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TOGETHER *we* CAN



All hands in! Community leaders are again stepping up to help stamp out family violence at the Together We Can Leadership Summit. Among those involved are, clockwise from top, Cardinia mayor Greame Moore, Maddie Drewitt, Paige Kristalyn, Jack Hiam, Sashi Prasad, Britt Hulbert, Michael Wright and Anni Cockburn.
Picture: GARY SISSONS

Home safe home

The Cardinia Shire community is again set to mobilise in a collective effort to stamp out family violence.

Plans are well underway for the third annual Together We Can Leadership Summit, where key drivers in the community come together to hear from experts to become better informed on the issue and then work together to come up with real solutions.

A pool of \$30,000 will be available to make this year's community's solutions a reality.

The summit will be held from 9.30am to 2.30pm at the Cardinia Cultural Centre on Thursday 10 October.

Together We Can collective impact facilitator Fiona Cost said the summit had had a real impact to date and this year's event would only build on that momentum.

"Family violence is still so prevalent in our community," Ms Cost said.

"The Together We Can Summit is an annual event that empowers leaders learn new ways on how to stop and prevent women and children from being harmed in their own homes, places they should feel safe and loved.

"Every year our community leaders dem-

people are calling out behaviours that lead to violence, and more people are understanding that when we work together and try new innovative ways, we will reach our goal to have a shire that is safe and welcoming for all."

Keynote speakers this year include Phil Barker, the author of *The Revolution of Man*, a manifesto for new masculinity - a manhood that is positive, healthy and save.

He uses his own experience with suicide and depression, with brutal honesty, to continue the conversation on what it is to be a man and how to be a better man.

Natalie Russell from VicHealth has over 17 years' experience nationally and internationally in public health and health promotion, including eight years working in gender equality and the primary prevention of violence against women.

She will speak on the problem of bystander inaction against sexism and sexual harassment and the development of a new public health framework to support policy and practice in healthier masculinities.

Jasbir Singh Suropada is chairman of the Sikh Interface Council Victoria and founding director of Sikh Australia Support for Family



The branding of garbage trucks across the shire was an initiative to come out of the Together We Can Leadership Summit. Participants in last year's event stand in front of their handwork.

Anne McCormick and Michael Wright from Outlook will also speak on the impact that family violence has on the disability sector.

Community leaders are encouraged to register for the Together We Can Leadership Summit. Bookings can be made through Eventbrite

ate danger, call the police on 000. If it is not an emergency and you want police to investigate, call 131 444.

■ If you have used violence against family members and want to help to stop, call Relationships Australia Victoria on 1300 364 277.

TOGETHER *we* CAN



COMMUNITY SOLUTIONS

2018-19



Women's Health in the South East led the development of the 16 Days of Activism campaign. Active bystander tips were developed showing people how they can contribute to building a safe community by calling out disrespect and supporting people experiencing it. Together We Can's Facebook page posted all 16 tips between 25 November and 10 December reaching over 5600 people.



TIP #15
Encourage others to take action

TIP #16
Go beyond 16 days

TOGETHER *we* CAN
Act now to end Family Violence in Cardinia Shire

COMMUNITY SOLUTIONS

2017-18



Together With Me @ the Library delivered a writing competition for children and young people, in partnership with the Pakenham Show and Pakenham Gazette, where 50 young people imagined a day in the life of the opposite gender. Winners' stories published in the Gazette on 19 March 2018.



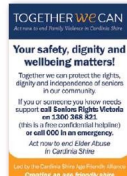
TOGETHER *we* CAN
Act now to end Family Violence in Cardinia Shire

COMMUNITY SOLUTIONS

2017-18



The Aged Friendly Alliance delivered awareness messaging to prevent elder abuse and promote the Seniors Rights Victoria phone number as the primary service for advice. They distributed 8500 fridge magnets to our 'well experienced' generation at seniors events and venues in June 2018



TOGETHER *we* CAN
Act now to end Family Violence in Cardinia Shire

Background of togetherness

Together We Can is a community-led initiative to stop, prevent and end family violence in Cardinia Shire.

We believe that every person in Cardinia Shire has a right to feel safe, equal and respected and that violence against women and children is preventable.

