

Conference speaker biographies and abstracts

Contents

Alderman, Daniel	3
Atkinson, Emeritus Professor Judy.....	3
Bartjen-Westermann, Christa	4
Bevis, Miriam	4
Bolton, Sally	4
Brady, Aileen.....	5
Braybook, Antoinette.....	5
Brownlee, Sue	6
Burke, Jackie.....	6
Campbell, Desmond.....	7
Campbell, Shirleen	8
Chung, Samantha	8
Corbo, Maree	8
Crane, Susan.....	8
Danganbarr, Bettina.....	9
Dally, Genevieve.....	9
Drysdale, Penny	9
Dyall, Danielle	10
Fawkner, Matt.....	10
Fejo-King, Dr Christine	11
Gamble, Jo.....	11
Jablonka, John	11
Joshi, Dr Vijaya	12
King, Charlie	12
Lee, Aunty Bilawara	13
Lee, Josephine	13
Lethlean, Vanessa	13
Louth, Dr Jonathon.....	14
McIntyre, Tully	14
McFerran, Ludo.....	14
McMillan, Dr Dina	15

Murdolo, Dr Adele 15
Osuna-Gatty, Isabel..... 16
Pengilley, Annabel..... 16
Shilton, Leni..... 17
Simpson, Joy..... 17
Smith, Professor James 17
Stephens, Donna 18
Torres, Michael 18
Tuttle, Hayley 19
Uebergang, Rachael 19
Watt, Jacqui 20
Yffer, Anna 20

Alderman, Daniel

Bio

Daniel has worked in the HIV and community sector for over 25yrs. In early 2000 Daniel did research into LGBTI experiences of violence, homophobia and discrimination which lead to working with the NT Police to set up a GLLO Project. In 2002 Daniel worked on a team of people putting the equality before the law package to the first Territory Labor Party, NTAHC run workshops and work place development programs across the territory. Throughout these workshops we raise issues such as same sex intimate partner violence and family violence.

Atkinson, Emeritus Professor Judy

Keynote presentation: *When women show the way - Domestic family and sexual violence - Pathways to change*

Bio

Emeritus Professor Judy Atkinson retired from formal academic work at the end of 2010. She researched and co-authored the Aboriginal and Torres Strait Islander Women's Task Force on Violence Report for the Queensland government. Her book, Trauma Trails – Recreating Songlines The transgenerational effects of Trauma in Indigenous Australia, was shortlisted for an Australian Human Rights Award.

In 2006 she won the Carrick Neville Bonner Award for her curriculum development and innovative teaching practice. In 2011 she received the Fritz Redlich Award for Human Rights and Mental Health, from the Harvard University Global Mental Health Trauma and Recovery program, of which she is a graduate. In 2019 she was awarded an Order of Australia for significant service to the indigenous community, to education, and to mental health.

She is presently Patron of the We Al-li Trust, as she continues to work across Australia and in Papua New Guinea on community based violence-trauma specific recovery programs. She is working with the University of Wollongong in the development of specialized postgraduate programs: the Graduate Certificate in Indigenous Trauma Care and Recovery Practice, and Healing from Trauma Children and Youth, designed specifically to build an Indigenous trauma skilled workforce.

She also serves on a number of International advisory bodies: The board of Independent Academic Research Studies on Restorative Justice (IARS -RJ) based in London; a member of the international advisory group for Humanity United, an US Philanthropic Foundation supported by the Omidyar family, dedicated to building peace and advancing human freedom; and a member of a group of scholars involved in a 5 year project on Historical Trauma and Memory: Postcolonial Legacies and the Meaning of Being Human, based at the Centre for Historical Trauma and Transformation Studies based at Stellenbosch University South Africa.

