

# Together For Equality & Respect Strategy

Preventing Violence Against  
Women in Melbourne's East

2021 — 2025



Women's Health East acknowledges the Wurundjeri Woi-wurrung people, the Traditional Owners of the land on which we work. We pay our respects to Elders past, present and future. We affirm that sovereignty was never ceded and that colonialism and racism continue to impact on the lives of Aboriginal and Torres Strait Islander Women and can contribute to the high rates of violence that might be experienced. We recognise the strength, resilience and leadership of Aboriginal and Torres Strait Islander Women, and express our hope for reconciliation.

## **Acknowledgements**

Women's Health East would like to recognise and thank:

- 🍌 The many people with lived experience of discrimination and violence, who, through their tireless activism, have helped inspire social change. Women's Health East honours the women whose voices we do not get to hear because their lives have been taken through violence.
- 🍌 Members of the TFER Partnership and TFER Leadership Group for their leadership, commitment and dedication to this work.
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# Introduction

## Together For Equality & Respect Partnership

The Together For Equality & Respect (TFER) Partnership is a cross-sector collaboration of organisations working together to prevent violence against women. It operates across Melbourne’s Eastern Metropolitan Region: an area spanning more than 3,000 square kilometres with a population of over 1.1 million people - around 17% of Victoria’s total population.<sup>1,2</sup>

The TFER Partnership has been working collaboratively since 2012. With over 30 Partners, including local councils and health services, community organisations and peak specialist services supporting diverse community groups, TFER is a mature partnership with wide regional influence.

## Together For Equality & Respect Strategy 2021-2025

The Together For Equality & Respect Strategy: Preventing Violence Against Women in Melbourne’s East 2021-2025 is the third four-year strategy developed by the TFER Partnership. It outlines the case for action and sets a strategic framework for the activities of the TFER Leadership Group, TFER Partners and Women’s Health East.

Figure 1



In recognition of the well-established knowledge base that forms the foundation of our work in the primary prevention of violence against women, this is a short, high level Strategy. It builds upon the 2013-2017 and 2017-2021 TFER Strategy documents, which contain a more detailed narrative that is still relevant today.

The TFER Strategy 2021-2025 is both a planning framework and an advocacy tool that sets the scene for growth and more advanced actions over the next four years. It is based on the understanding that gender inequality is an underlying driver of violence against women and that advancing gender equality in public and private life will help to end violence against women.

Our hope is that this Strategy will inspire and support organisations, community groups and entities across the Eastern Metropolitan Region (EMR) to reflect, plan, and take steps to promote gender equality and equal and respectful relationships within their organisations and through their spheres of influence.



## Terminology

Women's Health East uses inclusive definitions. *Women* includes all people who identify as women and *men* includes all those who identify as men. The term *gender diverse* is used as an umbrella term to describe people who identify with genders beyond the binary framework of men and women.

The term *violence against women* refers to violence that is specifically directed towards women because of their gender. The forms of violence most often perpetrated against women include family violence, domestic (or intimate partner) violence, sexual assault, sexual harassment, and coercive control (acts used to harm, punish, or frighten others).

*Gender equality* refers to when people of all genders have equal rights, responsibilities and opportunities.

*Gender equity* is an approach that leads to gender equality. To ensure fairness, strategies must often be put in place to compensate for the historical and social disadvantages that prevent everyone from operating on a level playing field.<sup>3</sup>

*Systemic discrimination* is used to describe the systems, procedures, routines and organisational cultures that contribute to less favourable outcomes for certain groups of people.<sup>4</sup>

Where the term *LGBTIQ* is used it refers to people who are lesbian, gay, bisexual, trans or gender diverse, intersex or queer, or of other diverse sexual orientations and gender identities.

# Together For Equality & Respect Strategy – at a glance

The TFER Strategy 2021-2025 sets high-level directions for actions detailed in the TFER Action Plan and the TFER Evaluation Plan.

## Vision

A society where people of all genders are equally valued, heard and respected, with equal access to opportunities – where women and children live free from discrimination and men’s violence.

## Purpose

TFER’s purpose is to motivate and support organisations in the Eastern Metropolitan Region to take action to promote gender equality and equal and respectful relationships as the means by which violence against women and their children will be prevented.

By providing a mechanism to coordinate and integrate primary prevention activities, the TFER Partnership works to maximise efforts, and minimise duplication. It supports practitioners and organisations to work to the evidence base as they build community and organisational awareness, knowledge and capacity for change.

