



DOMESTIC
VIOLENCE
NSW

Acknowledgements to the people and the land

Domestic Violence NSW's office is situated on Gadigal land in Redfern. We pay our respects to the Gadigal people of the Eora Nation and all Elders past, present and emerging. We thank the traditional owners and original custodians of lands throughout NSW for their wisdom, guidance, and support to work on land that was never ceded.

We acknowledge the disproportionately high rates of violence impacting Aboriginal and/or Torres Strait Islander women, families and communities. We acknowledge the ongoing impacts of colonisation and systemic racism that are still present within institutions and the broader community. We acknowledge that we work in the context of generations of resilient, strengths-based, holistic resistance to violence in Aboriginal and/or Torres Strait Islander communities.

Domestic Violence NSW strives to position ourselves as allies, to walk alongside, to listen, to give our voice and strength, to respect, to never forget and to learn from past mistakes so that we can actively support and promote the voices of Aboriginal people and organisations in all our work.



Domestic Violence NSW acknowledges that adults, children and young people experience domestic, sexual and family violence, and that Aboriginal and/or Torres Strait Islander people, sexuality and gender diverse people, people with disability and people from culturally and linguistically diverse communities often experience higher rates of violence than the broader community.

We acknowledge, respect and include the advocacy of those with lived expertise of domestic, sexual and family violence, children and young people, Aboriginal and/or Torres Strait Islander people, lesbian, gay, bisexual, transgender, queer (or questioning), intersex and asexual (LGBTQIA+), people with disability and people from culturally and linguistically diverse communities in the work to end violence.

We acknowledge the commitment of our member organisations and frontline workers to ending violence and abuse in our community and honour their tireless work towards positive and meaningful change.



Contents



Acknowledgements	02
Contents	03
About DVNSW	04
Chairperson's Report	06
CEO's Report	07
Our Board	08
Our Team	10
Aboriginal & Torres Strait Islander Women's Steering Committee	11
Key Impacts	12
Strategic Focus	13
– Sector Development and Capacity Building	15
DVNSW Conference 2022	16
Safer Homes	16
– Primary Prevention	18
– Promotion of Specialist DFV Services and Programs	19
– Organisational Sustainability and Capability	20
– Systemic Change and Thought Leadership	22
Advocacy Priorities	24
Voice and Reach	28
Our Members	30
Treasurers Report	32
Financial Report	33
Our Supporters, Donors and Volunteers	34

About DVNSW



Domestic Violence NSW

DVNSW is the peak body for specialist domestic and family violence (DFV) services in New South Wales. We work to eliminate domestic and family violence through leadership of the specialist DFV sector and the NSW policy environment promoting best practice responses.

Since its inception in 1974, our roots have been firmly linked to the NSW Women's Refuge Movement. In July 2013, a vote enabled membership to be expanded to all specialist DFV services and for the organisation to rename itself Domestic Violence NSW. In 2021, we consolidated our position as the State Peak Body for Domestic and Family Violence when we were awarded the contract to represent Women's Domestic Violence Court Advocacy Services. Our membership and reach continues to grow and evolve, as does our impact.

Our leadership values



Leadership

We use our feminist knowledge and platform to challenge the status quo, enable progress and innovate for change



Integrity

We are accountable, evidence-based and informed by those we serve



Inclusion

We listen, engage and work in partnership with the community, representing diverse voices and advocating for those most marginalised



Equity

We create a roadmap for achieving social justice and enable others on this path

Our vision

Women,
families and
communities
in NSW live
free from
violence,
have equal
rights, equal
opportunities
and the
freedom to
reach their
potential.

Chairperson's Report



I am delighted to be writing this report, having been Chair of DVNSW for the past full year. It feels like we now have a modicum of distance from the height of the COVID-19 pandemic, while remembering 2021-22 was the most intense for the lockdown and consequent response in NSW, stretching from June 2021 through to November last year.

This past year was another extraordinary, 'above and beyond' effort from the domestic and family violence sector. The peak and the frontline have pivoted, innovated, responded and rallied in every way to respond to the demands of supporting women and children experiencing domestic and family violence during the pandemic. Sometimes from home, while juggling childcare and Zoom, sometimes as part of a 'Team A' or 'Team B' on-site, always going over and above to ensure the safety of those we support – in all aspects. Thank you to every single person involved in this work. Your commitment, resilience and professionalism have saved lives, and helped immeasurably to support many to build better, safer ones.

The lockdown had barely lifted when the most significant domestic and family violence infrastructure funding announcement in NSW's history was made - \$484 million announced by the NSW Government towards 75 new 'Core and Cluster' build women's refuges and several associated programs. It was an enormous privilege to be present at Parliament House for this announcement with Premier Perrottet, Treasurer Kean and Attorney-General Mark Speakman. DVNSW welcomed this announcement and recognition of the need to provide significant, additional support to those experiencing domestic and family violence in NSW. The announcement speaks volumes about the profile of our sector and the professionalism of the services we work in across NSW. There were several additional funding announcements over the course of the year, including Case Management funding for Court Advocacy Services, further support for Staying Home, Leaving Violence, and an enhancement to Safer Pathways.

Domestic Violence NSW also grew in staff numbers and additional capacity over the course of the year and responded to a record-breaking number of inquiries with submissions and appearances, including a comprehensive response to the NSW Government's proposal to make coercive control an offence. Our Chief Executive, Delia Donovan, took parental leave and Elise Phillips ably stepped into the role, leading the

organisation to a very successful and well-attended conference in May 2022.

My huge thanks to both Delia and Elise for their fantastic co-operation and a seamless handover for the Board during a time of extraordinary growth and change for both the sector and the organisation.

My gratitude also to the DVNSW team and their efforts over the last year. They have stepped up and supported one another and our members again and again, often whilst battling illness and family commitments. Thank you, Team!

I have called on the collective wisdom of the amazing DVNSW Board several times this year for strategic advice, direction and the envisioning of our next steps. Thank you to each of you for your commitment, support, and good humor. Your experience and generosity with your time, in addition to running your own organisations, makes DVNSW a better peak.

I said last year our members are precious, and that member experience and professionalism is our credibility. That has remained truer than ever in 2021-22 as our membership has grown, and a new class of 'Supporter' has been added. Thank you to all members for your participation in peak activities and encouragement throughout the year.

Our sincere thanks to our Ministers and departmental colleagues for continuing to support DVNSW and being wonderful partners in the work of reducing domestic and family violence across our state. Our collegiate working relationship has strengthened and deepened again over the course of 2021-22, and we thank you for your trust in our expertise and professionalism.