Abstract

Working with the women in Alice Springs Correctional Centre taught us some things. Starting with the Anger Violence Boundaries and Safety (AVBS) and then moving to Loss Trauma History maps (LTHM) the Kungas Stopping Violence Program (KSVP) found less work had to be done on AVBS, after we started the course with Loss - trauma. We found the women generally, would have diagnosis of complex trauma. We also learnt that under child protection principles, when a child was removed from a couple, and they had visitation rights which took place at the Kungas office, 'family therapy' worked with couples wanting to regain custody of their child - children, as the women shared those parts of her map she felt safe to share, with her partner, resulting in intense in-language discussions (e.g. private from the Kunga worker), issues were resolved and parenting had the potential to change the lives of the two traumatised parents, once opening the healing pathway for children, into the future. A question therefore: Is the KSVP a model, a model that can be built on outside of a correctional centre, honouring the Northern Territory's statement that Safety is Everyone's Right.

Bartjen-Westermann, Christa

Bio

Christa Bartjen- Westermann is the Manager of the Central Australia Sexual Assault Referral Centre in Alice Springs since 2015, a service which combines forensic medical services and counselling for adults, Young people and children. Christa is passionate holds a Social Work Degree and a Masters in Intercultural Communication and European Studies and has worked in Germany and Australia. Since moving to Alice Springs in 2004 she has worked for the Non- Government and Non-Government sector and strongly believes in an interagency and collaborative approach. Christa is determined and passionate about advocating for the rights of victims, striving to ensure a culturally safe service that is client focussed, trauma informed and accessible. Christa has been and still is involved with many domestic and sexual violence committees and boards, including being an active member of the National Association of Services Against Sexual Violence (NASASV). Maintaining a safe, supportive and responsive service for all clients is her vision.

Bevis, Miriam

Bio

Miriam Bevis is the program manager for the Kunga Stopping Violence Program with NAAJA (North Australian Aboriginal Justice Agency). She has been in this role since 2015. The Kunga program is based in Alice Springs and works with Aboriginal women who have been incarcerated for using force. Miriam has a background in social work, community development, and education.

Abstract

The Kunga Stopping Violence Program works with Aboriginal women in prison and supports them when they are released. This presentation will share the model and aspects of the Kunga program that we find works to engage women and their families who have histories of trauma and who are immersed in the ongoing social determinants of substance use and incarceration.

Bolton, Sally

Bio

Sally Bolton is the Judicial Registrar and Director of the Local Court in Alice Springs. Sally worked for a decade as a Family Lawyer at Northern Territory Legal Aid, first in Alice Springs, then Darwin. Sally specialised in family law parenting, child protection and domestic violence matters, representing victims and perpetrators of domestic violence in all of those contexts. Sally also represented children affected by domestic violence as an Independent Children's Lawyer and has contributed extensively to relevant policy and law reform. Sally also previously worked as the Alice Springs' Domestic Violence Legal Service lawyer in Alice Springs when she first came to the Territory in 2006.

Abstract

Presentation by Sally Bolton and Penny Drysdale

Work is progressing towards the establishment of the Specialist Approach to Domestic Violence at the Alice Springs Local Court. Sally Bolton, Judicial Registrar of the Local Court, and Director of Courts, Southern Region, and Penny Drysdale, Senior Policy Officer and Lawyer, Department of Attorney-General and Justice will provide an overview of this initiative. The aim of the approach is to improve victim safety and offender accountability, including increased opportunities for offenders to change their behaviour. A \$10 million upgrade to the Alice Springs Local Court is under way, which includes a separate entrance and waiting area for victims of DFSV. Practice directions, listing practices and procedures will ensure the dynamics of domestic and family violence are taken into account in the operation of the Local Court. A Family Violence Co-ordinator will be employed and NGO services will be co-located at the Court. There will be a staged implementation of the Specialist Approach with the first stage expected to commence later this year.

Brady, Aileen

Bio

Aileen Brady is an Anangu woman from Amata in South Australia. She has worked in many roles over the years, including working for Red Cross and NPY Women's Council, in support of young people and people with disabilities. In 2018 Aileen joined the Domestic & Family Violence Service (DFVS) at NPY Women's Council as an Anangu Support Worker where she supports Anangu women who are coming together to tell their stories and to support one another. Aileen is a co-researcher in the Sexual Assault Research team at the NPY Women's Council.