## TFER Values

The TFER Partnership holds three core values.



### Collaboration

We collaborate, share knowledge and resources, find solutions together, and form partnerships to leverage expertise and avoid duplication.



### Courage

We aspire to make a difference. We advocate for change, challenge injustices, speak out for (and with) disadvantaged communities, and reflect on our own practices.



### Fairness

We work to redress the social and historical imbalances in opportunities available to people based on their gender and other attributes. We use strategies that help compensate for the disadvantages that women and people of diverse genders continue to face.



**“Achieving economic independence is an important aspect in achieving gender equality for women. It is about increasing their ability and enabling women to make legitimate choices about their lives through full and equal participation. As Chairs of the TFER Leadership Group we look forward to bringing an economic lens to the work of the TFER partnership.”**

– TFER Leadership Group Chairs, Helen Ruddell and Corinne Bowen

## Strategic directions

The work of the TFER Partnership follows four strategic directions that influence the actions detailed in the TFER Action Plan.

### Lead & Achieve Change

- We will lead initiatives that work with the community to enable gender equality and equal and respectful relationships.
- We will use an intersectional approach within our work.

### Adopt & Contribute to the Evidence Base

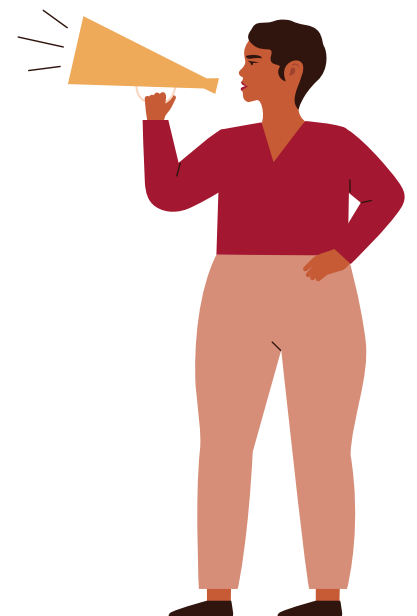
- We will adopt evidence-informed primary prevention actions and evaluation approaches, and contribute to the evidence base.
- We will evaluate our work, participate in collective evaluation and share our learnings in order to continually improve our effectiveness.

### Build Organisational & Workforce Excellence

- We will support organisations in the EMR to establish systems that promote and enable gender equality.
- We will invest in building the capacity of the primary prevention workforce.

### Strengthen & Expand the Partnership

- We will work together to promote gender equality and to reinforce primary prevention initiatives.
- We will work to to engage new partners and to reach more members of our community, with a focus on equity and inclusion.



## Outcomes

These are the short and medium term changes the TFER Partnership seeks to contribute to by taking action as set out in the Strategic Directions.

### Lead & Achieve Change

- People in the EMR have high support for and take action on gender equality and gender equity.
- A wide range of organisations and community groups in the EMR lead, and are engaged in, gender equity and prevention of violence against women initiatives.
- TFER initiatives demonstrate an intersectional approach and effectively address other forms of discrimination that intersect with gender inequality.

### Adopt & Contribute to the Evidence Base

- TFER initiatives are evidence-informed and consistently evaluated.
- The evidence base for prevention of violence against women includes findings from TFER and TFER partners.
- TFER initiatives demonstrate continual improvement as a result of evaluation and learnings are shared with the partnership in order to maximise the efficacy of our work.

### Build Organisational & Workforce Excellence

- Organisations in the EMR have established systems that promote and enable gender equality.
- The TFER partner workforce has the capacity to lead, support and participate in gender equity initiatives.

### Strengthen & Expand the Partnership

- TFER enhances the partnerships created and outcomes achieved towards gender equality and the prevention of violence against women in the EMR.
- The TFER Partnership continues to grow and engage new partners, reaching more members of our community.

**You know, what we're actually trying to bring about - this shift in an entire culture.**

**That's pretty enormous.**

— Evaluation Participant, TFER Interim Evaluation Report 2017-2021<sup>41</sup>





# What's new in this Strategy?

With the conclusion of the second TFER Strategy in 2021, this updated 2021-2025 Strategy continues to build on the success of TFER. The foundations remain the same but new and evolving initiatives, focus areas, and emerging priorities will be incorporated across the next four years.

## Revised Vision

Whilst retaining the heart of our previous vision, the 2021-2025 TFER Vision reflects a more inclusive approach by acknowledging people of all genders and recognising the impact of systemic discrimination.