As we look forward to the fruition of multiple DFV sector initiatives in 2023, I thank everyone across the sector for their ongoing commitment and advocacy towards a safer and more equal NSW for women and children.

A handwritten signature in dark ink, reading "Annabelle Daniel".

Annabelle Daniel
Chair

CEO's Report

It is an immense privilege to work in the domestic and family violence sector, supporting some of the most vulnerable people in the community, whether you are working on the frontlines directly with clients, or in policy, advocacy or peak roles. There's no doubt that the sector is also faced with an immense challenge, as the demand for our services consistently outstrips capacity, the work is complex and at times exhausting, and it sometimes takes years of advocacy to shift systemic barriers and influence key decision makers.

DVNSW continues to pay tribute to our members; we thank you for your work, your engagement with us, and your support as we represent and advocate for you. We also recognise all people with lived experience, and particularly those that work with us to improve the service system so that others don't have to experience the same challenges. We know that we cannot achieve our vision in isolation, and continue to prioritise stakeholder engagement, including our colleagues in NSW Government.

We thank our donors, corporate partners, and volunteers, particularly noting their valuable contribution to the success of the DVNSW Biennial Conference, Reconnect, Re-energise, Redesign. The conference was absolutely our highlight for the year, bringing together over 350 people from the DFV sector across NSW to learn, share best practice and prioritise intersectional and marginalised voices.

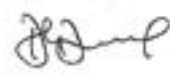
This year we finalised, launched and got to work implementing our strategic plan for 2021-2024. We launched six new advocacy priorities which guided our messaging in meetings, submissions and the media. We increased our collective influence by welcoming many new members, including the Women's Domestic Violence Court Advocacy Services, and celebrated when our hard-fought pre-budget advocacy resulted in \$43.6 million in additional funding.

We continued to adapt and support our members to manage the ongoing impact of COVID-19, securing \$500,000 in COVID-19 grants for DVNSW members via the Paul Ramsay Foundation. We were devastated to witness the impact of the floods, and grateful for our member's input into recommendations for NSW Government on how to protect victim-survivors of domestic and family violence in future natural disasters.

A new focus that we'll continue to strengthen in the coming years has been increasing our connections

with businesses and the corporate sector, as we raise awareness of DFV, contribute to primary prevention and diversify our revenue stream.

All this has only been possible due to the leadership and hard work of the DVNSW Board and Team. Each member goes above and beyond every day, making DVNSW a fantastic place to work.



Delia Donovan
CEO



Elise Phillips
Interim CEO

Our Board

DVNSW is governed by a Board of Directors, who volunteer their time, skills, and expertise in the domestic and family violence sector and whose commitment to the organisation is crucial to the success of DVNSW. The Directors for 2021-22 were:



Annabelle Daniel
Chair

As the CEO of Women's Community Shelters, Annabelle Daniel OAM has worked with local communities to establish a large network of shelters and transitional housing across NSW, with additional services currently in development. Annabelle has been a leader in the social sector for 20 years, working in private enterprise, the Australian government, and the community sector. In 2020 Annabelle received the Medal of the Order of Australia for service to women through social programs.



Kelly Lamb
Deputy Chair

Kelly Lamb is a proud Goomeri woman, descendant of the Kamilaroi people from North-Eastern NSW. Kelly is the CEO of Liberty Domestic and Family Violence Specialist Services on the Mid North Coast of NSW. Kelly has more than 25 years' experience leading organisations in both the not-for-profit and corporate sectors, and holds qualifications in Leadership, Human Resource Management and Business Management.



Nemat Kharboutli
Director & Secretary

Nemat Kharboutli is the Manager, Linking Hearts Service for Muslim Women Australia. For over 35 years MWA has provided frontline specialist domestic violence, homelessness and settlement support for multicultural, migrant and refugee communities as well as community development initiatives for Muslim women. Nemat's areas of interest are the gendered nature of violence, Islamophobia and to enhance culturally, linguistically and religiously appropriate service provision to facilitate women's access to agency.



Denele Crozier
Treasurer

Denele Crozier, AM is currently CEO of Women's Health NSW while also participating in a variety of Boards including the NSW Education Program FGM/C & the Australian Women's Health Network. Denele has a 40-year history in working in NGO Charity services. Qualifications: RNPN, Dip. Accounting, Dip. Business. She is passionate in promoting social justice and unpacking gender equality.

DVNSW also would like to thank the following board members for their contribution:

Nicole Yade – Director until February 2022

Lesley Labka – Secretary until February 2022



Helen Silvia

Director

Helen Silvia is the CEO of Women's and Girl's Emergency Centre (WAGEC) and brings over 20 years' experience in leadership roles in the NGO sector, specialising in the areas of DFV, homelessness and family and children's services. Helen has been a DVNSW Board member for five years, serving as Chair for three, and is also a member of Homelessness NSW's Policy Council.



Yvonne Weldon

Director

A proud Wiradjuri woman, Yvonne Weldon is an independent councillor for the City of Sydney and is the first Aboriginal councillor in the City's 180-year history, as well as the first ever Aboriginal candidate for Lord Mayor of Sydney. She was born and raised in the inner city of Sydney but maintains strong ties to her homelands of Cowra and the Riverina areas of New South Wales. She is the Deputy Chair of the Metropolitan Local Aboriginal Land Council, Deputy Chair of NSW Australian Day Council and a Board member of Redfern Jarjum College.



Penny Dordoy

Director

Penny Dordoy is passionate about ending domestic violence and achieving gender equality. She has 20 years' experience in the NFP and Government sectors, including in her current role as Head of Community Services for Housing Plus where she provides strategic leadership for several domestic violence and homelessness services, an innovative men's behaviour change program, and other services designed to break the cycle of disadvantage and poverty. She holds qualifications in Business Management and has held previous Board positions with WDVCS Inc and the Central West Women's Health service.

Our Team



Delia Donovan

Chief Executive Officer

Elise Phillips

Interim Chief Executive Officer

Renata Field

Team Manager / Policy, Advocacy & Research

Louise Gardiner

Team Manager / Operations & Members

Tracey Kennedy

Finance Manager

Sarah Judd

Sector Development Manager

Caitlin Morahan

Communications & Media Manager

Bridget Mottram

Senior Policy Officer / WDVCS Program

Kimme Shaw

Executive Office Manager

Shelley Booth

Policy & Research Manager

Livia Stanton

Policy & Advocacy Officer

Lisa Davidson

Administration Officer

DVNSW would like to extend thanks to former team members, work placement students and those who worked with the organisation on short term projects, enabling us to achieve so much in 2021-22.

Special thanks to Sumedha D'Mari for the illustrations used in this report.



