blueprint for a future primary prevention system

We are also working to bring primary prevention to new sectors and settings, working with diverse populations to truly address the prevention of all forms of family violence. In 2020-21, Respect Victoria developed a detailed model of the recommended 'future state' of primary prevention in Victoria. We call this the macrosystem for primary prevention.



The model describes the pieces we need to have in place to drive effective behaviour change, the role different people and organisations have to play, and how they relate to each other. It provides a basis for coordination amongst the different people and organisations working on primary prevention. As we work to implement the macrosystem, it will become a shared resource to help Victorian society make the changes necessary to end family violence.

The macrosystem model is supported by our work to map Victoria's current primary prevention infrastructure. Together with stakeholders, we have identified strengths for the primary prevention sector to build on, as well as pathways into new settings and sectors.

Bringing prevention to new sectors and settings

We also commenced rollout of a partnerships strategy to ensure more industries, organisations and communities take responsibility for preventing family violence and violence against women.

In 2020-21, we partnered with shEqual, a collective of organisations from the advertising and gender equity sectors. shEqual is the first coordinated effort in Australia to promote gender equality and address the drivers of violence against women in the advertising setting.

Respect Victoria also partnered with Dhelk Dja, and Djirra on a number of initiatives to progress outcomes for Victorian Aboriginal and Torres Strait Islander communities.

Pillar 5

Advise and influence

Advise and positively influence government, industry and organisations on effective primary prevention policy, practice and investment.

Formal submissions and advice to government

In 2020-21 Respect Victoria progressed our policy positions on the primary prevention of family violence and violence against women, with submissions to the Parliamentary Inquiry into family, domestic and sexual violence, the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with a Disability, and the Family Violence Reform Implementation Monitor. We advocated for an integrated, whole-of-system approach to primary prevention of family violence; monitoring, evaluation and data-sharing to support evidence-informed programming and activity; investment in research to better understand the drivers of violence; engagement with all sectors and settings to shift the culture that violence; and strengthening prevention's focus on diversity and intersectionality to ensure we address the needs of diverse groups.

These submissions also advocated for increased and sustained investment in primary prevention. We know that significant investment has saved lives and reduced harm in other primary prevention initiatives across Australia, including smoking cessation, skin cancer reduction and road safety. That is why Respect Victoria will progress a further development of investment logic for primary prevention, to demonstrate the value of investing in this work to government and organisations. By increasing and sustaining investment in the primary prevention family violence and violence against women, Australia will save lives, prevent harm and injury, and achieve positive societal impact.

In line with our legislative remit, we also provide regular policy and funding advice to Government, including on system building, investment, and critical data. Building on the successful launch of the Prevention of Family Violence

“ By increasing and sustaining investment in the primary prevention family violence and violence against women, Australia will save lives, prevent harm and injury, and achieve positive societal impact.”

Data Platform and the finalisation of the Monitoring and Evaluation Strategic Framework, Respect Victoria will be in a position to provide increasingly sophisticated policy and funding advice to government.

Primary prevention in disaster advocacy

The COVID-19 pandemic, like other disasters, has seen a surge in demand for family violence response services⁵. Many of the factors that put people at higher risk of COVID-19 and its social and economic fallout are also the factors that are responsible for a heightened risk of family violence and violence against women. Gender inequality, ageism, ableism, homophobia, racism and the ongoing impacts of colonialism and dispossession: like a torch in the dark, COVID-19 has

shone a light on the inequality and discrimination that drives family violence and violence against women.

In 2020-21 Respect Victoria advocated for primary prevention to be incorporated into the disaster management cycle, from response through to recovery, mitigation and preparedness. In consultation with our partners in the sector, we prepared a resource detailing the actions decision-makers across many different sectors can take to address discrimination and inequality associated with family violence in the COVID-19 context. Whether it is a pandemic or bushfire, health care or emergency services, everyone has a role to play in keeping Victorians free from family violence and violence against women.