## Increased focus on intersectionality

Intersectionality has always been a focus within TFER Strategies, but within the 2021-2025 TFER Strategy, the emphasis increases. TFER Partners will be encouraged and supported to pay additional attention to the intersectional nature of discrimination and disadvantage. We will apply an intersectional lens to our systems and programs, and develop tailored and responsive strategies to ensure relevance and reach to the diverse members of our community. We will work closely with communities to understand and be led by lived experiences of inequality and discrimination, and to address other forms of discrimination that intersect with gender inequality.

## Work with Aboriginal and Torres Strait Islander-led family violence prevention strategies

In line with an increased focus on intersectionality within the 2021-2025 Strategy, TFER will seek to strengthen our collaboration with Aboriginal and Torres Strait Islander-led family violence prevention strategies in partnership with local Aboriginal controlled networks and organisations and the *Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families* 2018-2028 Victorian Agreement.<sup>5</sup>

The TFER partnership acknowledges that our prevention of violence against women work is conducted on Aboriginal

land and that the continued colonisation and dispossession imposed upon Aboriginal and Torres Strait Islander people is a driver of the violence experienced by Aboriginal and Torres Strait Islander women, children and communities.

## Engaging men and boys

Men are important contributors in the quest for gender equality, bringing unique perspectives to the discussion, and often, an ability to leverage their privilege to advance the cause. TFER Partners will continue to engage men and boys in gender equality efforts. We will also seek ways to encourage men of all ages to recognise and reject unhealthy masculine stereotypes that inhibit their roles, and impact on the health and wellbeing of families.

## A lifespan approach

In the next four years TFER will pay greater attention to unfair assumptions, pressures and treatment of people based on preconceived concepts of gender across the life course. This will include supporting initiatives to help young people break down gender stereotypes and foster positive identities, and programs to prevent elder abuse. Gender equality messaging and role modelling will begin in the early years. We will also look at pressured transition points throughout life, such as when starting a family, or the transition into retirement.

## Policy and legislative change

TFER will continue to respond to government reforms relating to gender equality and the prevention of violence against women and their children.

The Victorian *Gender Equality Act 2020* requires defined entities such as the Victorian public sector, local councils, universities and TAFEs to take positive action towards achieving gender equality, both in the workplace, and in the programs and services they provide to the public.<sup>6</sup> Many TFER Partners are defined entities and there are significant overlaps between their contributions to TFER and their

requirements under the Act. Active involvement in TFER will support defined entities to achieve their obligations through access to evidence-based, gender equality resources, participation in collective action, and involvement in evaluation strategies.

Preventing all forms of violence is one of 10 priority areas in the *Victorian public health and wellbeing plan 2019–2023*.<sup>7</sup> TFER will respond to any changes in priority areas when the next four-year plan is released, and any shift in requirements for *Municipal public health and wellbeing plan* requirements.

## Sector developments and emerging issues

We will monitor the changing landscape in which TFER operates and will ensure we consider and respond to emerging issues and new evidence on how to prevent violence against women, children and people of diverse genders.

Across this four-year Strategy we expect to see significant changes in the social and political environment with respect to gender equality and the prevention of violence against women and their children. A revised *Change the story* Framework will be released by Our Watch late in 2021 and new sector developments are likely.

Any prevention initiatives released as part of the Victorian Government’s commitment to implementing the recommendations of the Royal Commission into Family Violence will be considered.

The COVID-19 pandemic will undoubtedly have ongoing effects, both in its impact on women and their experiences of violence, and in how it influences the way businesses and organisations communicate, provide services and work.

The impact of climate change in altering the frequency and intensity of natural disasters is a further area for consideration, as men’s violence against women and their children has been shown to increase after disasters such as bushfires, floods, and droughts.



**“[Constantly] evolving and growing and reflecting is a really key part of the TFER partnership.”**

— Evaluation Participant,  
TFER Interim Evaluation Report 2017-2021<sup>41</sup>

# A strong case for action

Violence against women remains unacceptably prevalent in our community and has alarming, long-term health and wellbeing impacts on women, children, and on society as a whole.

The following statistics represent real women and children who have endured unnecessary hardship, violence, and harm. Although disturbing, these statistics can be used to inspire action as we reinforce that violence is preventable. A world without violence against women is possible.