Maryanne Brown, Dixie Link-Gordon, Mary Ronayne, Bronwyn Penrith, Monique Wiseman, Regan Mitchell at the DVNSW Conference, 12 May 2022.

Aboriginal and Torres Strait Islander Women's Steering Committee

The DVNSW Aboriginal and Torres Strait Islander Women's Steering Committee is a key feature of DVNSW's governance structure, supporting policy development and informing strategic direction. The committee met six times in this period, with more regular online meetings rather than quarterly in-person meetings due to COVID-19. The group was happy to introduce two new members to the committee: Wanita Gibbs (WDVCAS Dubbo) and Regan Mitchell (WEAVE). The committee thanks departing member Vanessa Lee for her valued contributions and participation.

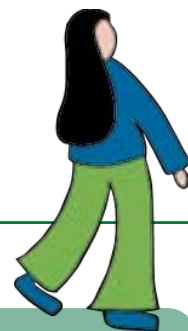
The Steering Committee was a key highlight at the DVNSW conference, sharing knowledge with the group on the first day and setting the tone for respectful

discussion throughout the conference. Various members also spoke during the conference.

Steering Committee member Mary Ronayne also presented at the DVNSW Regional Forum in March, adding a vital First Nations lens to issues affecting regional, remote and rural communities in NSW.

Consultations were held with the DVNSW Aboriginal and Torres Strait Islander Women's Steering Committee regarding the NSW Women's Alliance election platform 'Action to End Gendered Violence', Family is Culture, Core and Cluster, NSW Police Audit Report and with Wirringa Baiya about the NSW Police Primary Prevention project.

Key Impacts



\$43.6 million
WDVCAS
funding

\$484 million
NSW Core and
Cluster Program

\$100 million
investment in
women's safety

Gave evidence at
**two Parliamentary
Inquiries**

Released the NSW Women's Alliance Nine-
Point Plan to Address Sexual Violence within
the context of domestic and family violence

17 submissions to the NSW
Government on DFV-related
policy and law reform

Appeared in over **55 media
segments** spanning television,
print and radio

Over 350 delegates
attended the 2022
DVNSW Conference

\$500,000 in
COVID-19 grants
for members

41% increase in
membership

**Online primary prevention
trainings** across 15 diverse
local government areas

\$20 million for an additional
34 Staying Home Leaving
Violence locations

234% increase
in social media
engagement



Strategic Focus

DVNSW's strategic plan represents and promotes the specialist domestic and family violence sector working across a continuum of change including primary prevention, early intervention, crisis response and trauma recovery. Success is built through advocacy, thought leadership, sector development and capacity building, using a collaborative approach. The strategic plan ensures a strong sector voice promoting positive change and the flexibility to adapt to an ever-changing landscape.

Core Strategy: To sustainably deliver effective, meaningful impact and change across the domestic and family violence sector that ultimately benefits NSW communities.

Strategic Priorities: To achieve our core strategy, we will focus on five strategic priority areas for the next three years.

One Sector Development and Capacity Building

Two Primary Prevention

Three Promotion of Specialist DFV Services and Programs

Four Organisational Sustainability and Capability

Five Systemic Change and Thought Leadership





Strategic Priority One

Sector Development and Capacity Building

DVNSW's work to support sector development and capacity building focusses on supporting the domestic and family violence workforce through promoting best practice and trauma-informed responses to DFV.

Highlights and Achievements

- DVNSW provided online resources and tools to support both frontline workers and service managers in best practice service delivery. Topic areas added to the Resource Manual in 2021-22 include lived expertise, primary prevention and COVID-19 resources and guidelines.
- DVNSW conducted the DFV Community of Practice (CoP) - a group of DVNSW members who meet to discuss and deepen their understanding of policy and practice issues. The CoP also hosted webinars with expert guest speakers on a range of topics. The CoP members have regularly flagged issues that have formed the basis for DVNSW's advocacy to government, such as the severe lack of temporary and emergency housing over the 2021 Christmas period and the impacts of DFV on children and school attendance.
- DVNSW established its inaugural Sector Development Member Advisory Committee to foster collaboration and provide a space to share ideas and feedback on training needs. Over 30 members representing a diverse mix of services from both regional and metro NSW, responded to the expressions of interest. This committee will be a key contributor in the development of DVNSW's training and development priorities.
- DVNSW worked with Homelessness NSW to initiate an evaluation of the NSW Homelessness Industry and Workforce Development Strategy. The Australian Housing and Urban Research Institute (AHURI) conducted the assessment.
- DVNSW provided extensive input to DCJ's development of resources and guidance on managing COVID-19.
- DVNSW continued in its role with the Disability Australia's Advisory Group for its Building Access Pilot Project. As part of the project, DVNSW provided input to the development of Easy Read resources about DFV for victim-survivors with disability.
- DVNSW partnered with People with Disability Australia to deliver training to DFV services supporting best practice service delivery for people with disability who have experienced DFV. The first training session of this Department of Communities and Justice (DCJ) funded project was delivered during the DVNSW conference in May 2022. Another four face-to-face sessions will be held across NSW during 2022-23.
- DVNSW convened 11 Sector Chat webinars over the year to share knowledge, best practice, and topical issues affecting the sector. These events were well-attended, with audience numbers of up to 250 individuals working in the sector.

77%
of attendees at the DFV
CoP reported it helped
them do their jobs better



DVNSW 2022 Conference: Reconnect, Re-energise, Redesign

The DVNSW 2022 Conference was a hugely successful two days, with attendees reporting they left feeling inspired, connected and re-energised. DVNSW was thrilled at the number of delegates who attended - from members to activists to government representatives - showing just how important coming together to work towards ending domestic and family violence is. It was invigorating to be able to gather in-person for the first time in over two years and to connect with members from across the state and hear about the important work of the sector.

DVNSW was fortunate to have many inspiring women to lead the conference with particular thanks to the Aboriginal and Torres Strait Islander Women's Steering Committee for an amazing opening to the conference, to Tania Farha, CEO, Safe and Equal, for an engaging and informative keynote address and to the inspiring, Amani Haydar who held the event together brilliantly as the MC.

Additionally, DVNSW would like to thank all the conference speakers, panellists and facilitators for leading robust discussions on several pressing issues within the sector and reflecting on ways the sector can address them. These guests were instrumental in starting some thought-provoking conversations demonstrating how collaboration is key to making a safer NSW.

"It was a very well delivered, organised conference. It was fun, inspirational, empowering. It felt like being part of this strong, amazing movement. Thank you so much for another successful conference!"

Safer Homes

With limited funding, DVNSW continued to support the Safer Homes Program pilot throughout this financial year. However, due to the ongoing COVID-19 impacts, subsequent lockdowns and the flooding crisis, the program has been extremely difficult for services to run.