Abstract

Healing from within – an Anangu approach to ending violence

NPY Women's Council, Domestic & Family Violence Service

Our work is based on a genuine belief that resistance to violence is already occurring by Anangu women living and working in the communities of the NPY Lands. In this women's only session, we will share stories of the work Anangu women are involved in with our Service, to end violence in their communities.

Braybrook, Antoinette

Bio

Antoinette Braybrook is an Aboriginal woman who was born in Victoria on Wurundjeri country. Antoinette's grandfather and mother's line is through the Kuku Yalanji, North Queensland. Antoinette is the CEO of Djirra (formerly FVPLS Victoria), a position she has held since the service was established 15 years ago. Djirra is an Aboriginal Community Controlled Organisation which provides holistic, culturally safe and specialist legal and non-legal support to Aboriginal and Torres Strait Islander people who experience family violence - predominantly women. Djirra also designs and delivers important, community-based early intervention and prevention programs and undertakes policy and law reform work to improve access to justice, strengthen Aboriginal and Torres Strait Islander women's resilience and reduce vulnerability to violence.

In addition to Antoinette's leadership of Djirra, she has held the elected position of National Convenor of the National Family Violence Prevention Legal Services Forum (National FVPLS Forum) since 2012. The National FVPLS Forum is the peak body for the 14 FVPLSs throughout Australia. Antoinette's advocacy work includes positions held on advisory groups, expert panels and consultative roles to State and Federal Organisations also having received the following awards:

- 2015 Law Institute of Victoria: Access to Justice/Pro Bono Award
- 2015 Australian Centre for Leadership for Women award for Sustaining Women's Empowerment
- 2016 Harvard Club of Victoria's Non-Profit Fellowship Program to attend Strategic Perspectives in Non-profit Management program at Harvard Business School, Boston USA
- 2017 Inspirational Women of Yarra Award

As a highly regarded public speaker, who seeks to give a voice to Aboriginal victim/survivors of violence, Antoinette has been honoured to joint present with Special Rapporteur Rashida Manjo at the United Nations Commission on the Status of Women Conference in New York, March 2013 and has recently been honoured on the Gender Justice Legacy wall in recognition for her contribution to advances in the gender justice field in celebration of 15 years of the ICC and 20 years since the adoption of the Rome Statute.

Abstract

Sharing stories, finding solutions.

The disproportionate levels of family violence against Aboriginal and Torres Strait Islander women are interconnected with disproportionate and escalating rates of imprisonment and child removals. The justice, child protection and prison systems

are not broken: they were never designed to support the safety and wellbeing of Aboriginal women. Solutions to challenging and preventing all forms of violence must be built on self-determination, outside and beyond the current unjust system.

Djirra is a specialist in Aboriginal community-controlled organisation dedicated to supporting Aboriginal victim/survivors of family violence and sexual assault, predominantly women and their children. Antoinette Braybrook's presentation will address the urgent need for increased frontend support for Aboriginal mothers and their children and investment in specialist community-controlled solutions. Antoinette will share best-practice examples of Djirra's culturally safe, holistic and specialist programs that build Aboriginal women's cultural strength and resilience to violence, increase access to justice and disrupt pathways to imprisonment.

Brownlee, Sue

Bio

Sue is a 40-year resident of the Northern Territory and has 22 years of experience in both direct service provision and management in the NT community service sector. Her work has included counselling, community education, advocacy and policy development, as well as service coordination, and project development.

She has a long-standing commitment to working in the field of social justice, with a particular interest in gender inequality and its impact on lived experience. Sue currently holds the position of Community Educator at Dawn House and completed work on the Elder Abuse Prevention Project with Darwin Community Legal Service in 2018/19.

Abstract

The Elder Abuse Prevention Project was funded for 12 months by Territory Families to raise community awareness, develop resources, determine prevalence, provide information and training, and policy analysis to urban, rural and remote communities in the NT about preventing the abuse and neglect of older people. Service providers and carers were the groups targeted for input to the Project.