## Facts at a glance<sup>1</sup> – Violence



### 1 in 4

Australian women has experienced violence by an intimate partner.<sup>8</sup>



### 1 in 5

Australian women has experienced sexual violence since the age of 15.<sup>8</sup>



### 1 in 2

Australian women has experienced sexual harassment across their lifetime. **93% of the perpetrators have been men.**<sup>11</sup>



On average, **one woman a week** in Australia is killed by a current or former intimate partner.<sup>9</sup>



Almost **10 women a day** are hospitalised for assault injuries perpetrated by an intimate partner.<sup>10</sup>

## \$21,700,000,000

Violence against women is costing Australia **\$21.7 billion** each year.<sup>12</sup>

### x3

Australian women are nearly **3 times more likely** than men to experience violence from an intimate partner.<sup>8</sup>

### 1 in 4

Australian women has experienced emotional abuse by a current or former partner.<sup>8</sup>

### ↑ 113%

The rate of alleged family-related violence offences recorded by police has **risen by 113%** across Victoria in the past six years.<sup>13</sup>

<sup>1</sup>The terminology used in these statements reflects the language of their source studies.

# x32

Indigenous women are **32 times as likely** to be hospitalised from family violence as non-Indigenous women.<sup>15</sup>

# 1 in 5

Aboriginal and Torres Strait Islander women aged 15 and over has experienced physical violence in a 12-month period.<sup>16</sup>

# 3 in 5

Aboriginal and Torres Strait Islander women have experienced physical or sexual violence by a male intimate partner.<sup>17</sup>



In the Eastern Metropolitan Region in 2019, police responded to almost **9,000** incidents of family violence, with **73%** having been reported by females.<sup>14</sup>

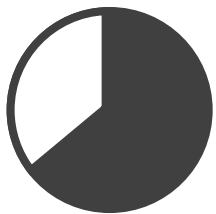
Data suggests that rates of intimate partner violence for **LGBTIQ people are either equal to, or higher than, those between non-LGBTIQ people.**<sup>10,18,19,20</sup>

# 65%

Of women who had children in their care when they experienced violence by a partner, reported that the children had seen or heard the violence.<sup>21</sup>



Children exposed to violence are **more likely** to have a range of health, developmental, and social problems, both during childhood and later in life.<sup>22</sup>



# 64%

Studies suggest that as many as **64%** of women report having experienced bullying, harassment or violence in their workplace.<sup>23</sup>

Some studies suggest **high prevalence rates** of violence against women from migrant and refugee backgrounds, and specific issues of complexity.<sup>24</sup>

# x2

Women with disability are **twice as likely** to experience physical and/or sexual violence by a cohabiting partner as women without disability.<sup>25</sup>

# x3

Women with an intellectual or psychological disability are **3 times more likely** to have experienced violence by a cohabiting partner than women with a physical disability, and...

# x5

...**5 times more likely** than those without a disability.<sup>25</sup>

## Facts at a glance<sup>1</sup> – Attitudes and Behaviours



Whilst the majority of Australians have a good understanding of the problem of violence against women, there has been an **ongoing decline in awareness that men are more likely to commit domestic violence.**<sup>26</sup>

**90%**

Of **Australians agree** that discrimination against women remains a problem in the workplace in Australia.<sup>26</sup>

**97%**

**Nearly all Australians (97%) reject the idea that it is okay for men to joke with their male friends about being violent towards women.**<sup>26</sup>

The **majority of Australians** say they would act or like to act when witnessing abuse or disrespect towards women.<sup>26</sup>



**“You [sic] always got this group that you can connect back into, to make sure [your work] is grounded in evidence and theory, and you know that you are on the right track.”**

– Evaluation Participant,  
TFER Interim Evaluation Report 2017-2021<sup>41</sup>

**“One of the key things out of this is the increase in capacity of our staff, of our colleagues, to apply a gender equity lens in consideration in their work.”**

– Evaluation Participant,  
TFER Interim Evaluation Report 2017-2021<sup>41</sup>

**“We would not be able to achieve anywhere near the level of outcomes that we are able to report on to our funder if it wasn't for the fact that we can partner with TFER.”**

– Evaluation Participant,  
TFER Interim Evaluation Report 2017-2021<sup>41</sup>

<sup>1</sup>The terminology used in these statements reflects the language of their source studies.

# Preventing violence against women

We now have a thorough understanding of why violence against women occurs and how it can be prevented.

