



# INSIGHT EXCHANGE

ASSOCIATES AND COLLABORATORS

[www.insightexchange.net](http://www.insightexchange.net)

Who benefits from keeping us apart?

A COLLECTION OF REFLECTIONS FROM FY20/21 INSIGHT  
EXCHANGE ASSOCIATES AND COLLABORATORS

## INSIGHT EXCHANGE

**Insight Exchange** centres on the expertise of people with lived experience of domestic and family violence and gives voice to these experiences.

**Insight Exchange** is designed to inform and strengthen social, service and systemic responses to domestic and family violence.

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We acknowledge the Traditional Custodians of the land on which our work and services operate and pay our respects to Elders past and present. We extend this respect to all First Nations peoples across the country and the world. We acknowledge that the sovereignty of this land was never ceded. Always was, always will be Aboriginal land.

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Launched in November 2017, Insight Exchange was designed by Domestic Violence Service Management (DVSM), in collaboration with Dr Linda Coates and Dr Allan Wade from Centre for Response-Based Practice Canada.

Insight Exchange has been established, developed and is governed by Domestic Violence Service Management (DVSM) a registered charity (ABN 26 165 400 635).

Insight Exchange has been sustained through the generous donations of individuals and a silent donor for the benefit of many.

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Insight Exchange is for all people. Insight Exchange respects the diversity of all sexualities and gender identities including but not limited to; Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and A-Sexual + identities as well as Heterosexual and Cisgender identities.

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## Introduction

National, state and territory definitions of domestic and family violence and criminal codes vary, however violence and abuse is never acceptable in any community, family, institution, place or context. Despite this, people who perpetrate violence benefit from many features of our status quo. They benefit by being able to conceal, excuse, minimise or extend their abuse often without being held to account.

Inadvertently, people in the community and people working in services and systems also benefit by not having to change processes, attitudes, and laws, nor hold perpetrators to account. But in the long-term, domestic, family and sexualised violence benefits no-one.

Family and community connections are lost, physical and mental health is compromised, financial security is dashed, spiritual, cultural and emotional worlds are challenged, personal liberties are limited, and costs to society mount. If we are to create the long-term change we want, all of us – in the community and working in services and systems – thinking about violence, must ask ourselves... **Who benefits?**

### So, who benefits from keeping responding leaders of services and systems apart?

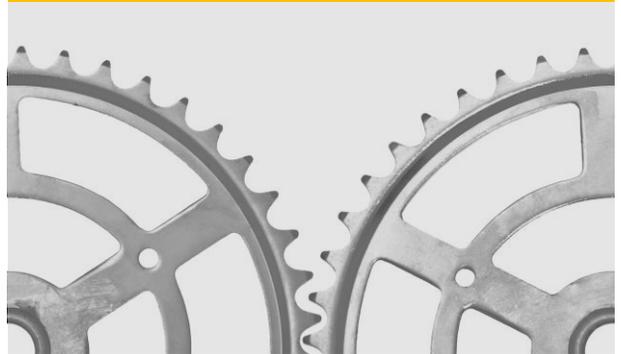


Knowingly or not, people in the community and people working in services and systems make decisions every day about:

- How to respond to victims of violence;
- How to respond to perpetrators of violence;
- What principles and practices to adopt;
- What work to prioritise; and
- How to spend their money.

Imagine... if we each decided the status quo is not good enough... Every person. Every community. Every worker. Every leader. Every organisation and institution. Every service. Every system.

### Therefore, who decides to create connection?



**The Insight Exchange Associates FY20/21 initiative was designed to explore what happens when we enable connections between responders whose professional expertise and context is diverse and disconnected.**

**We wanted to explore what happens when we create connections within and between our shared work? Can we build on collective leadership? Draw from diverse perspectives and skillsets? Reveal new insights? Enable peer support? Maximise resources? Evolve practice?**

**When we enable connection – what is created?**

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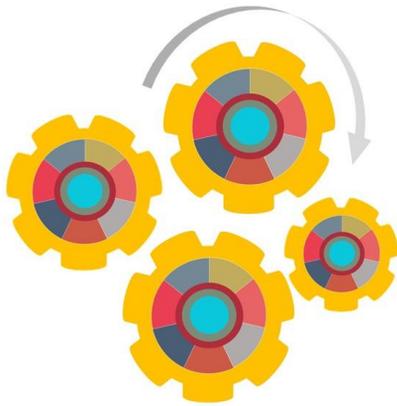
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## FY20/21 Associates Team and Program