It became clear during the course of the Project that the mistreatment of older people across a range of behaviours is commonly encountered by service providers who experience a high degree of frustration in how best to support their service users. A cultural shift that respects and values older people, and a tailored approach to protect those who are vulnerable is required. This presentation will provide information about the consultation process, key results of the online survey and findings from the Project.

Burke, Jackie

Bio

Jackie Burke is a registered psychologist with 20 years' experience in counselling and supervision services. She has worked in remote Australia, regional and metropolitan NSW, and has directed national programs for people affected by sexual, domestic and family violence. She is an awarded researcher, a sought-after speaker and trainer on topics including trauma, sexual and domestic violence, clinical supervision, trauma informed practice, and vicarious trauma – a construct she has been researching for over 13 years.

After holding senior management roles for the past 15 years, Jackie established her own private practice and consultancy business in 2017. She is a published author with an adjunct position at Western Sydney University. When not working, Jackie tries to maintain a regular yoga practice and enjoys a good murder mystery.

Abstract

Vicarious Trauma Presentation

This presentation is a primer on vicarious trauma. Learn who is at risk and why, how to recognize vicarious trauma and differentiate it from other workplace stressors. Understand your obligations in relation to managing this WHS hazard and take away effective and easy to apply strategies to effectively manage vicarious trauma.

Who should attend? All staff members who are exposed to traumatic information as a part of their work role. Supervisors and managers who work with people exposed to traumatic information as a product of their work.

Learning Outcomes

- Understand what is and is not vicarious trauma
- Differentiate vicarious trauma from burnout and other types of stress
- Recognize the symptoms of vicarious trauma
- Implement proven strategies for effectively managing vicarious trauma

Complex Trauma

The term complex trauma is used a lot in clinical and support services but exactly what is it and how is it different to other types of trauma? Learn about what makes trauma complex, why working with complex trauma is so challenging and ensure that your work with people with complex trauma is both safe and effective. Who should attend? All staff who work in human services whether their role is specifically to address trauma impacts or not can benefit from this presentation.

Learning Outcomes

- Differentiate trauma from complex trauma
- Understand why complex trauma is so challenging
- Compare complex trauma with Borderline Personality Disorder
- Effective practice with complex trauma

Campbell, Desmond

Bio

Currently based in Darwin, Desmond is the youngest of 14 children growing up in Katherine, Northern Territory. He is the descendant of the Nglakan people of Ngukurr in south east Arnhem Land and Gurindji from central Australia. Desmond has pursued a public sector career, mostly working as a conduit between community and government on community based program such as a psychological education program for violent offenders. More recently Desmond has recently developed a Gender Equity strategy for the NT Attorney-General and Justice Department and is in the process of implementing across the department. He also works as a Safety Assessment Officer for the Northern Territory, providing a service to victims/survivors of DFV to ensure their homes are secure and safe. Desmond is actively engaged with men, especially Aboriginal men to be leaders in his community against domestic and family violence, in the past providing free community workshops to local Aboriginal and Torres Strait Islander men who want to learn more about the prevention of domestic and family violence.

Desmond is also Chairperson of the NT Youth Ministers, Youth Justice Advisory Committee; providing advice and direction to the Minister to ensure the appropriate delivery of youth justice in the NT. Desmond has participated in a number of policy reforms, including the development and the implementation of the NT Domestic and Family Violence Reduction Strategy 2014-17: Safety is Everyone's Right. Through community and organisational partnerships, the strategy was able to reduce the rate of domestic and family violence by 17% in the Northern Territory and provide services for victims, perpetrators and their families in a culturally sensitive and respectful method. Desmond has also played a role in contributing to the current Northern Territory Domestic, Family and Sexual violence Reduction Framework 2018-2028. Desmond is a strong advocate for community-led, Aboriginal-led approaches to educating and breaking the cycle of domestic and family violence.

Abstract

Men, along with women want to see the DV cycle broken. In order to break the DV cycle we need men at the table discussing policy reform, prevention and program delivery to change behaviours.