The national framework *Change the story: A shared framework for the primary prevention of violence against women and their children in Australia* provides an evidence-based approach and conceptual model for action for the primary prevention of violence against women and their children.<sup>27</sup>

Primary prevention describes an upstream, population-level approach to addressing the underlying causes and drivers of violence, so that it doesn't happen in the first place. It is different from tertiary prevention – or response work – which supports victim survivors and holds perpetrators to account after violence has occurred. Primary prevention is about cultural and systems change. It seeks to change the social norms, practices and structures that allow violence to take place.

*Change the story* identifies gender inequality as the key driver of violence against women, describing it as 'the core of the problem'.<sup>27</sup> It identifies addressing gender inequality as 'the heart of the solution'.<sup>27</sup> Through recognising the specific barriers women experience that do not exist for men, and taking action to address them, *Change the story* provides a framework for taking action to prevent violence against women.

Informed by *Change the story*, the TFER Strategy acknowledges that the underlying drivers of violence against women are gendered, socially-embedded and complex. These are centred around power and gender inequality and include beliefs and behaviours reflecting disrespect for women and people of diverse genders, low support for gender equality, and an adherence to rigid gender roles and identities. Addressing these drivers requires a long-term, population-level approach that includes addressing the structures, policies, and practices that support such behaviours and beliefs. Actions and messages need to reach the community in the places in which they live, work, learn, and play.

## Figure 2 – The essential actions to prevent violence against women from *Change the story*<sup>27</sup>

1. Challenge the condoning of violence: reduce the tolerance for attitudes, beliefs, practices that justify, excuse or downplay violence against women and their children, or that shift the blame from victim to perpetrator
2. Promote women's independence and decision-making in public life and relationships: equalise access to power and resources between women and men
3. Challenge rigid gender stereotypes and roles: stereotyped constructions of masculinity and femininity are left behind, not perpetuated
4. Strengthen equal and respectful relationships between women and men, boys and girls and people of all genders
5. Promote and normalise gender equality in public and private life

*Changing the picture* is Our Watch's national resource to support the prevention of violence against Aboriginal and Torres Strait Islander women and their children.<sup>28</sup> It highlights addressing the impacts of colonialism and racism, together with gender inequality, as essential actions for preventing violence against Aboriginal and Torres Strait Islander women.<sup>28</sup>

Additional guidelines and frameworks build on *Change the story* by highlighting the particular actions needed to address gender inequality, discrimination and violence for the whole community.<sup>29,30,31,32</sup>

## Our inclusive approach

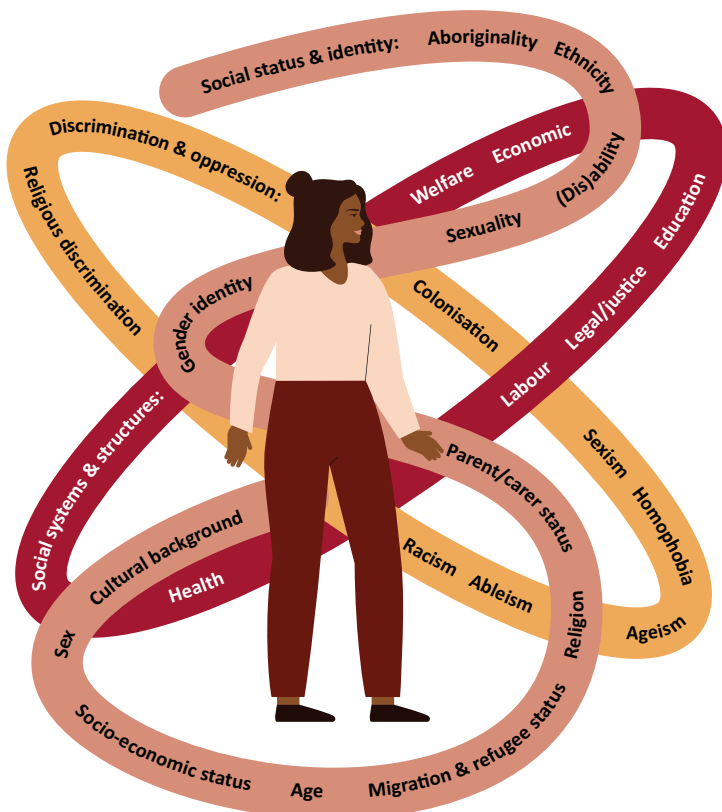
TFER uses a range of approaches to promote social and cultural change. Population-wide strategies are complemented by initiatives tailored to groups whose needs are not addressed by a universal approach.