### Associates and Collaborators

In 2020-2021 we engaged with a small group of Insight Exchange **Associates and Collaborators** from a range of contexts:

- Independent Domestic and Family Violence Researcher
- Specialist worker in NGO working with people in the criminal justice system.
- NSW Health prevention and response to violence, abuse and neglect policy and programs; and independent researcher.
- Visual artist with photo-media base. A multidisciplinary approach that spans photo-media, projection, video art, public, installation and curation.
- Independent Consultant and Researcher working in the Health, Violence, Abuse and Neglect, and the tertiary education sectors.
- Diversity, Inclusion, and Belonging Consultant, CSIRO
- Principal Advisor Women Offenders, Corrections Strategy & Executive Services (DCJ CSNSW)
- Manager, NSW DV Death Review Team, NSW Department of Communities and Justice

**This initiative has been a valuable opportunity to support reflection, learning, peer support and to refine and develop Insight Exchange resources.** Reflections from 7 of the 8 Associates involved in this initiative are shared in this publication.

### About the sessions

The team meet eight times in the FY20/21 (Sep – Jun). Six of the eight sessions were facilitated virtually due to COVID measures.

Sessions were 3hrs in length involving a structured agenda (by theme).

A high proportion of time was allocated to semi-structured conversations (the whole group) to enable the exchange of insights and build on collective resolve, peer support and collegial trust.

Between some sessions, the team were invited to reflect on a particular resource or area in focus. At times this involved preparing to present/share with the group at the next session.

Capacity to undertake additional work between sessions was limited and the model was adjusted to minimise additional pressures on participants.

### Semi-structured experiences:

Individually Associates and Collaborators read and reviewed

- Follow My lead
- My Safety Kit
- My Dignity –My body is mine

We shared these reflections as an exchange across services/systems

Together we engaged in developing the

- Insight Informed Toolkit
- Library of reflections for *Reimagining Futures (coming)*

Together we explored

- visual discourse about domestic and family violence
- aspects of economic abuse
- Prototype of the Futures Framework
- Critical Analysis of constructs of 'fear', the dilemma of disclosure and the decision to disclose



## VALUE EXPERIENCED - PROFESSIONALLY

“ Most importantly, I have been reminded through the Associates program that it is very difficult to do this work alone and that connection to, and collaboration with, other professionals seeking to deepen their practice of survivor-led programming, policy development and service delivery, is essential to sustaining what often feels, in an increasingly professionalised and bureaucratised sector, like a counter-cultural standpoint (centering lived expertise). ”

# VALUE EXPERIENCED - PROFESSIONALLY

**What has been the value (if any) to you professionally from participating in the Insight Exchange Associates Team of FY20/21?**

## REFLECTIONS

“This has been an incredibly valuable experience for me professionally (and personally). It has been a space which has really supported critical reflection of my work practice, the way I see and interact with the world / systems and processes around me, and the choices I make each day.

**To have the safe space to really consider how much of what I do is accepting of and sometimes even reinforcing the status quo and ideas/beliefs that do not hold true to me.**

But where the value really lay for me is not just the critical reflection and what came from that in changing views but how I then implemented that into daily life, my professional practice, my interactions with others and getting a much greater understanding of my ability to influence others and contribute to the ripple effect of change.

**I began to see how my piece of the puzzle really did add to the greater picture of change in the community about how we represent violence, how we respond to violence including those who use violence or who are victim/survivors of violence and the impacts/ influence of the systems we live and work in.**

**I felt at greater ease to have those often historically taboo or difficult conversations with people I engage in professionally and personally in balanced and curious way to also encourage them to consider their position/view point.**

**Every new task I take on and every review of what I have been doing I now consider from a different lenses and consult with others regularly to continue to evolve and grow that practice.”**

**“Participating in the Insight Exchange Associates Team has reinforced to me that centering lived experience and promoting the lived expertise of survivors of domestic, family and sexual violence is an ongoing practice, and requires an active commitment to challenging hierarchies of knowledge and ‘what counts’ as evidence in efforts to prevent and respond to gendered violence.**

Most importantly, I have been reminded through the Associates program that it is very difficult to do this work alone and that connection to, and collaboration with, other professionals seeking to deepen their practice of survivor-led programming, policy development and service delivery, is essential to sustaining what often feels, in an increasingly professionalised and bureaucratised sector, like a counter-cultural standpoint (centering lived expertise).”