Campbell, Shirleen

Bio

I am an Aboriginal women from Alice Springs, central Australia who has a passion for Empowering women & children, and increasing visibility of Aboriginal women through their own stories and voice's. Aboriginal culture has always shared our lessons, law and culture through stories telling. I personally myself have been pivotal to the development of the Tangentyere Women's Family Safety Group; we have issues for women, children & men and community regarding violence and are now the Governance Group for the Tangentyere Family Violence Programs. Since 2014 our group of town camp women have advocated to Government the issue's surrounding Family & Domestic Violence. As Aboriginal women in 2019, our voices are not often heard no matter how much we call out. Our stories are not often recorded, no matter how much we do for our families and the community.

I want to see changes. For me, as Aboriginal women, there are so many stories that I want to tell and so many stories to explore. The reason I would like to be on the panel is to let other people know and be aware of family and domestic violence. As Aboriginal women we have the knowledge, stories and resilience to share. We are committed to what we do every day because this is our home, our country, our family & out future. It's not about breaking the family structure, but to help build and keep the support of our women, children & men safe for the future ahead. As Aboriginal women, we are standing up for other women without a voice. We are also asking all me, walk of life and different background and culture to say #ISTANDWITHYOU against Family & Domestic Violence. We would like Aboriginal Women and other cultures to feel safe and strong for other people to know that we can all walk together for a better future

Chung, Samantha

TBC

Corbo, Maree

Bio

Maree Corbo has worked with both victims and perpetrators of Domestic and Family Violence for over 10 years and is currently the Program Manager in the Family Violence Prevention Programs (FVPP) at Tangentyere Council in Alice Springs. Tangentyere Council is the primary service provider for a service population in excess of 3300 Aboriginal people living on or visiting on the 16 Alice Springs Town Camps. The FVPP includes a Men's Behaviour Change Program (operating under the No To Violence minimum standards), the Tangentyere Women's Family Safety group, Family Violence training and prevention for Town Camp residents since this time the program began a Specialist Children's Program for young Aboriginal people. Maree works closely with the Town Camp residents who have local knowledge, experience and importantly a key understanding of the cultural strengths of their community. As a result, all aspects of the FVPP take a "ground up approach" to working within the community.

Crane, Susan

Bio

Susan Crane is the Executive Officer of Dawn House, Darwin and has been in the position for the past 6 ½ years. Dawn House provides emergency accommodation and support services to women with children who are experiencing domestic violence. She has worked in the area of domestic violence for the last 23 years in a range of different roles including various roles within Dawn House and as Community Educator with the Tasmanian Department of Health. Susan is also the victim representative on the NT parole board.

Abstract

Dawn House has been providing accommodation and support services to women and children escaping domestic and family violence since 1976. Working in the front line of a domestic and family violence service can be pretty confronting and challenging at times and yet Dawn House has a pretty healthy retention rate for staff and staff have fed back that they really enjoy working at Dawn House (most of the time). Susan Crane, Executive Officer, will be providing information about strategies used to retain staff and the practices put in place to provide ongoing support to staff and make staff feel appreciated for the amazing work they do.

Danganbarr, Bettina

Bio

Founder and Chairperson, Galiwin'ku Women's Space Inc; Anti-domestic violence campaigner Bettina Danganbarr is a Galiwin'ku community leader and role model for future generations of strong women. She has worked as an Aboriginal Community Police Officer for 11 years during which time she also founded Galiwin'ku Women's Space Inc (GWS) of which she is currently Chairperson. Though her work with the police and GWS she has inspired many community members to rise up and work towards her vision of a stronger and safer community free from domestic and family violence. She works tirelessly through her work and personal life to empower young women to become strong future leaders and in 2018 Danganbarr was the recipient of NT Australian Local Hero award. Through supporting families overcome their experiences of domestic and family violence through grassroots initiatives Danganbarr is creating a brighter future for the next generations of her community.