Whilst TFER's focus remains on women, we acknowledge that people of all genders encounter violence and discrimination.

Although the field and evidence-base is evolving, preliminary research shows that there are shared drivers for violence against both women and LGBTIQ people, but there are also important differences.<sup>29</sup> By striving for gender equality as the key to primary prevention of violence against women, and committing to an intersectional approach that addresses other forms of discrimination intertwined with gender inequality, we believe that our work can benefit people of all genders. This is enshrined in our vision.

We are committed to taking an inclusive approach to our work, to growing the evidence-base and to working with organisations that have expertise in supporting people of diverse genders.

**Figure 3 – Intersectionality in practice from *Changing the picture*<sup>28</sup>**



## Intersectionality

Humans are complex beings. Our lives, identities, and opportunities are influenced by many factors that are often beyond our control. The image below is used to illustrate how systems and structures of oppression and discrimination affect people differently.

While gender inequality is the primary cause of violence against women, it cannot be considered in isolation. Nor is it experienced in the same way by every woman. Other forms of discrimination and disadvantage influence and intersect with gender inequality in complex ways. Therefore, gender inequality needs to be considered and addressed alongside, and together with, these multiple factors.<sup>33</sup>

To break that down, essentially discrimination doesn't exist in a bubble – gender inequality is compounded by the intertwining effects of characteristics such as race, cultural background, Aboriginality, religion, ethnicity, rurality, ability/disability, age, sex, sexual orientation, gender identity, and so on. For example, the gender inequality experienced by a trans woman living in a regional area will be different from that of a migrant woman living with a disability, and different again from an Aboriginal woman who identifies as lesbian.

Being aware of these differences and using an intersectional lens in our work helps us to engage with the whole community and to ensure that our programs, systems and messages, meet everyone's needs.

## Everyone's responsibility

Creating a community where women and children live free from violence, abuse, and discrimination will require all of us, working as active partners, to change the attitudes, stereotypes, and inequality that allow violence to thrive.

Although men are part of the problem of gender inequality, they are also a crucial part of the solution.<sup>34</sup> By participating in the five essential actions listed above, men can help to end the culture of violence against women.

There are benefits for men too. If we think differently about gender and eliminate gendered stereotypes, we will improve everyone's health and wellbeing. Men who reject traditional masculine stereotypes enjoy better physical and mental wellbeing, and commit less violence against women, and other men.<sup>35</sup>

Please see the [TFER Strategy 2017-2021](#) for further background and detail on preventing violence against women.

# The TFER Partnership in action

## How TFER works

Collective impact is an approach to bringing about long-lasting change, usually in relation to the most serious and complex social problems. Organisations from a range of sectors work together towards a shared vision by undertaking mutually reinforcing activities.

The TFER Partnership draws together more than 30 organisations from across the Eastern Metropolitan Region, committed to preventing violence against women. Led by Women’s Health East as the backbone organisation, the TFER Partnership is supported by the TFER Leadership Group and various Working Groups. Community members play an important role, contributing their knowledge and experience throughout the TFER Partnership.

Partner organisations collaborate to respond to the needs and opportunities identified across the region, sometimes working as a whole group, but often in sub-groups.

Communication mechanisms include the TFER website, an e-newsletter, a Community of Practice, and regular meetings between partners through forums and workshops.