Through participation in the Insight Exchange Associates Team of FY20/21, I know that I am not alone. I know that there are professionals working in diverse contexts with different disciplinary backgrounds seeking to shift the status quo and using their privileges to empower and facilitate survivors’ participation in decision-making and design of initiatives that intend to benefit them.

**This knowledge and the experience of being part of a ‘community of practice’ through the Associates program has been life-giving and has allowed me to be more courageous and convincing in my professional roles and efforts to always, already, centre survivors’ needs, expertise and desires in my work.**

I am motivated and deeply moved by the collective expertise and goodwill of the Associates and Insight Exchange.”

“It has been an absolute pleasure to attend and participate in the Insight Exchange Associates Team of FY20/21. I have immensely enjoyed the sessions and gained so much insight from the other amazing women both personally and professionally. I hope that what I have contributed to the sessions and the work is as rich and what I got out of it myself. My practice has been altered forever and the outcomes for the women I work with improved.”

“I have always held survivor voices as central to my work and have undertaken many pieces of work using this approach. I have always valued survivor resistance as a key concept also central to all DFV and sexual assault work so the concepts were not new to me. I did value being part of a group of people who also valued these key concepts and discussed how they were using them in such varied scopes of practice.”

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“The Insight Exchange Associates meetings and reflection exercises have been incredibly valuable to me both personally and professionally. I have learned so much from every participating Associate and from how they have applied the Insight Exchange ideas in their various contexts. In my experience, there are few organisations and people who are as committed to centering victims narratives, resistance and responses in the work as Insight Exchange.

The Associates meetings brought together a group of people who are passionate and committed to ending domestic, family and sexualised violence and united in this particular focus and practice approach.

**Being a part of the Insight Exchange Associates Team, increased my accountability to victims and inspired me to centre victims resistance in all of my work and writing. I was inspired by the collective ambition of the Insight Exchange Associates to change the thinking, responses and levers within our systems (e.g. health, education, communities and justice, legal, police) and in our broader society and culture (e.g. arts, religion and spiritual organisations, media). “**

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**“Participating in the Insight Exchange team has been a very valuable experience, personally, professional, scholarly, and creatively.**

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“I can not thank everyone enough for my inclusion into the Insight Exchange Associate team of FY20/21. Professionally being able to listen, learn and exchange ideas and understanding. Each representative was able to safely share their experiences and insights to the benefit of all. I found this highly valuable to increase my understanding of how other sectors approach and support those impacted by domestic family violence and abuse. A fantastic initiative - thank you.”

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Having belief in a common cause and an environment of trust made way for productive exchange of ideas that in turn have had tangible outcomes for myself and other members of the team.

**The participatory exchange of ideas has made way for new artworks loaded with lived experience and meaning.**

Exchanging ideas and practising has enabled new opportunities of work, collaborative engagements with other team members for arts projects and so broadening the scope of viewing domestic violence through an arts lens. Within this team it has been evident that through the arts we can make connections with people who have different experiences to our own. Through the arts I can directly or indirectly support other women and services who have experienced DV.”

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“It has been an absolute pleasure to attend and participate in the Insight Exchange Associates Team of FY20/21. I have immensely enjoyed the sessions and gained so much insight from the other amazing women both personally and professionally. I hope that what I have contributed to the sessions and the work is as rich and what I got out of it myself. My practice has been altered forever and the outcomes for the women I work with improved.”

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## VALUE APPLIED – PROFESSIONAL PRACTICE

“ Challenging the status quo has really stood out in the Insight Exchange Associate process and I often use it to reflect on practice and keep myself and my practice in check, particularly when making decisions. ”

## VALUE APPLIED – PROFESSIONAL PRACTICE

**How (if at all) are Insight Exchange insights, resources and ideas being used within your professional practice, influence and leadership?**

### REFLECTIONS

“I increasingly think of the Insight Exchange insights, resources and ideas as a ‘mindset’ that through ongoing critical reflection and professional exchange, has become more and more embedded in my ways of working and engaging in change-making. Unlike the sometimes-amorphous nods to being ‘strengths-based’, Insight Exchange provides incredibly robust and tangible tools to support professionals to shift towards true recognition of survivors’ agency, responses to violence, skills and knowledges in keeping themselves and others safe.