⁵ Boxall H, Morgan A & Brown R (2020). The prevalence of domestic violence among women during the COVID-19 pandemic. Statistical Bulletin no. 28. Canberra: Australian Institute of Criminology.

Foundations

Establishing foundations to work effectively with others on primary prevention.

Since our establishment in 2018, Respect Victoria has been working to build sound governance, organisational and core business foundations. These foundations underpin our operational capability and capacity to deliver on our strategy.

In 2020-21, our staff grew to 28 people. We commenced implementation of a workforce learning and development plan focused on the skills and capabilities our staff need to undertake their roles. We implemented a fully flexible workplace, giving staff the opportunity to work both remotely and in our new premises in the city of Melbourne.

We also developed our first Reconciliation Action Plan to be launched in 2021. Rooted in the principle of self-determination, this is a crucial step in progressing our role to prevent family violence and violence against women, recognising the disproportionate impact this violence has on First Nations people, and the role of reconciliation in primary prevention.

We continued to implement and refine our corporate policies and risk management framework. In light of machinery of government changes, we made preparations to move our corporate services from the Department of Premier and Cabinet to the newly created Department of Families, Fairness and Housing.



02

Report on governance, finance and compliance

Governance and Operational Structure

Respect Victoria is governed by a skills-based board, which is comprised of eight directors including a Chair. Respect Victoria operates as part of the Victorian Government under section 85 of the *Public Administration Act 2004*.

The Board is accountable to the Minister for the Prevention of Family Violence for the exercise of its functions. As outlined under section 16 of the Act, the Board is responsible for the oversight and management of the Agency and ensuring that the roles and functions performed by the Agency comply with the functions of the Agency under this Act.

Fifteen Board meetings were held during 2020-21.



Melanie Eagle

Melanie Eagle is Respect Victoria's inaugural Board Chair.

Melanie is the Chief Executive Officer of Hepatitis Victoria, Board Director of Hepatitis Australia, and works as a collaborator with various research institutes. She is Chair of the Disability Workers Registration Board and a Director at Alfred Health.

Her past roles include work with the Department of Justice in women's advocacy, victim services and social policy, including family violence law reform. She spent her early career as a private practice lawyer specialising in discrimination and sexual assault, before joining the Victorian Equal Opportunity and Human Rights Commission.

Previous Board experience includes Director, Star Health Service; Member, Victorian Disability Advisory Committee; Management Committee Member, Chronic Illness Alliance; Patron, Epilepsy Foundation and Mayor and Councillor of the then City of St Kilda. She has qualifications in Law, Arts, Social Work and International Development, and is a Graduate of the AICD.



Andi Diamond

Dr Andi Diamond is the Chief Executive Officer of the City of Monash. Her experience extends across local government, health, emergency and community services. She is a Board Director of St John Ambulance Victoria.

She has served on numerous boards, including as President of the Metropolitan Fire and Emergency Services Board.



Kate Fitz-Gibbon

Dr Kate Fitz-Gibbon is Director of the Monash Gender and Family Violence Prevention Centre and an Associate Professor in Criminology at Monash University.

Kate brings extensive expertise in family violence, femicide, criminal justice and law reform. She has advised on homicide law reform, family violence and youth justice reviews in Australian and international jurisdictions.



Rod Jackson

Rod Jackson an Advisory Panel Member of the National Indigenous Knowledges Education Research Innovation Institute at Deakin University. He is a Member of the Rail Tunnel Aboriginal Advisory Council, the Board of Australian Football League SportsReady and the Victorian Aboriginal Honour Roll Advisory Panel. He is a Reconciliation Adviser to both the Victorian Responsible Gambling Foundation and City West Water. Rod is a Board Director of the Indigenous Trajectory of the Emotional Well-Being Institute-Geneva.

Rod is an experienced leader of national and Victorian Aboriginal Community Controlled Health Organisations. He is a Respected Person/Elder on the County and Magistrates Courts, and volunteers with the Independent Prisoner Program.

