

FUTURES FRAMEWORK

RESPONSES TO DOMESTIC, FAMILY AND SEXUALISED VIOLENCE

Violence and abuse costs us all. Lives are lost. Homicide. Femicide. Filicide. Suicide. Indignity, injury, suffering, grief, and loss extends within families, across communities and throughout our country. Poverty endures. Children's hopes and futures are sabotaged.

We can all stand against violence and abuse from wherever we are in society. Every postcode.



PURPOSE OF THE FRAMEWORK

The *Futures Framework* is designed to support organisations and institutions in developing a **strategic and holistic response to domestic, family and sexualised violence**.

The *Futures Framework* can be used to scope, guide and plan short and long term commitments **to prevent and respond to domestic, family and sexualised violence**.



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.



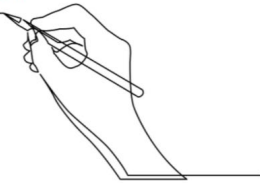
GLOBALLY

Globally, an estimated 736 million women—almost one in three—have been subjected to intimate partner violence, non-partner sexual violence, or both at least once in their life. Every day around the world, 137 women are killed by a member of their family (UN 2021).

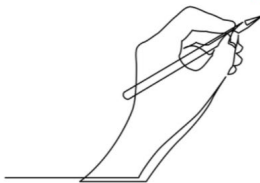
World Health Organization, on behalf of the United Nations Inter-Agency Working Group on Violence Against Women Estimation and Data . (2021). *Violence against women prevalence estimates, 2018. Global, regional and national prevalence estimates for intimate partner violence against women and global and regional prevalence estimates for non-partner sexual violence against women.* Geneva: WHO.



Who benefits?



Who decides?



Who benefits from the status quo?

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 and family 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?**

Who decides to keep things the same?

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.

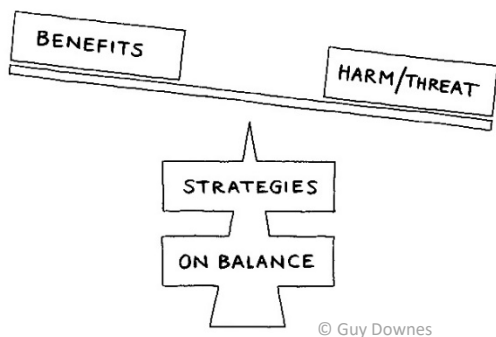
Every service. Every system.

WHAT COULD BE DECIDED DIFFERENTLY?

A SHARED CHALLENGE A SHARED COMMITMENT

Imagine if decisions about responses to domestic and family violence were insight-informed?

Informed by the insights of people who have or are experiencing domestic, family and sexualised violence.



FUTURES *COULD* BE DIFFERENT

We can all stand against violence and abuse from wherever we are in society. Every community. Every sector. Every system.

- We can choose to **listen to insights** of lived experience of domestic and family violence.
- We can ask **'Who Benefits?'** from the status quo?
- We can ask **'Who Decides?'** to keep things the same?
- We can **decide differently**.



WHO WILL DECIDE DIFFERENTLY?

ORGANISATION X

Organisation X is undertaking development work to review and refine responses to domestic, family and sexualised violence.

Organisation X is using the *Futures Framework* to scope, guide and plan short and long term commitments, priorities and plans.

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RELATED DOCUMENTS



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THE FUTURE OF LEADERSHIP IS SOCIAL LEADERSHIP

No community, service or system is an island. Understanding the interdependence of our ecosystem is critically important in shaping our responses to domestic, family and sexualised violence.

'Social leaders' of systems, services, organisations, institutions and communities understand the power of knowledge, courage and morality to forge and support change. 'Social leaders' don't wait for obligations or for others. They take up their leadership ethically, holistically and practically.

A STRATEGIC HOLISTIC RESPONSE

Imagine if *Social Leaders* developed and implemented a strategic, holistic response to domestic, family and sexualised violence.

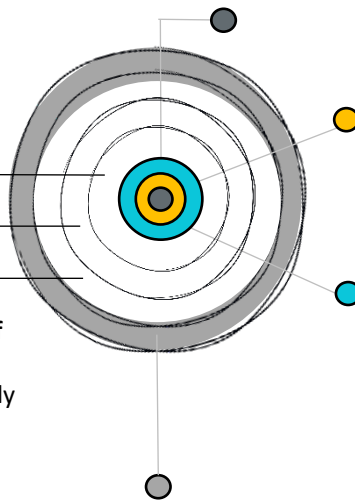
The systems, services, organisations, institutions and communities they lead and influence, would demonstrate these features:



✓ **Understands and leads from a human rights-based approach** to workplace, customer/client and ecosystem responses, and supports enjoyment and exercise of human rights.