**This has enabled me to apply and introduce the work across professional and personal settings – our work to prevent and respond to gendered violence certainly isn’t contained to the 9-5, and I really appreciate the way Insight Exchange is appropriate for community and personal engagements as well as to sector professionals.**

I have undertaken a range of projects in policy, advocacy and capacity building while being part of the Associates program. In all of these, I have applied the Insight Exchange ‘mindset’ as well as directly referencing resources – particularly My Safety Kit, Follow My Lead and My Dignity. None of this was in place before commencing as an Associate.

I have built familiarity of the work of Insight Exchange through engagement with colleagues, friends and peers who undertake anti-violence work and trust my advice and recommendations, and I have been heartened to learn of the uptake and application of the narratives, resources and tools through this more informal exchange.”

“Before engaging with Insight Exchange, I was using some ideas from Response Based Practice in my work. However, my use of the RBP ideas and practices were limited and patchy. Since becoming an Insight Exchange Associate I have deepened my knowledge and understanding of RBP ideas and through Insight Exchange I have seen how these ideas can be applied in a broad range of contexts. I feel much more confident in applying the ideas and advocating for professional practice and organisations to adopt Insight Exchange and RBP ideas and resources.

**Thanks to Insight Exchange, I am constantly listening for the stories of resistance in others and I believe I have developed a deeper appreciation regarding how honouring a person’s resistance is critical to upholding dignity. Although I don’t always get this right, wherever I can and in whatever role I find myself in, I try to move through the world with this idea guiding my heart. I also remind myself, “how can I follow this person’s lead?” Insight Exchange resources and ideas are my ethical touchstone. “**

“Before participating I had begun using the ideas, insights and resources in my daily practice however since participating as an Insight Exchange Associate I have really embedded this into practice in all I do and started to realise the extent of my area of influence and leadership.

**Since participating as an Insight Exchange Associate I have become more confident in the ideas and their implication and had a greater understanding of how to apply them in greater contexts. I have been able discuss these with people in various circles of my life, developed new alliances and engagements around these ideas across the bridge of both professional life and personal.**

I have also begun to bring these ideas, resources and insights into supervision of staff, into management discussions, discussions with other services I engage with, presentations and the team do.

**I have adapted documentation and language we use around violence and included this in my work, funding reports, case studies etc. Since this has happened I have engaged many more people**

**than I originally thought I would in these ideas in very different contexts.**

At work people have started to approach me to discuss the ideas/ how it applies to a particular context or client and where they can get further information about it. **Challenging the status quo has really stood out in the Insight Exchange Associate process and I often use it to reflect on practice and keep myself and my practice in check, particularly when making decisions. “**

“For the past 18 months, I have been developing a DVF program based on RBP, that can be applicable to women who are both sentenced and unsentenced, Aboriginal, non-Aboriginal and CALD... who are victims or perpetrators (or both)... who engage in same-sex violence in custody and those who have lived a life surviving violence at the hands of those who purport to love them, to those who have lost their children as a direct result of DVF. These women have never been shown the missing narrative, the story of their resistance, been shown what dignity in the face of gratuitous violence can look like. The Resistance and Dignity (RaD) Program seeks to address all of this for women in custody and my involvement with Insight Exchange (since 2017), my various seminars and master-classes with Dr Allan Wade and Dr Linda Coates and my participation in the Insight Exchange Associates Team has contributed directly to its creation.”

“We use a range of insight exchange resources ( follow my lead, my safety kit, my dignity, booklets and animations) within our workplace response to domestic family violence and abuse. These booklets were in place and animations were added whilst participating in Insight Exchange associates. We have engaged with who benefits who decides and reflection kit as part of our workplace response.”

**“Viewing leadership as a collective action, exploring ideas and insights with the team has given me the confidence and support to exchange ideas in the arts sector and other public spaces.**

Shared insights from the diverse professionals on the team has been beneficial to my work in broadening my scope of the ‘definition’ of family and domestic violence and what responding to violence looks like.

The exchange of ideas and discussions within the group have been valuable to my arts practise both contributing to existing narratives and as a point of entry for new arts works. The Who benefits and Who Decides model was the formal structure for which I could express my ideas around the current visual narrative and social use of image making that represents domestic and family violence. My ideas have then been used by other team members within their place of work.

This quote helps to convey this idea. There is little doubt that documentary image-making has been instrumental in shedding light on the environmental crisis. Yet the potential of abstract and even utopian imagery can be equally as radical. *“In contrast to the traditional ways in which some text conveys information, there is a plurality and vibrant immediacy afforded by a visual language that allows many realities to coexist and communicate at once.”* artists Nicolas Baird and Lee Pivnik of Berlin’s Institute of Queer Ecology.