Rod represents Respect Victoria in the Dhelk Dja Partnership Forum.



Wei Leng Kwok

Dr. Wei Leng Kwok is a respected practice leader and facilitator in the primary prevention of violence against women, including its family violence dynamics and contexts. Recognised as a thought leader in fit-for-purpose evaluations for social change innovations, she received the 2016 Australian Evaluation Society Excellence Award.

Wei Leng is a former Research Practice Leader, Preventing Violence against Women with VicHealth where she led VicHealth's role in the development of *Change the Story*.

Since 2006 Wei Leng has been the Principal Consultant at WLK Consulting; her clients are national, state-wide and regional violence against women and family violence organisations and governance structures operating in primary prevention and response.



Julia Mason

Julia Mason is currently a Board Director of the Transport Accident Commission (TAC) and Community 21.

Julia has extensive experience in strategy, finance and operations in the energy, advertising, real estate, and finance industries.

Her previous roles include Executive Director of the National Stem Cell Foundation of Australia, and senior commerce and finance positions with Sensis and BP. She has served as Chair of the Victorian State Emergency Services and One in Five, and as a Board Director of VicUrban and Same Business Different Outcome. Julia lectured in Corporate Financial Management with FinSia and is a graduate of the Williamson Community Leadership Programme.

She holds an MBA from the University of Chicago Booth School of Business.



Liana Papoutsis

Liana Papoutsis is an experienced consultant providing services in the areas of family violence, gender equality and human rights.

She is a passionate human rights, international relations and law academic, family violence and social change advocate. She brings to Respect Victoria her own lived-experience of surviving and starting life again after family violence, which she has used to inform foundational family violence reforms like Victoria's Support and Safety Hubs.

Liana was an inaugural member of the Victorian Government's Victim-Survivors' Advisory Council.



Steve Walsh

Steve has been a practicing lawyer for over 30 years. His legal experience includes family violence in migrant and refugee communities, social justice, and ensuring access to justice for diverse communities.

Steve retired from his role as Chair, Director and Principal at Maurice Blackburn Lawyers in 2018. He maintains his practicing certificate and is a member of the Law Institute of Victoria.

Finance, Audit and Risk Committee

The Standing Directions of the Minister for Finance under the *Financial Management Act 1994 (Vic)* (FMA) require that each Public Sector Agency, appoint an Audit Committee to provide oversight and assurance.

The purpose of the Finance, Audit and Risk Committee is to assist the Board fulfil its governance duties and to ensure risk and reporting processes (both financial and non-financial) are in place to monitor compliance with all relevant laws, regulations, and codes, including the FMA and the Standing Directions of the Minister for Finance under the FMA.

Under section 53 of the *Financial Management Act 1994*, on 26 May 2021, the Assistant Treasurer approved Respect Victoria's financials to be included in the accounts of Department of Premier and Cabinet (DPC) from 1 July 2020 to 31 January 2021 and the Department of Families, Fairness and Housing (DFFH) from 1 February 2021 to 30 June 2021.

Six meetings of the Finance Audit and Risk Committee were convened during 2020-21.

Committee Members: Rod Jackson (Chair from 26 Feb 2021); Julia Mason (Chair until 26 Feb 2021); Liana Papoutsis (from 26 Feb 2021); Steve Walsh and Melanie Eagle (ex-officio).

Research and Evaluation Advisory Committee

The Research and Evaluation Advisory Committee (REAC) informs and supports Respect Victoria's research and evaluation activities, and advises on mechanisms to create, share and use the highest quality evidence on the primary prevention of all forms of family violence and violence against women.

The Committee assists the Board to ensure that investment in research and evaluation (including collaborations and partnerships) serves Respect Victoria's objectives, aligns with the Strategic Plan and provides clear benefits to the Victorian community.