WORKPLACE RESPONSES
CUSTOMER/CLIENT RESPONSES
ECOSYSTEM RESPONSES

✓ **Understands the interdependence of workplace, customer/client and ecosystem responses** to domestic, family and sexualised violence.



✓ **Builds on foundational knowledge of interpersonal violence and draws from lived experience insights to inform the quality of workplace, customer/client and ecosystem responses.**

✓ **Develops and regularly renews its stance against violence.**

✓ **Establishes and evolves listening mechanisms, language practices and policy functions** that apply the foundational knowledge and lived experience insights to workplace, customer/client and ecosystem responses.

✓ **Reduces the gendered drivers of violence and the factors that reinforce gendered violence** across workplace, customer/client and ecosystem responses.

✓ **Supports the United Nations Sustainable Development Goals SDG #5 'Achieve gender equality and empower all women and girls' and SDG #16 'Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.'**

A STRATEGIC HOLISTIC RESPONSE (CHARTER)

ORGANISATION X IS COMMITTED TO A STRATEGIC HOLISTIC RESPONSE TO DOMESTIC, FAMILY AND SEXUALISED VIOLENCE.

1 2

Organisation X is committed to **understanding and leading from a human rights-based approach** across workplace, customer/client and ecosystem responses, and supports enjoyment and exercise of human rights.

3

Organisation X subscribes to and is informed by the Our Watch *Change the Story Framework* and *Change the Picture* resource. Working to **reduce the gendered drivers of violence and the factors that reinforce gendered violence**, across workplace, customer/client and ecosystem responses.

4

Organisation X is committed to **building foundational knowledge of interpersonal violence and drawing on lived experience insights of domestic, family and sexualised violence to inform the quality of responses** across all levels of governance, leadership, management and teams.

5

Organisation X develops its **stance against violence**. The development and renewal of this stance involves all levels of governance and leadership, and draws from the organisation's vision, purpose, values, principles and code of conduct.

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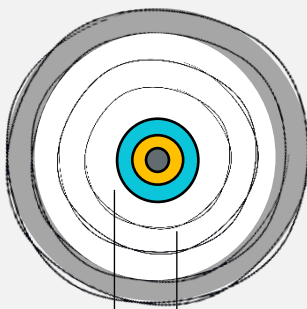
Organisation X develops and evolves **listening mechanisms, language practices and policy functions** that apply the foundational knowledge and lived experience insights to workplace, customer/client and ecosystem responses

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Organisation X develops and evolves interdependent focus on workplace, customer/client and ecosystem responses.

Workplace Responses

[Employees, Contractors, Volunteers]

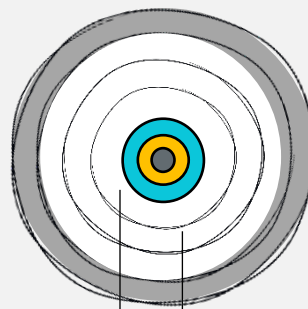


Obligations*

Social Responsibilities

Customer/Client Responses

[Consumers, Patients, Collaborators]

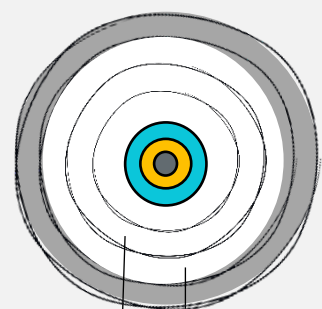


Obligations*

Social Responsibilities

Ecosystem Responses

[Community, Suppliers, Shareholders, Systems]



Social Responsibilities

Impact and Influence Opportunities

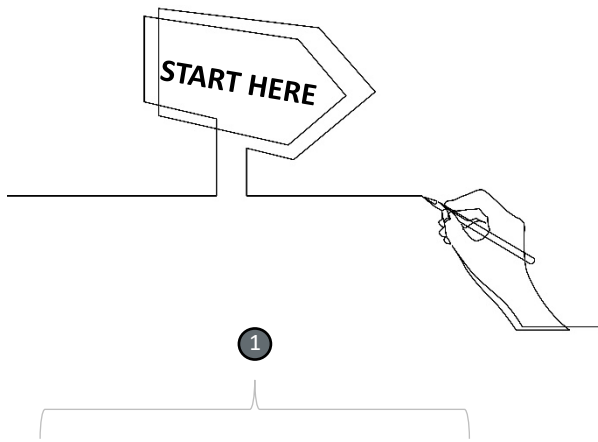
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Organisation X supports the United Nations Sustainable Development Goals 5 & 16

SDG #5 'Achieve gender equality and empower all women and girls'

SDG #16 'Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.'