"Safer Homes is a positive program for sustaining tenancies as well as achieving tenancies, the resources were highly useful."

Safer Homes Pilot Service

"The quality of the discussions and the listening was inspiring. I noted on the first day that some spoke of feeling disheartened by the very challenging situations... but changes are happening on the ground, and they are led and championed through the conversations that were happening in the room. The collective ripple effect is powerful."

92%
of participants were satisfied with the conference

91%
of participants learnt something new

92%
of participants met someone they would like to pursue a connection with



Additionally, the past 12 months have been particularly difficult for clients to access the private rental market due to lack of availability and dramatic increases in rent, which has substantially reduced affordability for clients on Rent Choice Start Safely. Despite this, over 15 women have secured private rental tenancies, with the Safer Homes Program dramatically improving the odds.

The program evaluation identified that all the services who participated felt the Safer Homes Program offered support and improved the probability of clients securing and sustaining a private rental property.

While DVNSW is not continuing the Safer Homes Program pilot, all the resources will soon be made available on the DVNSW website so all members can access them.



Reconnect
Re-energise
Redesign
DOMESTIC
VIOLENCE
NSW
CONFERENCE
2022



Reconnect
Re-energise
Redesign
DOMESTIC
VIOLENCE
NSW
CONFERENCE
2022

Strategic Priority Two

Primary Prevention

Primary prevention has not historically been part of DVNSW's core-funded work, however, when consulting with stakeholders on the new strategic plan members highlighted the importance of increasing the focus on primary prevention across the sector. DVNSW has made positive steps forward in the past 12 months and will be seeking additional funding to expand this work in the subsequent two years of the strategic plan.

Highlights and Achievements

- Delivered the state's first Primary Prevention focussed symposium on Day 1 of DVNSW's conference.
- Held a series of online primary prevention trainings specifically designed for local councils, based on the new edition of Our Watch's national primary prevention framework Change the Story, across 15 diverse local government areas in NSW.
- As co-convenor of the NSW Collaboration on the Primary Prevention of Gender-Based Violence, DVNSW connected over 20 representatives across the NSW Government, local councils, academia, peak bodies and DFV services, enabling information-sharing on primary prevention initiatives across NSW.
- Attended the Australian Progress Leadership Conference, facilitating a session to raise awareness on the drivers of violence and prevention.
- Increased DVNSW's internal primary prevention capacity, knowledge, and collaboration through participation in the Our Watch Primary Prevention Hub, Safe + Equal's PreventX conference and the City of Sydney's Our Watch Change the Story 2 training.

Training and Collaborations

- Established a collaboration between core members of the NSW Collaboration on the Primary Prevention of Gender Based Violence and Our Watch.
- Provided thought-leadership and expertise in the development of content to raise awareness of DFV in South-East Asian communities with organisation Thadam.



Strategic Priority Three

Promotion of Specialist DFV Services and Programs

Promoting services and programs that are intersectional, feminist, trauma-informed and embedded in community is a vital part of DVNSW's strategic plan. DVNSW highlights the importance of specialisation in all submissions, meetings with Members of Parliament, government departments and in the media.

Highlights and Achievements

- Successfully advocated for additional resources to support small-medium specialist domestic and family violence services to participate in the Core and Cluster procurement.
- Released a statement from the DVNSW conference delegates advocating for dedicated funding for Aboriginal Community Controlled Organisations.
- Co-founded the National Sexual and Domestic Violence Recovery Alliance, the first alliance focussed on recovery rather than crisis response.
- Advocated for specialisation at Minister Ward's Core and Cluster Roundtable.
- Advocated for children to be recognised as victims in their own right, by providing input to the Association of Children's Welfare Agencies (ACWA), DFV and Child Protection Integration Project and the Child Protection and DFV Interface Collaboration, consulting on specialist DFV services for children and young people and working with Yfoundations on specialist youth services in the Core and Cluster rollout.
- Successfully advocated for an additional \$43.6M funding for WDVCSs state-wide, through a pre-budget submission and continued reiteration in CEO meetings.



Strategic Priority Four

Organisational Sustainability and Capability

A major focus for DVNSW this financial year was to set the strategy for the next three years. It was critical for the organisation to be financially sustainable and build its capacity to deliver a strategy that would meet the needs of its members and stakeholders.

Highlights and Achievements

- DVNSW embarked on a thorough consultation process with its members and key stakeholders from July - December 2021 to shape its Strategic Plan 2021-2024 which launched in February 2022.
- DVNSW restructured the organisation to align skills and capacity with strategic priorities and objectives.
- DVNSW restructured internal planning and board reporting to provide improved oversight and accountability in relation to the organisation's delivery of the 2021-24 strategy.
- As the organisation moved through another COVID-19 lockdown and the team moved to working in a hybrid home and office environment, greater investment was needed in IT infrastructure to reduce risks of IT failure and to improve productivity and communications both internally and with members. Upgrades were also required in the office to improve COVID-19 safety.
- Funding was secured through the Social Sector Transformation Tranche 2 to support the selection and implementation of a new Customer Relationship Management system.
- Funding was secured through the Social Sector Transformation Tranche 1 funding and enabled DVNSW to replace out-of-warranty equipment including phones and laptops, so that all staff could work effectively.
- Funding from the Social Sector Support Fund enabled DVNSW's website to support members in relation to managing COVID-19, particularly in the development and implementation of management plans, risk assessments and preparing for recovery from COVID-19. Funds were also used to improve office ventilation for better COVID-19 safety.

- Pro-bono support was provided by InfoXchange to manage the IT migration to Microsoft 365 Cloud service, reducing risk of system failures and improving productivity and communication across the team using SharePoint and MS Teams.





Strategic Priority Five

Systemic Change and Thought Leadership

DVNSW's thought leadership work is guided by six advocacy priorities, underpinned by an understanding of how domestic and family violence intersects with disability, age, mental health, inter-generational trauma, race, gender, sexuality, ethnicity, class and immigration status.

Highlights and Achievements

- Successfully advocated for additional funding for the sector including the NSW Core and Cluster Program, Staying Home Leaving Violence Expansion and extension of COVID-19 funding for front-line services to meet increased service demand.
- Successfully advocated for WDVCS funding increases and free access to Telephone Interpreting Services.
- Released the NSW Women's Alliance Nine-Point Plan to Address Sexual Violence within the context of domestic and family violence, providing a concrete policy plan to address sexual violence in NSW, which was distributed to MPs.
- Evidence given at the NSW Inquiry into access to existing and alternate accommodation.
- Provided content and financial support towards Equity Economics reports 'Nowhere to Go: The Benefits of Providing Long-Term Social Housing to Women That Have Experienced Domestic and Family Violence' and 'Rebuilding Women's Economic Security'.
- Established the DVNSW Lived Expertise Advisory Committee.