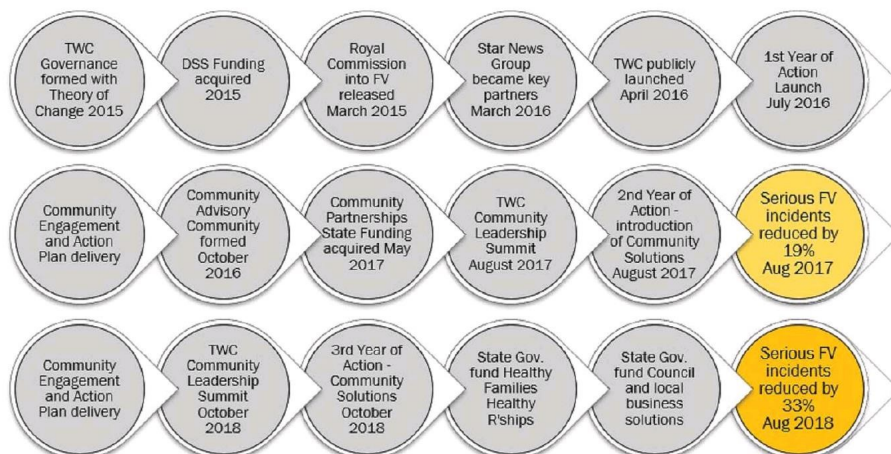
According to police statistics, the number of reported incidents of family violence in Cardinia Shire is well above the Victorian average.

There are high numbers of children witnessing family violence. Research shows that these children are more vulnerable to health problems, behavioural and learning difficulties and an increased likelihood of developing mental health issues.

Together We Can is a collective effort of a variety of people, organisations and groups within Cardinia Shire. We work together to:

- Build healthy and respectful relationships.
- Intervene safely when violence against women or in families occurs.
- Protect the rights of all residents to feel safe where they work, live, learn and play.

TOGETHER WE CAN – THE TIMELINE



COMMUNITY SOLUTIONS



The Star News Group regularly publish articles in the Pakenham Gazette that contributes to building community awareness of the prevalence of Family Violence, its impact on women and children, and the local services available to people who need support. Public awareness is an important step in building community momentum to solve this complex problem affecting families.



COMMUNITY SOLUTIONS

2018-19



Pakenham Football and Netball Club hosted the "Together We Can Round" in August, promoting the importance of respect and equality in Sport. Around 180 people (seniors and juniors) were involved. Banners reminding people that 'violence is out of bounds' and 'treat others with respect and equality' were displayed. The Mayor reminded people that we are all part of the solution and netball club president spoke of the many initiatives they run, improving the health and wellbeing of their members and the successes of their team's as a result.



COMMUNITY SOLUTIONS



Respectful relationships is about tackling family violence through education. As part of a staged process, all Victorian schools will be supported to implement a whole school approach. This includes looking at schools' practices and policies relating to gender and driving meaningful cultural change. The approach will build a culture of respect and equality in our schools - as learning places and as workplaces that achieve long-term change in the community.



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Action plan in handy pack

With a strong emphasis on 'speaking up' against family violence, a much needed community solution has been identified and developed by a dedicated team to assist those at most risk of violence.

A 'Purple Pack' has been created which aims to inform and empower vulnerable members of our community to identify, speak up and report violence and abuse.

Made up of seven resources, the pack contains an easy to read booklet with simple language and images, posters and handouts. It also provides prevention information and will include additional resources provided by Scope.

Outlook's Michael Wright, a White Ribbon ambassador, became involved in the project through his employment with the disability services provider.

"After attending last year's Together We Can summit, we formed a community solution to expand the resource and create what we now have, a 'pack' of resources for those living with disability or disadvantage," Mr Wright said.

"We had four aims. We want everyone in the community to be able to identify the different forms of family violence, to know how to seek help if they need it, to know they will be believed and to support one another to prevent family violence in the first instance."

Deputy Outlook CEO Anne McCormick said the number of people living with a disability and being abused is horrendously high.

"We're talking about (approximately) nine out of 10 people. It needs to be addressed," Ms McCormick said.

"All the campaigns say speak up, they talk about speaking up but for these cases, many

have tried to do that but it's often difficult when the abuser is someone they know or is their main carer.

"I think it's really about just making sure we provide resources that enable them to be able to have a voice but through this."

The resource has been so well received that Victoria Police started using it to help officers understand the difficulties experienced by people with disabilities when it comes to reporting family violence.

"People can just point at a picture without having to speak," Ms McCormick said.

"This hasn't been something we've just made up on our own we've also consulted with people living with disabilities and their advocates."