* 'Obligations' refer to the current context of technical requirements in the industry. The moral and ethical social responsibilities feature in the next concentric sphere.



Organisation X is committed to **understanding and leading from a human rights and citizenship rights-based approach** across workplace, customer/client and ecosystem responses.

AUSTRALIA'S HUMAN RIGHTS OBLIGATIONS

Australia has voluntarily entered into commitments to protect the human rights of people in Australia by ratifying seven major human rights treaties.

These include the two core human rights treaties: the International Covenant on Civil and Political Rights (ICCPR) and International Covenant on Economic, Cultural and Social Rights (ICESCR).

Other binding international treaties relating to the prevention of the phenomena of racism and torture, through the International Convention on the Elimination of Racial Discrimination (ICERD) and International Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; and treaties relating to specific groups of people, namely the Convention on the Rights of Persons with Disabilities (CRPD), the United Nations Convention on the Rights of the Child (UNCROC); and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), which Australia endorsed in 2009, also provides a comprehensive framework for the recognition and protection of Indigenous rights.

A HUMAN RIGHTS-BASED APPROACH: THE PANEL PRINCIPLES

The human rights principles and standards referred to below provide guidance about *what* should be done to achieve freedom and dignity for all. A human rights-based approach emphasises *how* human rights are achieved.

Human rights-based approaches are about turning human rights from purely legal instruments into effective policies, practices, and practical realities. The most common description of a human rights-Based approach is the PANEL framework.

PANEL Principles: A human rights-based approach

Participation: everyone has the right to participate in decisions which affect their lives. Participation must be active, free, and meaningful, and give attention to issues of accessibility, including access to information in a form and a language which can be understood.

Accountability: accountability requires effective monitoring of compliance with human rights standards and achievement of human rights goals, as well as effective remedies for human rights breaches. For accountability to be effective there must be appropriate laws, policies, institutions, administrative procedures, and mechanisms of redress in order to secure human rights. This also requires the development and use of appropriate human rights indicators.

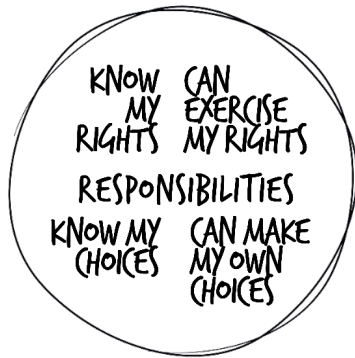
Non-discrimination and equality: a human rights-based approach means that all forms of discrimination in the realisation of rights must be prohibited, prevented, and eliminated. It also means that priority should be given to people in the most marginalised or vulnerable situations who face the biggest barriers to realising their rights.

Empowerment: everyone is entitled to claim and exercise their rights and freedoms. Individuals and communities need to be able to understand their rights, and to participate fully in the development of policy and practices which affect their lives.

Legality: a human rights-based approach requires that the law recognises human rights and freedoms as legally enforceable entitlements, and the law itself is consistent with human rights principles.*

Source: Excerpt from Wiyi Yani U Thangani (Women's Voices): Securing Our Rights, Securing Our Future Report.

*Mick Gooda, Social Justice and Native Title Report 2015, Australian Human Rights Commission (2015) <www.humanrights.gov.au/our-work/aboriginal-and-torres-strait-islander-social-justice/publications/social-justice-and-1> 51.



2

ENJOYMENT AND EXERCISE OF HUMAN RIGHTS

Human rights, and enjoyment and exercise of these rights, are critical to ending domestic and family violence and in promoting gender equity across all social, cultural, political and economic dimensions.

Human rights recognise the inherent value of each person. Human rights are moral and legal guidelines that outline the basic standards by which we can identify and measure inequality, violation and injustice (Australian Human Rights Commission, 2009). For example, it is a fundamental human right to live free from violence and the threat of violence. However, one in three women experience physical or sexualized violence by a current or former intimate partner in her lifetime (World Health Organisation, 2021).