Submissions and Reports

Submissions are an important mechanism through which DVNSW gives feedback to the Government and other bodies on the work they're doing. DVNSW has increasingly consulted with its members and stakeholders through surveys, roundtables, forums, and meetings to bring the voice and experiences of our members, and their clients to each and every submission, report and briefing paper.



In 2021-22, DVNSW drafted 17 submissions as well as additional reports, briefing papers and feedback on policy initiatives.

Inquiry into homelessness of older people in NSW aged over 55

Inquiry into the response to major flooding across NSW

NSW Independent Flood Inquiry

Statutory Review of the Victims Rights and Support Act

Joint submission to the Statutory Review of the Victims Rights and Support Act

NSW Women's Strategy

Pre-Budget Submission to NSW Treasury on funding for the Specialist DFV Sector and the Women's Domestic Violence Court Advocacy Services

Submission to WDVCA for the DVSAT Redesign

Feedback provided to DCJ regarding consent in relation to sexual offences

Submission to the NSW Audit Office regarding the NSW Police Responses to Domestic and Family Violence

Submission to DCJ on the draft bill to enact reforms of sentencing practices for historical offences

Submission to the Select Committee on the Coronial Jurisdiction in New South Wales

Women's economic opportunities review

Draft National Plan to End Violence against Women and Children 2022-2032

Escaping Violence Payment (EVP) Program Report

Strata Management and Pets

Inquiry into the Family Law Amendment (Federal Family Violence Orders) Bill 2021 [Provisions]

Draft legislation on consent in relation to sexual offences

DVNSW Regional Forum Report

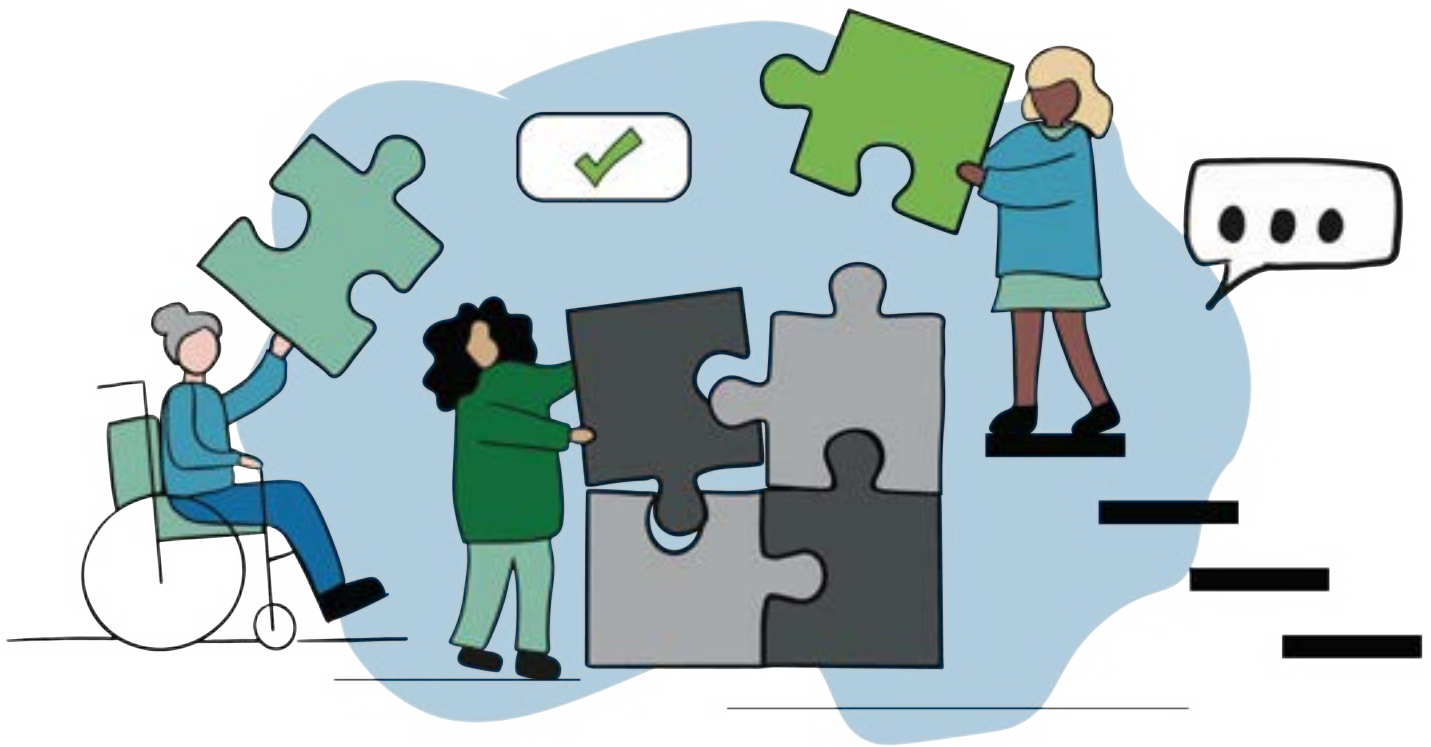
Inquiry into options to improve access to existing and alternate accommodation to address the social housing shortage

Statutory Review of domestic violence provisions in NSW Residential Tenancies Act

Joint briefing paper created with Transformative Justice Australia on restorative justice and domestic and family violence

DVNSW report into NSW Police Responses to Domestic and Family Violence

Advocacy Priorities



Advocacy Priority One

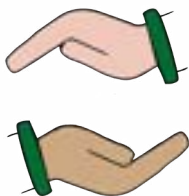
Sustainable, non-competitive, and long-term resourcing for the DFV sector



- Hosted the DVNSW Regional Forum focusing on issues specific to regional, remote and rural services. The forum was attended by MPs, government and sector leaders, giving DVNSW members an opportunity to ask for resources and funding specific to their communities.
- Successfully collaborated with the Australian Services Union regarding equal remuneration funding and indexation funding.
- Designed and distributed Federal Election Resource packs to DVNSW members so they could advocate for sector asks.
- Participated in ongoing National Plan Advocacy, attending five Monash consultations and the National Women's Safety Summit, alongside advocacy with the National Advisory group, Federal Minister for Women and Minister for DFV and two policy submissions.
- Continuous advocacy for the ongoing improvement of the Escaping Violence Payments (EVP) Program.