Joining Mr Wright and Ms McCormick, Cardinia councillors Brett Owen and Leticia Wilmoth will also join Fiona Cost from Together We Can and Cardinia Shire Council as well as Rotary's George Blenkhorn.

Through their respective contacts, it's hoped the resources will be distributed to schools, workplaces, police stations, health and community services and more, with councillor Brett Owen confident the pack will be widely utilised.

"It's going to be a fantastic resource for people of all abilities but also people from our multicultural, emerging communities where English may be their second language," Cr Owen said.

"It's a really simple resource and it very clearly states where and how to get help and report violence."

The pack will be officially launched at the next summit on 10 October.



Fiona Cost, Anne McCormick, Michael Wright and Brett Owen form part of the Purple Pack committee.

Students learn the path to respectful relationships

The Respectful Relationships initiative supports students to build the skills they need to develop healthy relationships with others.

It helps them to face challenges by building empathy and resilience, and developing their confidence and problem solving skills.

Cardinia Primary School joined Respectful Relationships in 2017.

By teaching young children that all people are equal and valued, regardless of their gender, the program promotes healthy relationships for students, based on equality and respect.

Recently Cardinia PS Grade 5 students participated in activities such as 'Identity Wheels' and 'Human Bingo', learning about each other's likes, dislikes and interests.

They also discussed differences, perceptions and misconceptions.

This year Respectful Relationships was the focus of the school's Family and Friends Day, with a performance by students and a special code-breaking task, which spelt out the purpose of the initiative.

Staff have been involved in a regular community of practice with other local schools, which helps to build teacher skills.

"We hope to educate our students, families and whole school community about the importance of treating others respectfully and being aware of gender-based stereotypes and inappropriate behaviour," the school's wellbeing coordinator Jodie Mattingley said.



TOGETHER *we* CAN



Quest to halt violence is a



Some of the members of the Together We Can Round Table, committed to leading the community quest to stamp out family violence.



Paige Kristalyn, Aligned Leisure

Tell us a bit about yourself and your role...

I work for Aligned Leisure, managing eight of Cardinia's major recreation facilities on behalf of Cardinia Shire Council. More familiar to people as the pools, stadium and tennis courts! Aligned Leisure is a subsidiary of the Richmond Football Club, which is great as I am a Tigers fan! I grew up in Maryknoll, attended Nar Nar Goon Primary, Beacons Hills College Pakenham and have lived in the Cardinia Shire for most of my life.

What brings you to the TWC round table?

I was introduced to the TWC initiative through my employment with Aligned Leisure. I also have a strong passion for community health and believe that everyone deserves to live happily and in safety. And I want to be a part of creating positive change for our community.

Why is stamping out family violence so important for the community?

Stamping out family violence is important for so many reasons - for the obvious ones so that our community can live in safety without fear and more importantly protect the younger generation from being witness to these behaviours and thinking it is the norm.

What measures have you seen or would like to see in helping achieve this goal?

Together We Can's Community Solutions have been a productive platform to create awareness around family violence locally, a great example being the garbage trucks with the TWC banners on them. I would love to see more local businesses use their resources to increase awareness within their organisations - especially male dominated workforces.

If there is one thing that you think every person in the community could do to help prevent family violence from happening in the first place, what would it be?

If you see something, say something. We are seeing so many positive outcomes from bystander action, from calling people out when they make sexist remarks to calling the police about the yelling in the house next door.



Michael Wright, Outlook

Tell us a bit about yourself and your role...

I joined Outlook in 2015 where I work as an

Together We Can is a whole of community campaign to help stamp out family violence in the Shire of Cardinia. Its collective impact model draws on people from all walks of personal and professional life to contribute to the cause. To this end, a Round Table was established to allow a diverse array of community contributors to work together to drive for this crucial change. We put a few questions to them to determine who they are and what brings them to the table.

living with disability. As someone who lives with a disability myself I was horrified at just how much I didn't know about this problem. I couldn't just stand by and do nothing so I've become a White Ribbon Australia ambassador so I can spread the word and help encourage others to do the same.

What brings you to the TWC Round Table...

Family violence is not an issue we just need to accept, we can put an end to it but we need people to stand up, take the lead and do something about it. The TWC Round Table gives me that opportunity, and it makes me very proud that leaders, businesses and residents in the local area I live in can all come together and work towards this common goal. Just as the saying goes it takes a village to raise a child, it will take a community to end the social injustice that is family violence.

Why is stamping out family violence so important for the community?