Four meetings of the Research and Evaluation Advisory Committee were convened during 2020-21.

Committee Members: Kate Fitz-Gibbon (Chair); Andi Diamond; Wei Leng Kwok (from 4 Sep 2020); Liana Papoutsis and Melanie Eagle (ex-officio from 4 Sep 2020).

Workforce and Remuneration Committee

The role and purpose of Respect Victoria's Workforce and Remuneration Committee (WRC) is to assist and advise the Board and Chief Executive Officer, where applicable, on matters relating to the compensation, performance, incentives and remuneration issues of the CEO, executive and staff. The Committee is not a policymaking body, but assists the Board by implementing Board policy. This Committee was established on 11 December 2020.

Two meetings of the Workforce and Remuneration Committee were convened during 2020-21.

Committee Members: Melanie Eagle (Chair); Andi Diamond; Rod Jackson and Liana Papoutsis.

Recruitment Committee

The Recruitment Committee was established in April 2021 and meets as needed on an ad hoc basis.

Committee Members: Melanie Eagle (Chair); Andi Diamond and Steve Walsh.

Senior Leadership Team

Respect Victoria comprises three functional work areas: Research and Evaluation, Communications and Engagement, and Strategy, Policy and Operations. These functions are overseen by a senior leadership team including a Chief Executive Officer.



Amy Prendergast

Acting Chief Executive Officer from 5 May 2021

Amy is an experienced social policy executive, with strategic leadership at both state and national levels of Government, with specialist expertise in early childhood strategy, diversity and inclusion, family violence prevention and gender equality. She has played key policy and coordination roles under the *National Plan to Reduce Violence Against Women and their Children*, the development of Victoria's primary prevention of family violence strategy, *Free from Violence* and the establishment of Respect Victoria as an independent statutory authority.

Amy holds academic credentials in social welfare, social sciences (international development), and social inclusion.



Tracey Gaudry

Chief Executive Officer until 7 May 2021


Tracey has held leadership roles in corporate, community and for-purpose organisations for more than 20 years. A former professional cyclist and dual Olympian, Tracey is a Director of the world governing body for the sport of cycling, the Union Cycliste Internationale (UCI), where she has been instrumental in driving global reform in governance, advocacy, grassroots development and gender, economic and cultural diversity.

Tracey serves on the Advisory Council for Sports Environmental Alliance and the Deakin University Sport Network Advisory Board. She is a former CEO of the Amy Gillet Foundation and the Hawthorn Football Club and has held senior executive roles in the professional services sector including EY, DLA Piper and Jacobs. She holds qualifications in Commerce, Science and Management.



2020-21 Financial Management Compliance Attestation Statement

I, Melanie Eagle, on behalf of the Responsible Body, certify that Respect Victoria has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.

A handwritten signature in black ink that reads "Melanie Eagle". The signature is written in a cursive, flowing style.

Melanie Eagle
Chair of the Board

Operating Statement

Asset Management Accountability Framework Maturity Assessment

Respect Victoria does not have any assets for the purposes of the Asset Management and Accountability Framework.

DPC provided financial services to Respect Victoria from 1 July 2020 to 30 June 2021.

Under section 53 of the *Financial Management Act 1994*, on 26 May 2021, the Assistant Treasurer approved Respect Victoria's financials to be included in the accounts of DPC from 1 July 2020 to 31 January 2021 and the Department of Families, Fairness and Housing (DFFH)

from 1 February 2021 to 30 June 2021.

The financial operations of Respect Victoria are consolidated into those of DPC and DFFH and are audited as part of each Department's accounts by the Victorian Auditor-General's Office. A complete financial report is therefore not provided in this annual report.

A financial summary of expenditure for 2020-21 according to each Department's accounts is provided below (2019-20 provided for comparison).

Respect Victoria received a government appropriation directly from the Department of Treasury and Finance (DFT).