Enjoyment and exercise of human rights actively involves participating in social, political, economic, and cultural decision making. For example, ‘advocating for women’s citizenship rights to be recognized, respected, and treated with dignity and have a political voice,’ has the potential to ‘contribute to women’s sense of belonging to community and agency in civil society’ (Zufferey, Chung, Franzway, Wendt, & Moulding, 2016, p.174). Structural and systemic changes which increase women’s enjoyment and exercise of human rights would likely prevent and reduce the prevalence of domestic and family violence.

3

REDUCING GENDERED DRIVERS AND REINFORCING FACTORS

Organisation X subscribes to and is informed by the Our Watch *Change the Story* Framework and *Change the Picture* resource. Working to **reduce the gendered drivers of violence and the factors that reinforce gendered violence**, across workplace, customer/client and ecosystem responses.

OUR WATCH | CHANGE THE STORY

A shared framework for the primary prevention of violence against women and their children in Australia

THE GENDERED DRIVERS OF VIOLENCE AGAINST WOMEN

Research has found that factors associated with gender inequality are the most consistent predictors of violence against women, and explain its gendered patterns. These factors are termed the gendered drivers of violence against women. They should always be considered together with other forms of social discrimination and disadvantage.

Another group of factors become significant in the context of the gendered drivers. These factors operate in different ways, some reinforcing the gendered drivers, while others, such as entrenched social inequality, affect the relative influence of gender inequality in different contexts. None predict or drive violence against women on their own. They are termed reinforcing factors. The gendered drivers arise from gender discriminatory institutional, social and economic structures, social and cultural norms, and organisational, community, family and relationship practices that together create environments in which women and men are not considered equal, and violence against women is tolerated and even condoned. Within this context, the following particular expressions of gender inequality have been shown in the international evidence to be most consistently associated with higher levels of violence against women:

1. **Condoning of violence against women**
2. **Men’s control of decision-making and limits to women’s independence**
3. **Rigid gender roles and identities**
4. **Male peer relations that emphasise aggression and disrespect towards women.**

FACTORS THAT REINFORCE THE GENDERED DRIVERS

This section outlines a range of reinforcing factors, so-called because, while not sufficient in themselves to predict violence against women, they can interact with the gendered drivers to increase the probability, frequency or severity of such violence. These reinforcing factors are:

5. **Condoning of violence in general**
6. **Experience of, and exposure to, violence**
7. **Weakening of pro-social behaviour, especially harmful use of alcohol**
8. **Socio-economic inequality and discrimination**
9. **Backlash factors (when male dominance, power or status is challenged).**

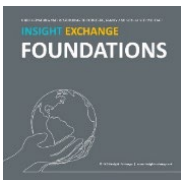
Source: Excerpt from Our Watch, Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth (2015) *Change the story: A shared framework for the primary prevention of violence against women and their children in Australia*, Our Watch, Melbourne, Australia.

OUR WATCH | CHANGE THE PICTURE

Preventing violence against Aboriginal and Torres Strait Islander women is an urgent national priority. *Change the Picture* is a national resource to support prevention of violence against Aboriginal and Torres Strait Islander women and their children. Changing the picture shows how as a society we can work together to change the underlying drivers of this violence.

© Our Watch (2018) *Changing the picture: A national resource to support the prevention of violence against Aboriginal and Torres Strait Islander women and their children*, Our Watch, Melbourne.

EXPLORE AND APPLY FOUNDATIONS



Organisation X is committed to **building foundational knowledge of interpersonal violence** (key underpinning ideas and essential concepts) and **drawing on lived experience insights, to inform the quality of responses** across all levels of governance, leadership, management and teams.

Insight Exchange provides access to foundational knowledge and related resources, drawing from lived experience insights and Response-Based Practice.

[Foundations](#) (45 mins) & [Foundations Applied](#) (40mins)

TAKE A STANCE AGAINST VIOLENCE

Organisation X develops its **stance against violence**.

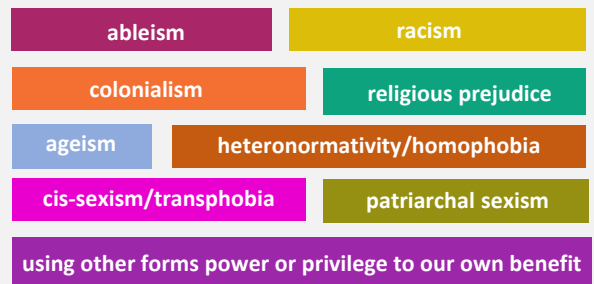
The development and renewal of this stance involves all levels of governance and leadership, and draws from the organisation's vision, purpose, values, principles and code of conduct.