Family violence doesn't just result in relationship breakdowns, the issue creates a number of other social concerns like homelessness, poverty and mental illness. We need to do all we can to prevent this from happening, because the next victim might be someone we know.

What measures have you seen or would like to see in helping achieve this goal?

The community has embraced Together We Can and the progress we have made is the direct result of the hard work of many local businesses and organisations that have so generously donated their time and resources to the cause. Of course we can never have enough support and I would love to see more businesses and community members getting involved. You can't just wait for a solution you need to be part of the solution.

If there is one thing that you think every person in the community could do to help prevent family violence from happening in the first place, what would it be?

Have a conversation with someone about family violence, and invite them to do the same with someone they know. Maybe someone you know is experiencing family violence and a simple conversation may be enough for them to open up or to even recognise themselves as victims if they hadn't already.



Amy Gregorovich, Community Advocate

Tell us a bit about yourself and your role...

I am a student at Monash University currently and work for Casey-Cardinia Libraries. I have been engaged in various community groups ever since sitting on the Cardinia Shire Youth Council in 2018, with the aim of increasing youth engagement and awareness around the issues affecting our local community.

What brings you to the TWC Round Table...

As a young person at local schools, family violence was always something that we knew was happening, but it is rarely talked about

duce the stigma surrounding family violence.

Why is stamping out family violence so important for the community?

Stamping out family violence is so important to our community as people are becoming victims without anyone noticing, and people need to know that there is support within our community to help them.

What measures have you seen or would like to see in helping achieve this goal?

Awareness and education; make people aware of what is happening and teach them ways to not only support the victims, but discuss the causes so it stops happening.

If there is one thing that you think every person in the community could do to help prevent family violence from happening in the first place, what would it be?

If you think someone who know is struggling with something like (but not limited to) family violence, just ask them if they are okay. It is vitally important that we show victims that they aren't alone, and that our community is there to support them.



Elizabeth Fox, Respectful Relationships

Tell us a bit about yourself and your role...

I am the Project Lead for Respectful Relationships at the Department of Education and Training, Southern Melbourne Area. I assist all schools that are a part of the initiative in Greater Dandenong, Casey and Cardinia LGAs to implement Respectful Relationships Education through a whole school approach. The aim of Respectful Relationships is to create a culture of respect and equality to prevent family violence for future generations.

What brings you to the TWC Round Table?

Schools are a central and influential part of a community. I am a part of the roundtable to link the work to prevent violence happening in schools with the community, and vice versa.

Why is stamping out family violence so important for the community?

Firstly, everyone has a right to feel safe. Secondly, the trauma of family violence has an incredible impact on children and young people, even if they are not directly experiencing violence but witness, or are exposed to the effects of, family violence. It affects their ability to learn, to relate to others and have good relationships and to build good mental health. We need to end family violence to give all children the best chance to thrive.

What measures have you seen or would like to see in helping achieve this goal?

There is amazing work happening across the community to raise awareness of family violence, what family violence is, and where to get support. I would like to see more understanding of the drivers of family violence, the social norms and societal structures that allow family violence to occur. I would also like to see more of a positive behaviour approach - promoting

If there is one thing that you think every person in the community could do to help prevent family violence from happening in the first place, what would it be?

Talk to people about gender equality; ask questions about power and privilege and reflect on your own. Talk to the women in your lives and listen to their experiences. How do they feel disadvantaged or benefitted by their gender? Talk to the men in your lives about the same. However, do not accept personal experience as the norm. If you, or the people around you, have not experienced sexism, discrimination or harassment do not assume others have not. Think critically, push further and do not just read about, or listen to, people who support your own views.



Annamaria Baisman, family services practitioner

Tell us a bit about yourself and your role...

The sector has seen me in many roles throughout the years initially as a teacher then mediator, counsellor and now as a Family Services Practitioner (Family Violence) with UNITING. My current role involves working with families who have experienced family violence and listening to their story from a trauma perspective. Assisting these families to build resilience and empower them to change is rewarding. Working with people that use violence is a challenge as my role incorporates education around changing the cycle of violence from both sides. My passion and commitment to help families, young people and young adults be empowered has not waned and I hope to continue being an influence to make the world a better place.

What brings you to the TWC Round Table?

The opportunity to inform and educate a wide range of services and people about the importance of not accepting any forms of abuse but to aspire in building healthy and respectful relationships within the community.

Why is stamping out family violence so important for the community?

Every community has a right to feel safe and live in an area free from violence. Family violence impacts upon a person's well-being and mental health as well as affecting children that are exposed to abuse. For a healthy thriving community, not accepting violence in any shape or form is imperative.