	2021	2020
REVENUE		
Output Appropriation	\$8,942,688	\$9,047,420
Dhelk Dja Mapping Project	\$50,000	\$0
Total Revenue	\$8,992,688	\$9,047,420
EXPENDITURE		
Communications, Engagement, Research and Evaluation	\$4,166,402	\$5,004,067
Salaries and On-costs	\$3,670,785	\$3,139,142
Operating Expenses	\$620,920	\$738,434
Contract Staff	\$256,138	\$268,505
Total Operating Expenditure	\$8,714,244	\$9,150,148
Net Surplus/(Deficit)	\$278,444	(\$102,728)

Table 1 > Operating Statement for the year ended 30 June 2021

Financial Performance and Business Review

Respect Victoria has reported a \$0.278m surplus for the financial year to 30 June 2021. Carry forward of \$0.250m of these funds has been approved by the Department of Treasury and Finance.

Respect Victoria has \$0.750m held in the Department of Treasury and Finance Agency Trust to fund future accommodation fit-out costs. Respect Victoria will draw down from this trust allocation when accommodation fit-out costs take place in the future.

Financial Performance Disclosures

Consultancy Expenditure

Consultancies \$10,000 or greater

Consultant	Purpose of Consultancy	Start Date	End Date	Total Approved Project Fee (ex. gst)	Expenditure 2020-21 (ex. gst)	Future Expenditure (ex. gst)
Ernst & Young	Funding opportunities for increasing investment in primary prevention of family violence and violence against women	5 May 2021	31 August 2021	\$240,188	\$106,404	\$133,784

Table 2 > Consultancies valued at \$10,000 or greater

Consultancies less than \$10,000

There were no consultancies in this category.

Advertising Expenditure

Advertising \$100,000 or greater

Advertising expenditure relating to Respect Victoria’s campaigns with individual costs greater than \$100,000 are detailed in Table 3.

Name of campaign	Campaign summary
Respect Older People: ‘Call It Out’	<p>The coronavirus (COVID-19) pandemic magnified concerns around an increase in elder abuse. As more Victorians stay at home, for older people this can mean ending up isolated or without usual supports. For others, it may mean moving back in with relatives and those most likely to perpetrate acts of elder abuse. For this reason, a further tranche of the campaign was undertaken across October 2020.</p>
Respect Women: ‘Call It Out’ (Respect Is)	<p>Coinciding with the UN Women’s 16 Days of Activism Against Gender-based Violence (2020), this phase of the Respect Women: ‘Call It Out’ campaign deliberately focused on gender inequality as one of the primary drivers of family violence and violence against women. The campaign illustrated what respect can and does look like in equal relationships, families, and workplaces. This campaign aimed to disrupt the social norms, practices and structures that allow unfair assumptions, pressures and treatment of people based on gender and in turn, violence against women to continue.</p>
Pride, Respect, Equality (LGBTIQ+)	<p>The process of ‘coming out’ to family members can often be a dangerous time for LGBTIQ+ people: they may be subject to abuse, violence, estrangement, disowning and exclusion from the family home. The key objective behind this campaign was to inspire people (specifically family members) to call out violence in all of its guises against LGBTIQ+ people within the familial setting. The aim over time is for LGBTIQ+ relationships within families to be celebrated, and for these relationships to be supported and accepted within family units and across society more broadly. Respect Victoria’s ‘Pride, Respect, Equality (LGBTIQ+)’ campaign was aired for the first time in 2020-21, resulting in higher creative and development costs (when compared to other Respect Victoria campaigns, re-aired this financial year using existing advertisements and creative).</p>
Respect Women: ‘Call It Out’ (Respect Is)	<p>The coronavirus (COVID-19) pandemic exacerbated and brought into focus some of the ways that women are facing disrespect and violence across the country and globe. Victoria has seen increased rates of family violence, and women are bearing the brunt of unpaid domestic and caring work.</p> <p>This phase of the campaign focused on encouraging Victorian communities to unpack what respect looks like and how to put it into practice in relationships, families, workplaces, and broader society.</p>
Total	

Table 3: Advertising expenditure valued at \$100,000 or greater

Advertising Expenditure less than \$100,000

There was no expenditure in this category.

