

INSIGHT EXCHANGE

Small Business Starter Kit

Understanding and responding to
domestic, family and sexualised violence.

www.insightexchange.net



Insight Exchange acknowledges 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.

A shared
challenge.
A shared
responsibility.

FREE (Donated)

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When a person experiencing domestic, family and sexualised violence reaches out it may be the first, only or last time they seek support.

This small business *Starter Kit* to support your foundational understanding about domestic, family and sexualised violence and the meaningful difference you can make as a small business to your employees and customers.

Content includes:

1. What is domestic, family and sexualised violence?
2. Where are people who are experiencing domestic, family and sexualised violence?
3. How can I/we prepare as a responder?
4. What can we do to support victim-survivors?
5. What reflection resource can we share with victim-survivors?
6. What can we do about people who are perpetrating domestic, family and sexualised violence?
7. Who else can support?
8. What else can we do?



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 asexual + identities as well as heterosexual and cisgender identities.

1. What is domestic, family and sexualised violence?

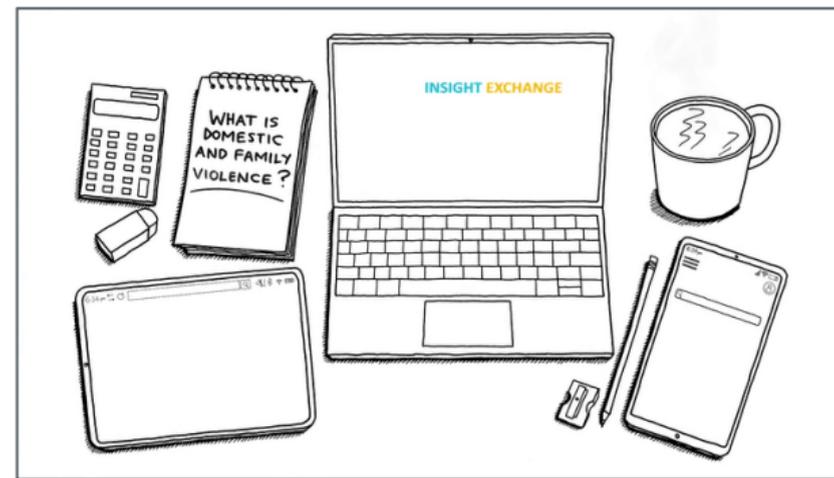
Domestic, family and sexualised violence can happen to anyone and is in every postcode and community in Australia. Gendered violence affects every Australian.

It impacts on the health, wellbeing and safety of millions of Australians in every state and territory and places an enormous burden on the nation's economy. From an economic perspective, violence against women is now estimated to cost \$26 billion a year.

Two national not for profit sources of data are Our Watch and ANROWS. These are not exhaustive or exclusive.

Women and children are overwhelmingly the victims of domestic and family violence and those who use violence are overwhelmingly male.

Domestic and family violence can be perpetrated by a partner, family member, carer, house mate, boyfriend or girlfriend. Women also commit domestic and family violence against men, as do same-sex partners (Domestic Violence NSW, 2018). Domestic and family violence is also committed by and committed against people who identify as transgender, non-binary, intersex and gender-diverse.



View the Insight Exchange animation [‘What is DFV?’ \(4mins\)](#)

2. Where are people who are experiencing domestic, family and sexualised violence?

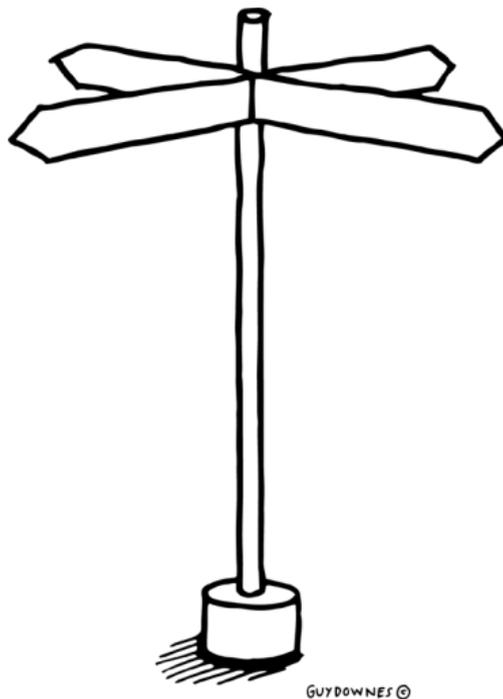


View the Insight Exchange animation '[Seeing Possibilities](#)' (6mins)

The *Seeing possibilities* animation illustrates how every sector and every response matters.