Advocacy Priority Two

Aboriginal and Torres Strait Islander communities live safely and free from gendered violence



- DVNSW convened six committee meetings.
- DVNSW facilitated consultations with key stakeholders.
- Committee members presented throughout the DVNSW conference.
- Secured funding for an Aboriginal Policy Officer.
- Worked alongside the Aboriginal and/or Torres Strait Islander Women's Steering Committee to complete several important issues including NSW Women's Alliance election platform, Core and Cluster and the NSW Police Audit Report.

Advocacy Priority Three

Children and young people are supported as victim-survivors in their own right and live free from gendered violence



- Ongoing participation in Child Protection and DFV Interface Collaboration with ACWA and ABSEC, including mapping project.
- Engagement with DCJ, Shadow Minister Harrison and Minister Ward's advisor regarding implementation of the specialist children's workers in refuges.
- Conference panel with lived experience of a young person was well-attended and noted as a highlight of the program for many attendees.
- Supported DCJ in awareness-raising and training about DFV for providers in the family preservation sector, a DCJ-funded program that aims to strengthen parents' ability to respond to children's needs and to create a safe home.

Advocacy Priority Four

**Safe and sustainable housing
pathways for women, children
and LGBTQIA+ people
experiencing gendered violence**



- Attended multiple ministerial meetings to advocate for more social and affordable housing and discussed impacts of COVID-19 on housing affordability, particularly in regional NSW.
- Continued advocacy for social housing and maintenance of existing properties, with upgrades to more than 16,000 properties and the delivery of 200 new homes for Aboriginal and/or Torres Strait Islander families in the 2022 budget.
- Presented at the Homelessness Amongst Older People Over 55 in NSW Inquiry at Parliament House and the Inquiry into Meanwhile Use for Housing. With DFV being the leading cause of homelessness for women, it was significant for DVNSW to present as witnesses.
- Joined the Community Housing Industry Association NSW's (CHIA's) newly established Housing and Homelessness Peaks Group.
- Successful advocacy with the Minister alongside Homelessness NSW and CHIA to ensure people in temporary accommodation would be allowed to remain until long-term accommodation options were found over the Christmas period.
- Ongoing federal advocacy including the need for social housing in the lead up to the Federal Budget and National Plan advocacy.

Advocacy Priority Five

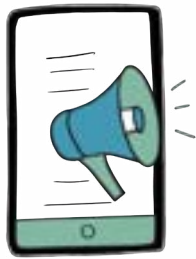
**A trauma and gendered-violence
informed justice system**



- Successful establishment of key stakeholder relationships, including Assistant Commissioner McCusker, the NSW Police Force DFV team, the Domestic Violence Death Review Team, Deputy Chief Magistrate Freund, Women's Legal Services and the Women's Domestic Violence Court Advocacy Program (WDVCAP) Unit in Legal Aid.
- Increased information sharing and engagement with Women's Domestic Violence Court Advocacy Services (WDVCAS) through:
 - Face-to-face visits and consultations,
 - Monthly WDVCAS-focussed Sector Chats brought WDVCAS colleagues together regularly to network and share information.
- Successful advocacy achieved an additional state-wide \$43.6M funding boost which included case management funding, a new client-management system, a hearing support trial and a police co-location pilot.
- Successfully advocated for free Telephone Interpreting Services aligned to contract period.
- Produced a report and associated media coverage: Policing of Domestic and Family Violence in NSW: Insights from Specialist Domestic and Family Violence Services, aligning with the release of the NSW Audit Report on DFV policing.
- Highlighted the impact of technology-facilitated abuse through QR codes, resulting in DCJ developing an alternative QR check-in card system for the DFV sector, preventing the tracking of victim-survivor movements through mobile phone check-ins.

Advocacy Priority Six

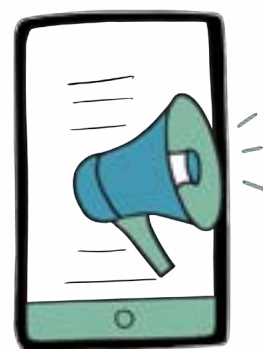
Women, children and LGBTQIA+ people from migrant and refugee backgrounds live safely and free from gendered violence



- Successfully advocated for changes to eligibility for the Red Cross FDV Financial Assistance Program to include all temporary visa holders regardless of visa status or eligibility for any other government support.
- Relaunched the DVNSW Community of Practice for Women & LGBTQIA+ people on temporary visas partnering with Immigration Advice and Rights Centre and Red Cross to co-convene the group.
- Hosted seven presentations for the wider membership from a range of organisations showcasing the great work supporting clients on temporary visas in the sector.
- Ongoing advocacy to put pressure on the NSW government for increased funding for specialist multicultural organisations to work with people experiencing DFV, and to provide access for people on temporary visas experiencing violence to temporary accommodation and social housing.
- Supported DCJ's Multicultural Policy and Engagement Team's development of a suite of 12 DFV-related web resources it had developed for migrant and refugee communities and religious leaders, including information on how leaders can support their communities and help keep victim-survivors safe.



Voice and Reach



During 2021-22, DVNSW's communications presence increased exponentially. Communication is imperative to DVNSW's advocacy, and the organisation has continuously been sought after as thought leaders in the domestic and family violence landscape.

Key Highlights

- Appeared on ABC's The Drum to discuss the increase in domestic and family violence during the 2021 COVID-19 lockdown.
- Appeared in an Instagram Live segment with influencer Jason Roberts, talking about domestic violence as a national crisis to an audience of over 400.
- Made over 55 appearances in print, television, and radio media, spanning a myriad of topics.
- Turned-to expert on coercive control, the 2022-32 National Plan to End Violence against Women and Children, the importance of specialised funding to address DFV and the introduction of paid domestic violence leave.
- Engineered a significant increase in social media following on multiple platforms.
- Appeared on Weekend Today on Channel 7, discussing NSW's increase in domestic and family violence, the NSW Police Audit and the Hannah Clarke inquest.
- Issued 14 media and joint media releases on the most pressing topics of the sector.
- Penned an opinion piece for the Sydney Morning Herald on the importance of DFV specialist services to be consulted during the new NSW Government Investment Actions.

234 %
increase in
social media
engagement

31 %
increase in visits to the
DVNSW website

51 %
increase in Twitter
followers

74 %
increase in Instagram
followers

22 %
increase in Facebook
followers



“I appreciate my membership and benefit from your regular communications.”