**The ideas around resistance to violence reshaped my relationship to family and domestic violence in a dramatic and empowering way.**

The Voices of Insight was used as the collaborative element with me in creating the Arts Lab work. The process and collaborative actioning of creating these artworks works brings visibility to the lived experiences of Family and domestic violence, as well as a starting point for understanding and responding to DV. Visuals that inspire emotion and connection can be transformative for both the storyteller and the audience. Feedback from the team about the Art Lab project has been beneficial in how I move forward with new works and art collaborations.”



## VALUE SHARED – INTO MY ORGANISATION

“ I have kept Insight Exchange pieces of work top of mind and distributed them to those in my workplace. I think the tools and resources are very useful for practitioners and policy makers who have not practiced with a survivor led lens before. I am hoping these understandings are becoming part of workplace culture.

”

## VALUE SHARED – INTO MY ORGANISATION

**From your perspective, what has been the value (if any) to your main place of work from you having participated in the Insight Exchange Associates Team of FY20/21?**

### REFLECTIONS

“The development of my professional practice had a direct impact on my main place of work. I was able to bring the ideas into conversations at work, bring the ideas into presentations that we deliver in local and broader contexts and bring these ideas into conversations with others services we engage with. In addition to sharing the ideas and critical reflection it has also meant that we have been able to adapt service delivery models, adapt funding requests, adapt systems and processes to really implement the learning. We no longer simply accept the status quo of funding bodies but really look creatively at how to provide a better service to people we support (people who use violence as well as people who are victim of violence), add to changing and challenging the public discourses around violence, representation of/ recording of and responding to violence while still meeting funding requirements. Since beginning this process we have not only adapted the current program, expanded our advocacy in challenging public discourse and the status quo of practice in the industry but have also added other programs/ systems to it address some critical gaps highlighted by this process. We have also been able to form allies with other professionals so that we can collaborate further about these shared ideas and work more closely together.”

“Insight Exchange’s work is highly regarded by my colleagues and peers. My participation in the Insight Exchange Associates Team of FY20/21 has provided additional weight to my internal organisational advocacy to centre survivors’ voices, acts of resistance and dignity across our programs of work and spheres of influence. The relationships that I have built with the Associates and Insight Exchange has contributed to my capacity to collaborate from my main place of work across agencies and industries, and to pitch and lead on strategic partnerships and creative initiatives that support the aims of my workplace and portfolio.”

“Women in custody are grossly overrepresented in DFV data and their experience of and exposure to prolific violence has a profound effect on how they view the system around them. They have an innate distrust of the other women around them, staff, agencies and the service system that is designed to protect them. This is especially true for Aboriginal women unfortunately. The value of this work will go a long way towards developing a Response Based Practice (RBP) DFV program that speaks to dignity and resistance through a narrative unheard before now.”

“As a freelancer and artist the Insight Exchange team meetings enabled a safe participatory platform and structure for idea exchange with peers from non-arts backgrounds.”

“As a writer and a researcher, my work is often conducted in relative isolation - certainly disciplinary isolation as I rarely have the opportunity to work with people outside of my field within domestic, family and sexualised violence primarily with NSW Health. I also have the honour and privilege of working with Insight Exchange as an Associate two days per week. The Associates experience has helped me to both test ideas and listen to experiences of colleagues from different fields of practice and lived experiences - all of which has deeply enriched my work and thinking at Insight Exchange. I aim to follow the leadership and examples set by the Associates team of 2020-2021 in all my work and writing.”

“I have kept Insight Exchange pieces of work top of mind and distributed them to those in my workplace. I think the tools and resources are very useful for practitioners and policy makers who have not practiced with a survivor led lens before. I am hoping these understandings are becoming part of workplace culture.”

“My engagement has allowed me to bring back my learnings and opportunities to directly engage with other participants of Insight Exchange associates. An example of this is Leticia Funston presenting her research and knowledge on how domestic family violence and abuse impacts the LGBTIQ communities via a webinar to our Pride community and domestic family violence and abuse contact officers. Leticia received great feedback from this session that was really well received. We also have planned sessions with Rebecca Glenn ( Economic abuse) and Louise Whelan with an artist exhibition on the voices of insight images. We have also taken the who benefits and who decides approach into our working group following on from the insight exchange Associatesession.”