What measures have you seen or would like to see in helping achieve this goal?

Education and awareness is important no matter how young or old you are. We never stop learning or standing up to abuse. Always take action and not turn a blind eye to unacceptable behaviour.

If there is one thing that you think every person in the community could do to help

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whole of community effort



Fiona Cost, Together We Can

Tell us a bit about yourself and your role...

I am a resident, a parent, a wife and an advocate for families to live in a world where parents and children can thrive and succeed for their entire life span! My role as facilitator for Together We Can is to make sure that everyone has the opportunity to play their part to stop, prevent and end family violence.

What brings you to the TWC Round Table?

To be of service to its members. And its members are a representation of our diverse community, so in effect - it is to be of service to our community. Council is only one part of the solution to keeping families safe. The responsibility is with all of us to change the story - to call out bad behaviour and role-model respect and equality to our children and young people.

Why is stamping out family violence so important for the community?

Aside from it being a fundamental human right for people to feel safe and free from fear in their own home, it actually makes very good economic sense! With the national bill for violence against women being \$21.7 billion in 2014-15, I believe that there are far better things we could be spending this money on. But before we can - we first have to stop the violence!

What measures have you seen or would like to see in helping achieve this goal?

The Community Solutions that get created at the Together We Can Community Leadership Summits are a great measure of the efforts that our community are making to prevent the violence. However, the best measure is when we see that attitudes and behaviours have changed. When people no longer use women as the focus of a joke, when all men have a healthy, non-violent expression of their masculinity, and when women (and men) can safely walk the streets at night - should they choose to.

If there is one thing that you think every person in the community could do to help prevent family violence from happening in the first place, what would it be?

We all have the ability to look at our own behaviours and attitudes towards respect and equality. It's not always easy though to recognise that we might have an unconscious bias that in turn limits another person's independence, judges another person, or justifies occurrences of violence. So a bit of self-reflection never goes astray, and if something comes up that might need attention, ask for help!



Tracey Parker, Cardinia Shire

Tell us a bit about yourself and your role...

I'm Tracey Parker and I am the General Manager of Liveable Communities at Cardinia Shire Council. Together We Can program support sits within the Community Strengthening unit within my team.

What brings you to the TWC Round Table?

ally and professionally driven to be part of that change for our community.

Why is stamping out family violence so important for the community?

Reducing family violence will improve mental and physical health and wellbeing, and research also shows that children exposed to violence are more vulnerable to health problems, behavioural and learning difficulties and have an increased likelihood of developing mental health issues.

What measures have you seen or would like to see in helping achieve this goal?

Initiatives are instigated by all facets and teams within council, for example our waste team contributed by advocating for awareness signage on the garbage trucks. Changes and awareness can come from all areas, so for me it is important both within our organisation and within our community.

If there is one thing that you think every person in the community could do to help prevent family violence from happening in the first place, what would it be?

We can respect one another, and step-up and say 'no' to family violence. It might be families prioritising quality time together, or a sporting club raising awareness. There are many small things we can do towards ending family violence within our community.



Stephen Sparrow, Cardinia Shire

Tell us a bit about yourself and your role...

My name is Stephen Sparrow, I am a 44-year-old father of three children who works at Cardinia Shire Council as the Manager of Community Strengthening. My role at council is to lead a team of highly qualified professionals who work across a range of diverse social portfolios, which include community development, social inclusion, emergency management and social planning. Our focus is to improve the health and wellbeing of our community. I am passionate about improving the life of others by community development and social justice principles.

What brings you to the TWC Round Table?

Since learning about the alarming rates of family violence in Shire, I have played an active role to support projects, initiatives and activities that address men's violence against women including gender inequality. As a man, with a wife, daughter, mother, cousins and friends who are female, I want all of us to live in a world that respects the rights for equity and as men we need to stand up and take action - so I do. I am a proud member of Cardinia Shire Council's Family Violence Action Team, Regional Strategy Steering Group and the Together We Can governance and round table group.

Why is stamping out family violence so important for the community?

Family violence is a wicked social complex issue and will take a long term approach to make a cultural change to stop, prevent and end it however the impact it has on someone's health is significant but the trauma it has on a child wellbeing is even greater.

What measures have you seen or would like to see in helping achieve this goal?

The Together We Can campaign is a great initiative to mobilise change of attitudes and behaviours to prevent family violence but it needs more people to join in the conversation and take action.