“Thank you for the work you do”

Advocacy and information sharing are ranked as the top 2 most important benefits to our members

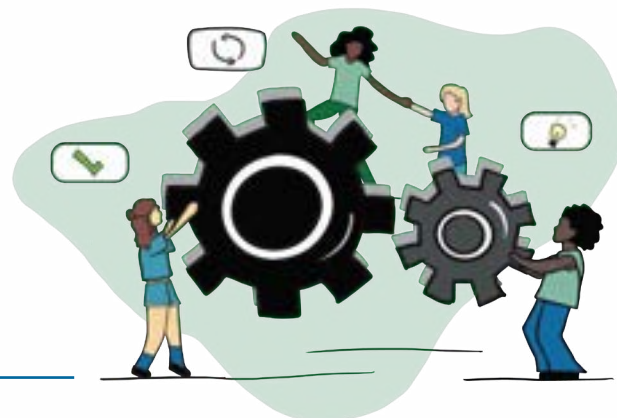
90% of members believe we are delivering benefit through our advocacy

96 % of members believe we are delivering benefit through the sharing of information



Quotes and data from 2022 Member Engagement Survey.

Our Members



Over the period of July 2021 to June 2022, DVNSW's membership grew from 80 to 113 members as the organisation welcomed the Women's Domestic Violence Court Advocacy Services members and other new members from the sector.

DVNSW worked closely with members over the year to shape the 2021-24 strategy, develop policy, legislative and program responses and provide timely information and share learnings through webinars and roundtables. DVNSW appreciates the input and support of all members.

Our Organisational Members

Acon
B Miles Women's Foundation
Baptist Care NSW and ACT
Barnardos
Binaal Billa Family Violence Legal Prevention Service (Yoorana Gunya Family Healing Centre)
Bondi Beach Cottage Inc
Bonnie Support Service
Braidwood Says No to Violence
Burwood WDV CAS
Carrie's Place Domestic Violence & Homelessness Services Inc
Central Coast Domestic Violence Committee (CCDVC)
Central Coast WDV CAS
Central Northwest WDV CAS
Central Tablelands and Blue Mountains Community Legal Centre (EECLC)
Central West WDV CAS
Clarence River Domestic & Family Violence Specialist Services
Coast Shelter
Coffs-Clarence WDV CAS
Community Resource Network
Cumberland WDV CAS
Domestic Violence NSW Service Management (DVSM)
DV West (West Connect Domestic Violence Service)
Eastlakes Family Support Service Inc
Far West WDV CAS
Full Stop Australia
Highlands Community Centres Incorporated
Housing Plus
Hunter WDV CAS
Illawarra WDV CAS
Illawarra Women's Health Centre
Immigrant Women's Speakout Association of NSW
Immigration Advice & Rights Centre (IARC)
Indian (Sub-Cont) Crisis & Support Agency (ICSA)

Jenny's Place Inc
Kempsey Families Inc
Liberty Domestic & Family Violence Specialist Services
Linking Communities Network Ltd
Lisa Harnum Foundation Ltd
Lithgow Community Projects
Lokahi Foundation
Lucy's Project
Macarthur WDV CAS
Mary's House Services Limited
Mid Coast WDV CAS
Mission Australia
Molonglo Support Services
Monaro-Hume WDV CAS
Moree Family Support
Mount Druitt Family Violence Service - DCJ/FACS
Moving Forward DFV Case Management Services Inc
Mudgin-Gal
Murray River WDV CAS
Murrumbidgee WDV CAS
Muslim Women Australia
Nepean-Blue Mountains WDV CAS
New England WDV CAS
No To Violence NSW
Northern Rivers WDV CAS
Northern Sydney WDV CAS
North-West Sydney WDV CAS
Nova For Women & Children
Open Support
Orana Support Service Inc
Oxley WDV CAS
Peninsula Lighthouse
Penrith Women's Health Centre Inc
Pop In inc.
Port Stephens Family and Neighbourhood Services
Prosper (Project Australia)
Relationships Australia NSW
Riverina WDV CAS
SAHSSI - Supported Accommodation &

Homelessness Services Shoalhaven Illawarra
Samaritans Foundation
Save the Children NSW
Settlement Services International (SSI)
South Coast WDV CAS
South East Women & Children's Services Inc
South West Sydney Legal Centre
South West Sydney WDV CAS
St Vincent de Paul Society Sydney Archdiocese (Vinnies)
St John's Community Service
Staying Home Leaving Violence (Broken Hill)
Sydney WDV CAS
Sydney Women's Counselling Centre
SydWest Multicultural Services
Tamworth Family Support Service
The Benevolent Society
The Marmalade Foundation - Lou's Place
The Deli Women & Children's Centre
The Northern Centre
The Salvation Army
The Women's Cottage
The WASH House Inc.
Think+DO Tank Foundation Ltd
Third Sector - Momentum Collective
Tumut Regional Family Services
Victims of Crime Assistance League Inc (VOCAL)
WAGEC - Women's and Girl's Emergency Centre
Warrina Domestic & Family Violence Specialist Services
Weave Youth and Community Services
Western WDV CAS
Women Up North Housing Inc
Women's Community Shelters
Women's Shelter Armidale Inc
Yfoundations
Yes Unlimited
Youth Action
Youth Off the Streets Limited
YWCA
Zonta Club of Sydney Inc.

Treasurer's Report



COVID-19 has continued to affect how everyone does business. During 2021-22, DVNSW once again had a busy year driven by responsibility to staff, community and improved government, non-government, business and community service strategies, strengthening knowledge exchange, identifying service gaps and acting to enhance appropriate service provision and public policy.

We have also expanded our membership and responsibilities through the amalgamation of the Women's Domestic Violence Court Advocacy Services Program peak organisation, which is now successfully working in synthesis with DVNSW.

In addition to our core program funding, we acknowledge the support of:

- Department of Communities and Justice for funding our Sector Development, Blueprint and Real Estate Programs (Safer Homes) which has now come to completion
- NSW Government Social Sector Transformation Fund for helping transform our communication systems and strategies during COVID-19
- NSW Government Social Sector Support Fund for helping us with distribution of a COVID-19 comms strategy - keeping everyone informed
- Business Australia major conference sponsorship (\$30k)
- Business Australia contribution of \$25k for a co-branded digital solution to help educate SME owners across NSW on issues related to domestic violence, specifically within the context of the domestic violence leave entitlement in the National Employment Standards
- CBA (\$15k) silver conference sponsorship
- CBA Staff Foundation Community Grant (\$10k).

Community and Business Support is always worth an additional mention for both financial and material contributions which consistently support the capacity of our service to meet demand. Thank you – your efforts are much appreciated.

With a good team and financial systems, we began the year with a projected budget supported by a clear strategic plan and finished the year with an unqualified audit.

The high value of spending on capital and prepaid IT/ consulting fees was not recognised against the grants which funded the items, so expenses will need to come out of future retained earnings by applying and planning a deficit (meaning we spent and acquitted the money as agreed but accounting standards mean we must depreciate the items making it look like we have lots of surplus this year which could look like a deficit next year).