All of us are customers somewhere of businesses, and most of us are employees somewhere.

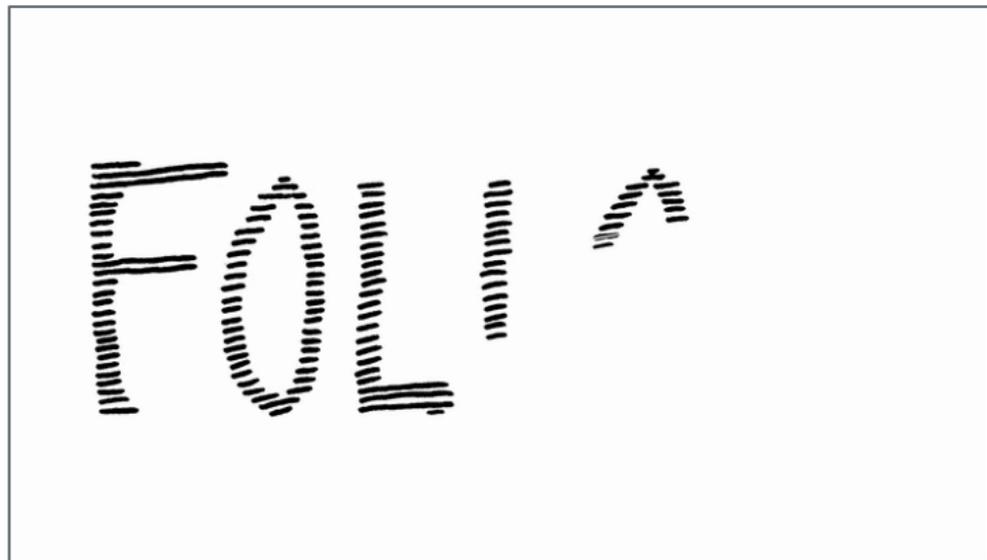
All of the statistics outlined in *Seeing Possibilities* tell us that victim-survivors turn to different people and differing places for support. There is no one path or preference. And every option matters.



GUYDOWNES ©

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3. How can I/we prepare as a responder?



Watch the Insight Exchange animation [Follow My Lead](https://www.insightexchange.net/follow-my-lead/) (4mins)

FOLLOW MY LEAD



Follow My Lead is an awareness raising resource about domestic and family violence for responders. **Who is this resource for?** *Follow My Lead* is for any person who at some point may be listening to and responding to their friends, family members, colleagues, peers or to the people who use their service, who are experiencing domestic and family violence. www.insightexchange.net/follow-my-lead/

4. What can we do to support victim-survivors?

The response of the workplace is important to victims of domestic, family and sexualised violence for many possible reasons including their sense of self, social connections and safety.

Importantly, having an income supports economic safety, keepings more options on the table for victims considering their future.

Between 55 and 70 per cent of people experiencing domestic and family violence are in the paid workforce.

UN Women, 2017, 'Taking the first step: Workplace responses to domestic and family violence'.

Example excerpts from the [Insights Paper](#): Experiences and perceptions of workplace responses to domestic and family violence. This report is designed to inform and support the reflections of workplaces and employee assistance program (EAP) providers.

Key results from the employee survey

- Approximately half of employees who responded to the survey did not know if their employer had a DFV policy
- The majority of employees experiencing DFV did not choose to disclose this to their employer
- Of the 34 per cent that did disclose, most disclosed to their manager or a colleague
- People who disclosed found it difficult to do so
- Fifty-six per cent described the experience of disclosing with negative, mixed or neutral sentiments.