Figure 4 – TFER Partnership and Governance Model





## Evidence of change

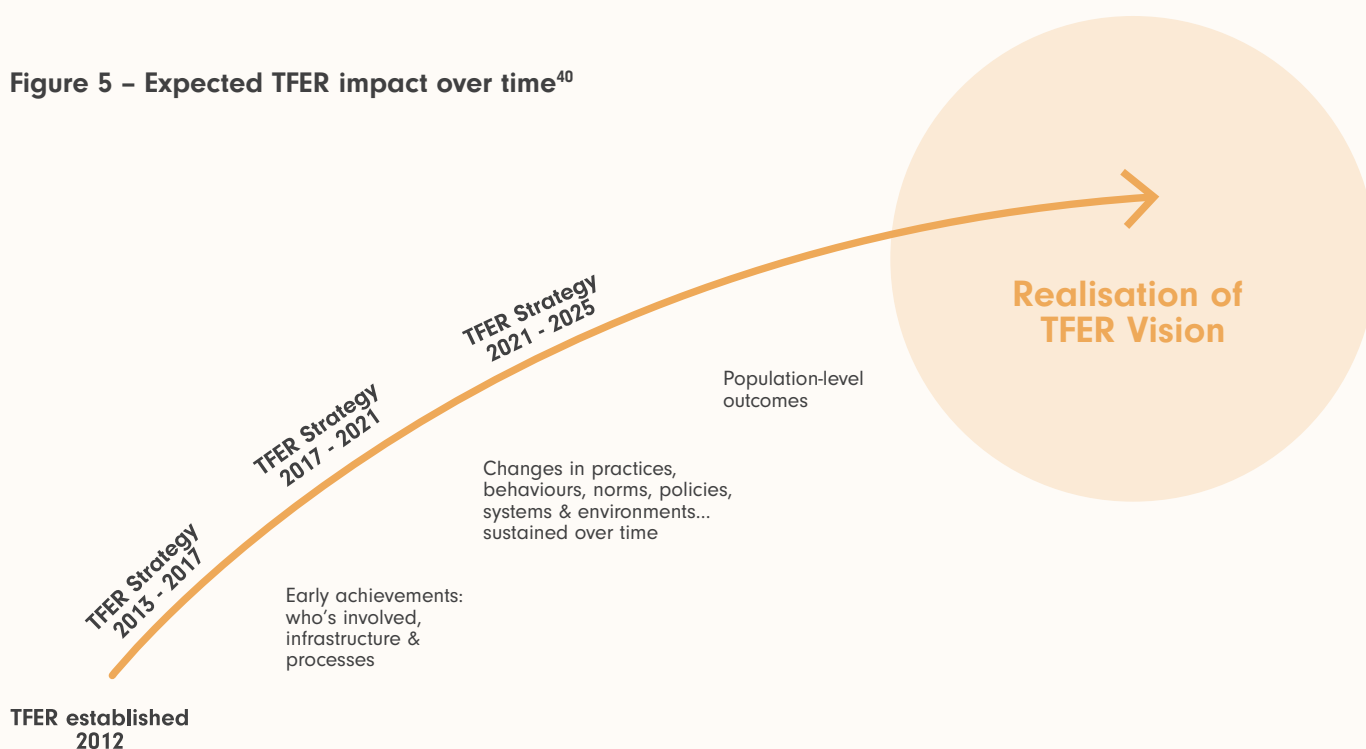
TFER is an established and collaborative partnership that is achieving results.

The TFER Partnership is committed to evidence-informed practice and ongoing monitoring and evaluation. Evaluation activities are described in the TFER Evaluation Plan and are supported by the Evaluation Working Group. Partner organisations participate in collective regional evaluation activities to assess the effectiveness of our actions.

Results from the 2013-2017 and 2017-2021 TFER Strategy Evaluations showed that the TFER Partnership has been effective in increasing the capacity of partner organisations and in facilitating collaboration.<sup>36,37</sup> TFER has a wide reach across the EMR, with more than half the TFER Partners working on initiatives that engage with diverse population groups.<sup>36</sup> TFER Partners are working on the components of systems change that will help achieve gender equity and reduce violence against women.<sup>36, 37</sup> The long-term partnership has resulted in a growth in confidence, networks and skills that support cooperation.<sup>37</sup>

Figure 5 reminds us of the long-term investment needed to achieve population-level change. Along the way, gradual changes in knowledge, attitudes and behaviours, and in policies and systems, will be good indicators that we are on the right path<sup>38</sup> – indicators that TFER has started to notice. For example, research undertaken in 2020 suggests TFER may be having an effect on the views of people in the Eastern Melbourne community. A national survey about gender equality, which compared a specific sample group from the Eastern Metropolitan Region with a national sampling, found that the people in this region hold more progressive views about gender equality with higher levels of agreement that gender inequality is a problem and greater support for gender equality policy and initiatives.<sup>39</sup> This statistically significant finding suggests that the eight years of commitment by TFER Partners to prevent violence against women through advancing gender equality may be contributing to a population level impact.

Figure 5 – Expected TFER impact over time<sup>40</sup>



# TFER Partners

A growing number of organisations from across the EMR are committed to the TFER Partnership.