We remain in a strong financial position and are extremely pleased that our efforts have contributed to the stability, efficiency and accountability of the organisation. Many thanks to the Finance Team (CEO, Treasurer & Finance Manager), the Board and an additional acknowledgement and appreciation to the Finance Manager who is consistently crucial to our success.

DVNSW asserts that the audited financial accounts tabled at the AGM is a true and fair view of the financial position of the association as of 30 June 2022, and that there are reasonable grounds to believe that we can pay our debts as and when they become due.

I am happy to commend these accounts to the membership.

A handwritten signature in blue ink, which appears to read 'Denele Crozier'.

Denele Crozier
Treasurer

Financial Report

Full Audited Financial Statements for 2021-22 Financial Year are tabled at the AGM and available on request to DVNSW Members. Summary information is provided below.

	2021 - 22	2020 - 21
Total Revenue	1,552,977	1,158,780
Wages and On Costs	1,030,246	737,872
Professional & Consulting Fees	69,207	96,440
Operational Expenses	26,015	71,755
Rent & Occupancy Expenses	50,857	57,455
IT & Communications	28,978	28,283
Depreciation & Amortisation Expenses	24,762	22,563
Conference & Meeting Expenses	82,316	4,775
Travel Expenses	1,003	4,288
Total Expenditure	1,313,384	1,023,431
Operating Surplus / (Deficit)	239,593	135,349
Total Equity	930,399	690,806

**The biennial DVNSW Conference was held in the 2021-22 financial year*

Our Supporters, Donors and Volunteers

Our Supporters

As a not-for-profit organisation DVNSW relies on the generous contributions from sponsors, donors, pro-bono partners and volunteers. DVNSW extends gratitude and thanks to these people and organisations who have provided donations and support, as every contribution helps ensure that DVNSW continues to be heard and lead the sector in a united voice to create change.



Hall and Wilcox

Hall and Wilcox: since accepting DVNSW into its Pro Bono & Community Program, Hall & Wilcox has provided the DVNSW team with legal counsel and support across various functions from HR to governance. DVNSW values this relationship and thanks them wholeheartedly for their help and support.

myBUSINESS

My Business (formerly Business Australia)

Business Australia joined the DVNSW fold during 2021 providing sponsorship of the 2022 Conference as well as working with the team on many joint initiatives with their network including a survey on DFV to their members and a successful webinar on managing DFV in the workplace.

CBA Next Chapter

CBA Next Chapter supported DVNSW financially and with the Financial Abuse session at the 2022 Conference.

DVNSW has been privileged to work with the following partners over 2022 and would like to thank:

- City of Sydney for providing event spaces and coordinating the Inner-City Domestic Violence Forums
- Zonta Club of Sydney for providing financial support for our Lived Expertise program and advisory group
- The Paul Ramsay Foundation for providing \$1 million in surge funding to DVNSW full members operating women's refuges

Thank you to Hall and Wilcox, ASX and the Cataylser Giving Platform for choosing DVNSW as their workplace giving recipient.





Our Donors

DVNSW was supported by many people in 2021-22 and extends a special thanks to all third-party fundraisers.



Samantha and Josh

DVNSW extends a huge thank you to Samantha Carmont, who walked 60kms a day for the whole of January to raise awareness of domestic violence. Sam generously donated the funds to DVNSW and Women's Community Shelters. (Pictured with her partner Josh, WCS CEO and DVNSW Chair Annabelle Daniel and Interim CEO, Elise Phillips).



Psychic Supper

DVNSW extends a huge thank you to Nantah Ensom and Sophy Robertson who hosted a Psychic Supper fundraising dinner in June 2022. Pictured above: Sophy left, Nantah right and our Interim CEO, Elise Phillips.

Our Volunteers

We thank all our volunteers who generously provided their time and expertise to DVNSW. This includes volunteers, interns and students who supported the organisation in various ways from helping at the conference to contributing to other aspects of work. This support is invaluable to the DVNSW team.

The 2022 Conference was supported by volunteers who made an outstanding contribution to this in-person event. Special thanks to Pooja, Shana, Michelle, Judith, Sally, Grace, Georgia and Peter.

We appreciate the support of governance volunteer Grace Logvyn, administration volunteers Lily Velez and Theresa Hoang, and graphic design volunteers Sumedha D'Mari and Claire Say.

DVNSW work placement students during the year have furthered DVNSW's capacity. Thank you to Madison, Virginia, Angela, Jane and Grace for their passion and commitment.

Student Interns and Volunteers

"Having worked for government organisations in the past, it was great to learn more about the function of a peak, non-government organisation, including the strategic planning that takes place to ensure that statewide and national goals are being worked towards and achieved." – Jane Jenkins, Master of Social Work Student

"Working with the peak body for domestic and family violence services in NSW has given me the chance to see their influential work that directly benefits the domestic and family violence sector. DVNSW's mission of ending gendered violence is highlighted in the daily work of the team, who share a true passion for supporting victim-survivors." – Grace Neale, Master of Criminology Student



Facebook: DVNSW
Instagram: dvnsw
Twitter: dv_NSW
Phone: 02 9698 9777
Email: admin@dvnsw.org.au
Website: dvnsw.org.au

TO DONATE PLEASE VISIT
www.dvnsw.org.au/donate

All content was correct at time of
publication.

Domestic Violence NSW
P.O. Box 3311, Redfern NSW 2016
ABN: 51 326 110 595

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Registered Charity



Helpful Contacts

1800 RESPECT

Phone: 1800 737 732

Website: 1800respect.org.au

24/7 National counselling helpline, information
and support.

DOMESTIC VIOLENCE LINE

Phone: 1800 656 463

Website: facs.nsw.gov.au/domestic-violence

24/7 Domestic Violence helpline for information,
support and referral services in NSW.

SEXUAL, DOMESTIC AND FAMILY VIOLENCE HELPLINE

Phone: 1800 943 539

24/7 National counselling line for anyone whose
life has been impacted by domestic or family
violence.

FULL STOP AUSTRALIA

Phone: 1800 385 578

Website: www.fullstop.org.au

Full Stop Australia provides support, education
and advocacy to put a full stop to sexual, domestic
or family violence.

NO TO VIOLENCE – MENS REFERRAL SERVICE

Phone: 1300 766 491

Website: ntv.org.au

24/7 NSW helpline for men taking responsibility
for their violent behaviour. Provides support and
referral for women and men seeking information
on behalf of their male partners, friends or family
members, and workers in a range of agencies
seeking assistance for their clients who are men.