## ORGANISATIONAL USE OF INSIGHT EXCHANGE RESOURCES

“ We have better been able to bring others on board to create greater wrap around supports, been able to really advocate and challenge misperceptions of others which has benefited clients. This has including how we write court and other support letters, child protection reports and engage in peak bodies. This has also come with positive responses from Judges, Magistrates, child protections/health workers which historically held quite negative judgements of the people we support.

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# ORGANISATIONAL USE OF INSIGHT EXCHANGE RESOURCES

How (if at all) are Insight Exchange insights, resources and ideas being used in your main place of work?

## REFLECTIONS

"I am currently attempting to apply the Insight Exchange ideas within NSW Health social policy, training and resources. Specifically, I am engaged in developing an anti-racism strategy within the area of prevention of and response to violence, abuse and neglect. I have introduced Insight Exchange resources to my team and I believe the Insight Exchange resources could be useful in preventing racism (in the workplace, systemically and in broader society) and in providing better responses to victims of racism (by honouring their responses and resistance to racism and upholding the dignity of victims). Currently NSW Health does not have an adequate policy or framework for responding to racism against staff or for people accessing Health and Human services. I am hopeful that Insight Exchange ideas can be utilised in responding to this gap."

"I know that ECAV and some local health districts draw on the resources and ideas in their approaches to DFV responses. I was aware of ECAV drawing on the resources before I started participating but aware of the LHDs during participating in Insight Exchange."

"Responding to tasks within the structure and frameworks of the team meeting has pushed me to think deeply about how to respond to DV, and so made way for new scholarly thoughts. My scholarly line of inquiry I am developing is looking at the arts as a first responder to family and domestic violence."

"We have developed an extensive intranet site for a workplace response to domestic family violence and abuse where we have linked to *Follow My Lead*, *My Safety Kit*, *My Dignity* and accompanying animation. Aspects of my *Reflections Kit* have been incorporated into our communications and intranet site."

"Before beginning this process I had begun to consider some of the ideas and began using some of the resources "follow my lead" and "language lab" in my work however since participating this has become much more embedded in not only my work but that of the organisation. Violence, how it is represented and how we / others respond has become a more common conversation across the organisation and considered when making decisions. I (and more recently the team I support) have been approached more readily from other staff/teams for consultation about client work to critically reflect and consider implications of violence and systems.

We have now adapted referral process, adapted service delivery process, adapted note taking and documentation processes, implemented new programs and embedded Insight Exchange insights, resources and ideas into induction training, into tools used daily not only within the team I am in but spreading across other teams of the organisation. This has been in how we record violence, how we respond to violence and how we represent violence. In addition to this we have targeted our advocacy and included the insights, resources and ideas in parliamentary enquiry submissions, written publications, into conference presentations, charity presentations and partner organisation.

One partner agency of ours has now also adopted the ideas and resources as a foundation to their work, slowly adapting their systems also. We have also taken the conversation around challenging the status quo and who benefits and who decides into reflect on a range of elements of the organisation. Outside of the systemic/procedural/cultural change more importantly we have had a greater impact to the people we support. We have better been able to bring others on board to create greater wrap around supports, been able to really advocate and challenge misperceptions of others which has benefited clients. This has including how we write court and other support letters, child protection reports and engage in peak bodies. This has also come with positive responses from Judges, Magistrates, child protections/health workers which historically held quite negative judgements of the people we support. We have had higher retention rates in clients and better outcomes for clients across multiple areas of their lives."

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“The RaD program has been developed and will be trialed later in the year at two women’s goals. We do have an existing domestic violence program that is very effective but it focusses on the cycle of violence and does not look to highlight women’s implicit or explicit resistance. The RaD program will also have a session co-facilitated with Child Protection teams and the NSW Police Force – two front end first responders that women have traditionally had negative experience of. It is hoped that through this program, women can access these services in a more proactive way and not just at the point of crisis. The resources developed through the Insight Exchange Associates team in 2020/2021 will be used in the RaD program but also access by all CSNSW practitioners.”

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“I remember receiving a copy of My Safety Kit in a ‘goody bag’ provided to participants of a state-wide forum for violence, abuse and neglect workers hosted by the Education Centre Against Violence. I was so struck by the survivor-led and needs-based approach to DFV risk and safety management that it provides, that I kept it on my desk permanently (pre - ‘agile working’) and my peers were drawn to explore it when popping by for a teabag or some advice. This resource has now been incorporated in a range of policies and guidelines in my main place of work.