Information and Communication Technology Expenditure

Information and communication technology expenditure for the 2020-21 financial year totalled \$404,184, a summary of which is shown in Table 4.

Total ICT Expenditure (excl. GST)	Business as usual (excl. GST)	Non-business as usual (excl. GST)	Non-business as usual operational expenditure (excl. GST)	Non-business as usual capital expenditure (excl. GST)
\$404,184	\$327,392	\$76,792	\$76,792	-

Table 4 > Information and Communication Technology Expenditure

Budget Performance Output Statement

Respect Victoria contributes to the reporting on performance measures within the 2020–21 Budget Paper for Gender Equality and the Prevention of Family Violence Policy and Programs. This reporting is the responsibility of the Victorian Government Office for Prevention and Family Violence Coordination.

Compliance Disclosures

Occupational Health and Safety

We are committed to ensuring all staff and other individuals in the workplace remain safe and healthy at work in accordance with the obligations under the *Occupational Health and Safety (OH&S) Act 2004* and the Occupational Health and Safety Regulations 2007.

Incident management

During 2020–21 there was one notifiable incident that occurred; notifiable incidents are those which require the OH&S Officer to be informed.

There were no recorded major incidents during the 2020-21 financial year.

Disclosure of Major Contracts

Respect Victoria did not enter in any contracts greater than \$10 million in value.

Freedom of Information Act 1982

The Act allows the public a right of access to documents held by Respect Victoria. The purpose of the Act is to extend as far as possible the right of the community to access information held by government, Respect Victoria, local councils, Ministers and other bodies subject to the Act.

An applicant has a right to apply for access to documents held by Respect Victoria. This comprises documents both created by Respect Victoria or supplied to Respect Victoria by an external organisation or individual, and may also include maps, films, microfiche, photographs, computer printouts, computer discs, tape recordings and videotapes. Information about the type of material produced by the Respect Victoria is available on the Respect Victoria website under its Part II Information Statement.

The Act allows Respect Victoria to refuse access, either fully or partially, to certain documents or information. Examples of documents that may not be accessed include: cabinet documents; some internal working documents; law enforcement documents; documents covered by legal professional privilege, such as legal advice; personal information about other people; and information provided to a Respect Victoria in-confidence.

From 1 September 2017, the Act has been amended to reduce the Freedom of Information (FOI) processing time for requests received from 45 to 30 days. However, when external consultation is required under ss29, 29A, 31, 31A, 33, 34 or 35, the processing time automatically reverts to 45 days. Processing time may also be extended by periods of 30 days, in consultation with the applicant. With the applicant's agreement this may occur any number of times. However, obtaining an applicant's agreement for an extension cannot occur after the expiry of the timeframe for deciding a request.

If an applicant is not satisfied by a decision made by the Respect Victoria, under section 49A of the Act, they have the right to seek a review by the Office of the Victorian Information Commissioner (OVIC) within 28 days of receiving a decision letter.

Making a freedom of information request

Freedom of information requests can be made using the options available on our website. An application fee of \$29.60 applies. Access charges may also be payable if the document pool is large, and the search for material is time consuming.

Access to documents can also be obtained through a written request to Respect Victoria, as detailed in section 17 of the FOI Act.

When making a Freedom of Information request, applicants should ensure requests are in writing, and clearly identify what types of material/documents are being sought.

Requests for documents in the possession of Respect Victoria should be addressed to:

Chief Executive Officer
Respect Victoria
GPO Box 5487
Melbourne VIC 3001

Freedom of information statistics

During 2020–21, Respect Victoria did not receive a Freedom of Information application from a member of the public. There were also no decisions reviewed by the Office of the Victorian Information Commissioner or the Victorian Civil and Administrative Tribunal.