Asked what they'd most like us to influence about workplace responses to domestic and family violence, respondents' top three wishes were for

1. People in the workplace to be compassionate and non-judgmental
2. Workplaces to provide more, or better, tangible support and
3. Improved understanding and awareness of domestic and family violence



5. What reflection resource can we share with victim-survivors?

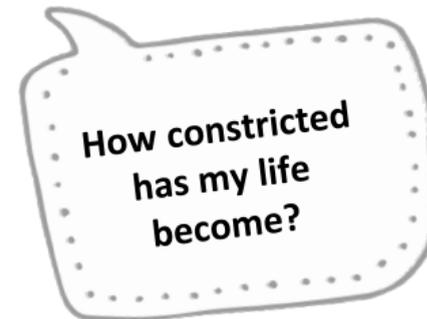


View the Insight Exchange animation - An introduction to My Safety Kit [for people reflecting on their relationships](https://www.insightexchange.net/my-safety-kit/) (2.4mins)



My Safety Kit is a reflection resource that speaks in the voice of the reader who may be reflecting on their own relationships and (possible) experiences of domestic and family violence.

www.insightexchange.net/my-safety-kit/



6. What can we do about people who are perpetrating domestic, family and sexualised violence?

We can eliminate excuses for choosing to use violence and abuse.

Have you found yourself thinking or saying these things....

- He just 'lost control'
- He was 'losing it'
- He was 'out of control'

Notice the distinct difference of where responsibility sits when we use more accurate language

- He 'took control'
- He 'intensified his control'
- He 'tightened his control'

These small but significant changes acknowledge that the person using violence and abuse is *in* control.



View the Insight Exchange animation '[I am. I can](https://www.insightexchange.net/i-am-i-can/)' (4mins)

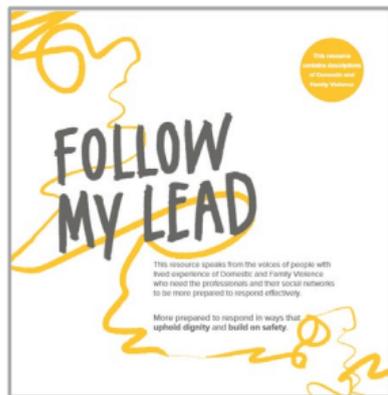
The use of violence and abuse is a choice.

Despite factors, drivers or stressors of biology, psychology, society, culture, childhood, circumstances and Covid-19 a person can choose non-violence.

A person can choose non-violence in all relationships.

Find out more and where help is available:
www.insightexchange.net/i-am-i-can/

7. Who else can support?



[Follow My Lead](#)
Contains National
Support contacts for
readers based
anywhere in Australia



[My Safety Kit](#)
Contains Australian
support contacts
across States and
Territories.

Other examples of national contacts:

[Centre for Womens Economic Safety](#)

If you are experiencing economic abuse from a current or former partner, or you are still dealing with the consequences of abuse, there are organisations that can support you. The Centre for Women's Economic Safety (CWES) provides [a directory](#) with links to organisations that may be useful.

[Thriving Communities Partnership](#) (TCP) is a not-for-profit organisation that enables collaboration across multiple sectors including business, academia, government, NGO's and those with lived experience. Our goal is to see everybody have fair access to the modern essential services they need to thrive in contemporary Australia.

8. What else can we do to build on our understanding and next steps?

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.



What we understand about domestic, family and sexualised violence informs how we respond: It influences how we design and communicate products, services and systems.

The [Foundations and Foundations Applied](#) (free digital resource) is designed to build on your understanding of and responses to domestic, family and sexualised violence.



[Voices of Insight](#) are de-identified narratives of people's lived experience of domestic and family violence and other adversities. The narratives have been developed through the Insight Exchange interview process designed to affirm agency, uphold dignity and support safety.

Explore the [Voices of Insight Collection](#) developed in collaboration with Artist Louise Whelan

THANKS

The Insight Exchange team thank

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- Individual donors who make this work possible
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- Digital Production Reilly Baker

INSIGHT EXCHANGE



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