If there is one thing that you think every person in the community could do to help prevent family violence from happening in the first place, what would it be?



Carol Ryan, Cardinia Shire councillor

Tell us a bit about yourself and your role...

I have lived in Cardinia Shire since 1979 and had a working background of over 40 years in the medical profession in mental health, physiotherapy, disabilities, aged care, social work and case management. I'm also a Civil Marriage and Funeral Celebrant conducting marriage ceremonies and life celebration funeral services. I was elected in 2016 as a shire councillor. I represent the residents in Central Ward as a voice bringing residents needs and concerns to council meetings for discussing issues, making decisions, approve strategic documents including council plan and annual budget.

What brings you to the TWC Round the Table?

To help establish Together We Can around the table for progress work with the Cardinia Shire community that stops, prevents and tries to put an end to family violence.

Why is stamping out family violence so important for the community?

I believe it's important to stamp out this unacceptable cultural behaviour in our community, so we can create a safe environment, and also creating healthy and respectful relationships towards each other within our shire for our future generation.

What measures have you seen or would like to see in helping achieve the goal?

I have seen the large impact White Ribbon Campaign has had on this community and is working. I'd like to see us achieve a goal in giving more support towards father programs as parents and partners especially knowing that they also have been a victim of family violence.

If there is one thing that you think every person in the community could do to help prevent family violence from happening in the first place, what would it be?

Have a conversation with somebody about what a healthy and respectful relationship looks like. But also hold people accountable for their unacceptable cultural behaviour when we see it happening in front of us in our community.



Petrina Dodds Buckley, Cardinia Shire

Tell us a bit about yourself and your role...

I work for Cardinia Shire Council and manage the Social and Community Planning unit. I am a strong social justice advocate and in particular have always championed for the rights of women. Coincidentally I also have three sons! Some of the portfolios that sit in my unit are family violence, mental health and wellbeing, social housing, homelessness, the Liveability Plan, financial disadvantage and all the social research and data analysis for the organisation.

What brings you to the TWC Round Table?

I bring to the table my passion for social research. I believe my role is to ensure we have

Why is stamping out family violence so important for the community?

It's vital for the community, so that every person lives a life free of violence and fear and doesn't suffer the psychological and physical injuries that can impact their lives irrevocably.

What measures have you seen or would like to see in helping achieve this goal?

More community awareness, a realisation by women that being treated with respect is a right, not a nice to have.

If there is one thing that you think every person in the community could do to help prevent family violence from happening in the first place, what would it be?

Call behaviour out before it reaches the point of hurt.



Garry Howe, Star News Group

Tell us a bit about yourself and your role...

I have been happily married to Gaylene for 35 years and have three sons. I have been a journalist for 38 years, the last 20 of those as Group Editor at Star. As a proudly family owned, local and independent company, Star looks to immerse itself in the communities it serves, so when approached to be a part of the quest to find a solution to the alarming rate of family violence within the shire, we happily got on board.

What brings you to the TWC Round Table?

A few years back I was invited - along with 100 male community leaders - to participate in the Challenge Family Violence program. Up to that point, I had been fairly sheltered from family violence, working in an industry that is pretty much gender blind when it comes to hiring and promotion. It was eye-opening to discover that's not the case in a lot of situations. So the rose coloured glasses had to come off and the Together We Can Round Table was a natural progression.

Why is stamping out family violence so important for the community?

Feeling safe at home and in your community is a basic human right. It is sad that many in our community don't have that feeling, so it is incumbent on us all to ensure that situation improves. It is, but there's still a long way to go.

What measures have you seen or would like to see in helping achieve this goal?

People need to identify action and behaviour within their spheres of influence that will help change attitudes. As an example, I head up a committee that organises the Cardinia Casey Biggest Ever Blokes Lunch - where for six years we have herded up to 500 men into a room to entertain them but also lecture them on their health, with a particular focus on prostate cancer (we have also raised over half a million dollars for the cause at the same time). This year we decided it was too good an opportunity not to spruik the virtues of Together We Can and got David Sollber from the Pakenham Football and Netball Club to address the crowd briefly on what it takes to be a modern day man. We also drew up an charter to ensure no-one at the event demeans or makes disparaging remarks about women... and others.

If there is one thing that you think every person in the community could do to help prevent family violence from happening in the first place, what would it be?

It's pretty simple really. Just treat people equally and with respect, regardless of their gender. That applies to race and religion as well. Ap-