Further information

Further information regarding the operation and scope of FOI can be obtained from the Act; regulations made under the Act; and www.foi.vic.gov.au.

Compliance with the *Building Act 1993*

Respect Victoria does not own or control any government buildings and is exempt from notifying its compliance with the building and maintenance provisions of the *Building Act 1993*.

Compliance with the *Public Interest Disclosures Act 2012*

The *Public Interest Disclosures Act 2012* encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The Act provides protection to people who make disclosures in accordance with the Act and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

Respect Victoria does not tolerate improper conduct by employees, nor the taking of reprisals against those who come forward to disclose such conduct. It is committed to ensuring transparency and accountability in its administrative and management practices and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

Respect Victoria will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

Reporting procedures

Disclosures of improper conduct or detrimental action by Respect Victoria or any of its employees may be made to:

Chief Executive Officer
Respect Victoria
GPO Box 5487
Melbourne VIC 3001

Alternatively, disclosures may also be made directly to:

Independent Broad Based
Anti-Corruption Commission
Level 1, North Tower 459 Collins Street
Melbourne VIC 3000
Phone: 1300 735 135
Website: ibac.vic.gov.au

Protected disclosures statistics

During 2020–21, Respect Victoria did not receive a disclosure from an individual, nor did it notify the Independent Broad Based Anti-Corruption Commission of any disclosures.

Compliance with the *Carers Recognition Act 2012*

Respect Victoria has taken all practical measures to comply with its obligations under the Act. These include promoting the principles of the Act to people in care relationships who receive our services and to the wider community and ensuring our staff have an awareness and understanding of the care relationship principles set out in the Act.

Compliance with the *Disability Act 2006*

Respect Victoria acknowledges the importance of strengthening the rights of people with a disability and is committed to creating and maintaining an accessible and inclusive environment for all people with a disability. Respect Victoria offers additional supports to individuals with a disability and it is promoted in each recruitment advertisement and within our position descriptions.

Local Jobs First

The *Local Jobs First Act 2003* introduced in August 2018 brings together the Victorian Industry Participation Policy (VIPPP) and Major Project Skills Guarantee (MPSG) policy which were previously administered separately.

Respect Victoria and public sector bodies are required to apply the Local Jobs First policy in all projects valued at \$3 million or more in Metropolitan Melbourne or for state-wide projects, or \$1 million or more for projects in regional Victoria.

MPSG applies to all construction projects valued at \$20 million or more.

Respect Victoria did not engage in any applicable tenders or projects during the 2020-21 financial year.

Additional Agency information available on request

In compliance with the requirements of the Standing Directions of the Assistant Treasurer, details in respect of the items listed below have been retained by Respect Victoria and are available on request, subject to the provisions of the *Freedom of Information Act 1982* and any other relevant laws and Respect Victoria policies.

- a. A statement that declarations of pecuniary interests have been duly completed by all relevant officers.
- b. Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.
- c. Details of publications produced by the entity about itself, and how these can be obtained.

- d. Details of any major external reviews carried out on the entity.
- e. Details of major research and development activities undertaken by the entity.
- f. Details of overseas visits undertaken including a summary of the objectives and outcomes of each visit.
- g. Details of major promotional, public relations and marketing activities undertaken by the entity to develop community awareness of the entity and its services.
- h. Details of assessments and measures undertaken to improve the occupational health and safety of employees.
- i. A general statement on industrial relations within the entity and details of time lost through industrial accidents and disputes.
- j. A list of major committees sponsored by the entity, the purposes of each committee and the extent to which the purposes have been achieved.
- k. Details of all consultancies and contractors including:
 - i) consultants/contractors engaged
 - ii) services provided
 - iii) expenditure committed to for each engagement.

The information is available on request from:

Chief Executive Officer
Respect Victoria
GPO Box 5487
Melbourne VIC 3001