I have also promoted the use of the insights and narrative on Insight Exchange website to many people seeking to increase survivors’ voices in their work and strategic planning, but who often feel that they don’t have the time or resources to do ‘consumer engagement’ or participatory co-design. While some colleagues were aware of Insight Exchange and had done training facilitated by Insight Exchange with Linda Coates and Allan Wade, my participation in the Associates program and my strong relationships with colleagues and organisational leadership, has deepened the uptake of Insight Exchange resources and ways of thinking significantly across my workplace.”

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## FURTHER COMMENTS

“ To have these resources available at no cost to everyone regardless if they are organisations working in the sector or workplaces or anyone impacted by domestic family violence and abuse is amazing. The decision to remove any financial barrier to these resources cannot be applauded enough. ”

## FURTHER REFLECTION

### Something further I want to share about Insight Exchange is:

“Insight Exchange provides a critical and unique intervention into domestic, family and sexual violence discourse, practice and advocacy in Australia. There is not really anything else like it. While our anti-violence and anti-racism work is borne from survivors speaking out and feminist and de-colonial advocacy and activism, in a professionalised sector there is a need for organisational acumen to support policy makers and industry leaders to centre survivors in their efforts to prevent and respond to gendered violence. Insight Exchange manages to hold the dignity, complexity and truth of survivors’ diverse experiences while presenting information and resources in a way that facilitates uptake by a range of responders, because, as we say, everyone has a part to play. The courage, integrity and humility of the Director Sal Dennis and Assistant Director Rebecca Glenn is highly admirable. The team, including independent researcher Dr Leticia Funston and collaborating Artist Louise Whelan, are exceptionally skilled and offer hope in an often-defeating political context.”

“It was an incredible experience what has really kick started a different way to view the world and my practice and personal choices which will continue to evolve and grow. I never knew the extent of the influence I held and how quickly the ripple effect can actually occur. I eagerly awaited the next session not really knowing what I was going to take away walking into it, but knew something profound would happen if I remained open to the opportunity and without doubt the processing did not end at the end of each session but continued on well afterwards unlocking other ideas and thoughts. I was incredibly disappointed when I was unable to participate.”

“The resources are invaluable and most importantly accessible which is key to building capacity within the sector.”

“Thank you for your visionary and inspiring work Insight Exchange! Insight Exchange shows us that we can end domestic, family and sexualised violence and we don't need to wait for every system or law to change for this to happen. We can ignite the revolution by changing and influencing our responses to perpetrators, victims and other social responders, by honouring and celebrating the resistance of victims and by upholding their inherent dignity, following their lead, by refusing to make excuses for or believing the excuses made by perpetrators and resisting blaming victims. We can all make a difference and make these changes wherever we are situated! Thank you for the inspiration!”

“The involvement in the Insight Exchange Team of Associates has been a unique and valuable experience in my professional and personal development. Sal Dennis is a talented and empathetic thought leader. Her considered approach in putting together a team that was complementary, intelligent, empathic and visionary is to be commended. It was a privilege to be part of this experience.”

“To have these resources available at no cost to everyone regardless if they are organisations working in the sector or workplaces or anyone impacted by domestic family violence and abuse is amazing. The decision to remove any financial barrier to these resources cannot be applauded enough. “

“I know that this work will directly benefit the women in custody across NSW – who are the most disadvantaged in the state on a number of indicators, from primary health, exposure to trauma and experience of sustained violence from childhood into adulthood. I am so grateful for the experience, and to be able to contribute as an Associate has been one of the most fulfilling experiences of my career to date.”

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We invite you to read and add to the collection of [messages to the participants](#) who shared lived experience insights and [to the donors](#) supporting Insight Exchange.



Add to these messages by sending your comments through:

[www.insightexchange.net/contact-us/](http://www.insightexchange.net/contact-us/)

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## ACKNOWLEDGEMENTS AND THANKS

We would like to thank all contributors, critical friends and communities, who have engaged directly or indirectly with Insight Exchange.

We would like to thank Dr Linda Coates and Dr Allan Wade and their colleagues at the Centre for Response-Based Practice, Canada for their visionary and pioneering work on social responses, resistance, language, and the upholding of dignity.

**Most significantly, our thanks go to all people with lived experience of domestic and family violence who have generously shared their insights for the benefit of others.**

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