**Together For Equality & Respect acknowledges the contribution of the following Partners in 2017-2021:**

- Access Health and Community
- Boorndawan Willam Aboriginal Healing Service
- CHAOS – Community Houses Association of the Outer Eastern Suburbs
- City of Boroondara
- Deakin University
- Department of Education and Training
- Department of Health
- Doncare
- EACH
- Eastern Community Legal Centre
- Eastern Health
- EDVOS
- EMR Regional Family Violence Partnership
- healthAbility
- Inner East Primary Care Partnership
- Inspiro
- Knox City Council
- Knox PLEDGE
- Link Health and Community
- Manningham City Council
- Marooondah City Council
- Migrant Information Centre Eastern Melbourne (MIC)
- Monash City Council
- Monash University
- NIECH – Network of Inner Eastern Community Houses
- Outer East Primary Care Partnership
- The Orange Door - Inner Eastern Melbourne
- Victoria Police
- Whitehorse City Council
- Women’s Health East
- Yarra Ranges Council
- Yarra Valley Water

New partners are always welcome. If your organisation or network supports the vision, principles, and strategic directions outlined in the TFER Strategy and is situated within the Eastern Metropolitan Region, please contact Women’s Health East at [health@whe.org.au](mailto:health@whe.org.au) about becoming a TFER Partner.

For more information on TFER, visit [www.whe.org.au/tfer](http://www.whe.org.au/tfer).

**“The TFER partnership is a shining example of what a community can build through a long term, enduring commitment to creating social change. TFER Partners can be proud of what they have achieved so far through their nine years of continuous and collaborative effort and excited for what is still to come on the journey to an equal and respectful society.”**

– Women’s Health East, TFER Backbone Organisation

# What are the TFER Partners saying?

**"The regional effort and combined forces are really moving PVAW in the right direction."**

— Access Health & Community, TFER Partner

**"We will continue to support the valuable work of the TFER partnership in its collective effort to prevent violence against women across Eastern Melbourne."**

— Outer East Primary Care Partnership, TFER Partner

**"I am proud to be a part of TFER Capital, collaboratively driving gender equality in the East."**

— Inner East Primary Care Partnership, TFER Partner

**"Maroondah City Council is pleased to be a TFER partner and support collective efforts towards the prevention of violence against women."**

— Maroondah City Council, TFER Partner

**"WHE have been a tireless advocate and shown strong leadership in organising a regional response to reduce violence against women and promote respectful relationships and gender equity in the community."**

— Department of Health, TFER Partner

**"Gender equality can truly be realised when we all work together across the breadth of our community. Eastern CLC is a proud and active TFER partner at a range of levels supporting our collective vision."**

— Eastern Community Legal Centre, TFER Partner

**"EACH continues to be committed to the TFER regional partnership as a key regional collaboration for achieving our vision of safe and inclusive communities free from family violence."**

— EACH, TFER Partner



# Creating the Strategy and defining our actions

The TFER Strategy 2021-2025 draws upon:

- the results of monitoring and evaluation activities, including the TFER Interim Evaluation Report 2017-2021 and the final evaluation of the 2017-2021 Strategy which is currently underway;
- consultations, surveys, workshops and discussions with TFER Partners, the TFER Leadership Group, and the Strategy Working Group;
- consultations with local organisations and TFER Partners with expertise on particular issues and communities;
- the growing evidence base for primary prevention, including frameworks, guides, and reports such as *Change the story* and *Changing the picture*; and
- national and state policies relating to gender equality and the prevention of violence against women.

The next step will be for TFER Partners to co-design the TFER Action Plan 2021-2025 by selecting and implementing a range of existing and new mutually-reinforcing interventions that align with the strategic directions identified in this Strategy.

The TFER Evaluation Plan will also be updated to align with the TFER Strategy and Action Plan 2021-2025 and to ensure continuous learning and improvement in order to maximise results and efficiencies.



**“I really feel like those things wouldn’t happen without TFER being there for all the reasons we’ve already mentioned: collaboration and sustainability and having a place to go and having resources and expertise and that real depth of knowledge in the region.**

**So as a partnership... we’ve seen huge gains and then to see the changes in the community as well.”**

— Evaluation Participant, TFER Interim Evaluation Report 2017-2021<sup>41</sup>

**“You can put a lot of energy and effort in and things take time, but to see the changes that have happened! I’m thinking about things like the changes in sporting clubs and empowering women to be involved.....There’s been real significant changes for people living, working, playing in our region.**

**Their lives are shifting.”**

— Evaluation Participant,  
TFER Interim Evaluation Report 2017-2021<sup>41</sup>



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