“All people have the right to live and grow in healthy and safe homes and communities, free from the threat of violence, abuse and discrimination.”

Source: Excerpt from Wiyi Yani U Thangani (Women's Voices): *Securing Our Rights, Securing Our Future Report*, 2020 p. 131

ALL PEOPLE, FAMILIES AND COMMUNITIES ARE WORTHY OF DIGNITY, RESPECT AND SAFETY.

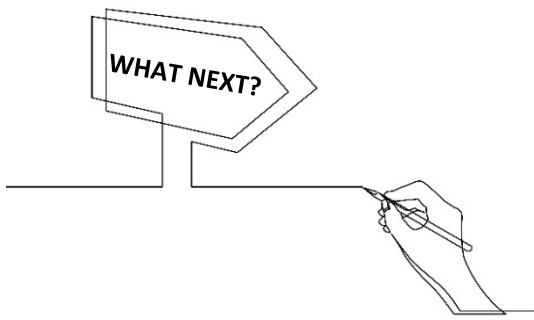
Even with the best intentions we can – any of us can - design and respond in ways that further a person's experiences of:



These forms of discrimination and oppression can compound the adversity, marginalisation and costs to victims of violence.

The Futures Framework assumes (and relies on) us all wanting and working to do better and do our best.

The Futures Framework draws from and points to frameworks that are not conclusive or exhaustive. Organisations and institutions using this framework will also draw from and point to industry specific requirements specific to their sector and business.



ESTABLISH & EVOLVE ESSENTIAL MECHANISMS

Organisation X develops and evolves **listening mechanisms, language practices** and **policy functions** that apply the foundational knowledge and lived experience insights to workplace, customer/client and ecosystem responses

"Lived experience informs structural and social change."

Grace Tame (Australian of the Year, 2021).

6

Listening mechanisms

- Where are we listening now?
- Who are we not hearing from?
- How can we be listening differently?

"The problem of violence is inextricably linked to the problem of representation."

Coates, L. & Wade, A. (2007), 'Language and Violence: Analysis of Four Discursive Operations', *Journal of Family Violence*, 22:511-522.

7

Language practices

Reviewing and refining language informed by the

- Our stance against violence
- The four operations of language

8

Policy functions

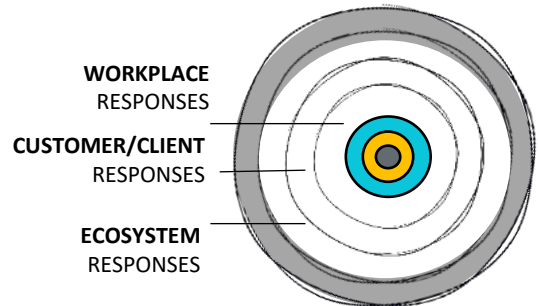
Aligning and shaping policies informed by

- Our organisation's stance against violence
- Human-rights and citizenship rights
- Foundations and essentials
- Sustainable development goals #5 & #16

9

INTERDEPENDENT RESPONSES

Organisation X develops and evolves **interdependent focus on workplace, customer/client and ecosystem responses.**



10

SUSTAINABLE DEVELOPMENT GOALS

Organisation X works toward fulfilling the United Nations Sustainable Development Goals 5 & 16

SDG #5 'Achieve gender equality and empower all women and girls'

SDG #16 'Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.'



Free electronic copies of the [Futures Framework](https://www.insightexchange.net/futures-framework/) are available via Insight Exchange www.insightexchange.net/futures-framework/



LEADERSHIP ROADMAP

The [Leadership Roadmap](#) is designed to support organisations and institutions in setting out a sequence of work to implement the Futures Framework.

The *Leadership Roadmap* is a guide only. Each organisation engaging with the Futures Framework will vary in their development and progress in response to domestic, family and sexualised violence.



SUPPORT MENU

The [Support Menu](#) is designed to support organisations and institutions in building understanding of and informing responses to domestic, family and sexualised violence.

The *Support Menu* sets out a series of content that can be introduced, supported and embedded within the organisation/institution response to domestic, family and sexualised violence.

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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.

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. 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 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.

Start a conversation with the [Insight Exchange Team](#)
contact@insightexchange.net