Dally, Genevieve

Bio

Genevieve Dally is a Nurse with 15 years' experience in the sexual and reproductive health sector. A passion for advocacy, education and addressing gaps in access to services for vulnerable communities has led Genevieve to a career in sexual assault nursing.

Genevieve has a Master's in Public Health and a Master's in Business Administration and for the previous 3 years has been employed by the Darwin Sexual Assault Referral Centre as a Forensic Nurse Examiner. The rollout of the Preliminary Forensic Kits across the NT and the development of the online training package has been a passion project for Genevieve as early evidence kits provide victim/survivors with access to improved, inclusive services and enhanced choices within the Justice system.

Drysdale, Penny

Bio

Penny Drysdale is a lawyer and senior policy adviser in the Department of Attorney-General and Justice. Penny has worked on domestic violence, sexual assault and other justice and social policy reforms for over 25 years. She wrote the first whole-of-government Women's Safety Strategy in Victoria. Penny worked in Alice Springs for seven years as a consultant, and was project manager and then manager at the Akeyulerre Healing Centre established and run by Arrernte Elders. Penny is trained in deep democracy facilitation techniques, and is a freelance writer. Her book of poetry 'Dew and Broken Glass' was published in 2017.

Abstract

Presentation by Penny Drysdale and Sally Bolton

Work is progressing towards the establishment of the Specialist Approach to Domestic Violence at the Alice Springs Local Court. Sally Bolton, Judicial Registrar of the Local Court, and Director of Courts, Southern Region, and Penny Drysdale,

Senior Policy Officer and Lawyer, Department of Attorney-General and Justice will provide an overview of this initiative. The aim of the approach is to improve victim safety and offender accountability, including increased opportunities for offenders to change their behaviour. A \$10 million upgrade to the Alice Springs Local Court is under way, which includes a separate entrance and waiting area for victims of DFSV. Practice directions, listing practices and procedures will ensure the dynamics of domestic and family violence are taken into account in the operation of the Local Court. A Family Violence Co-ordinator will be employed and NGO services will be co-located at the Court. There will be a staged implementation of the Specialist Approach with the first stage expected to commence later this year.

Dyall, Danielle

Bio

Danielle Dyall is a proud Minjungbal woman from Tweed Heads and a mother of two beautiful boys. Danielle is currently enrolled in Masters of public health at Charles Darwin University and has been awarded a Bachelor degree in (Trauma and Healing) Indigenous Studies and a graduate diploma in public health. Danielle has spent many years working closely with her community within a variety of projects and roles. Danielle has always ensured that she works in a culturally responsive and trauma informed way.

Drawing from her own life experiences and education Danielle has worked closely with families who have lived through traumatic experiences and feels constantly inspired by people's resilience, and strength that she is shown through her work. Danielle moved to the Northern Territory in 2016 where she has taken up work with AMSANT as Team Leader in supporting Trauma informed care and Social Emotional Wellbeing for Aboriginal Community Controlled health services across the Northern Territory. This role includes facilitating Trauma Informed Care training for Primary Health Care services in communities across the Territory.

Abstract

Presentation by Aboriginal Medical Services Alliance Northern Territory (AMSANT) Social Emotional Wellbeing and Trauma Informed Care team: Danielle Dyall and team

Culturally Responsive Trauma Informed Care: Healing practices to trauma

For thousands of years Aboriginal and Torres Strait Islander peoples have been living on country and transferring their cultural knowledge and wisdom across the generations. Before the fabric of life became disrupted from colonisation there were strong systems and practices which kept families and children strong. These practices were trauma informed. Sadly, due to a legacy of oppressive policies and practices in Australia, many Indigenous communities have been affected by complex or intergenerational trauma which can have profound impacts on child development, as well as on physical, social and emotional wellbeing. This interactive workshop will briefly discuss the physiology of trauma and how this relates to social emotional wellbeing. There will be a discussion around the protective factors for social emotional wellbeing within an Aboriginal perspective and how this model fits within a Trauma informed care approach. This conversation will lead into interactive and creative activities that draw upon existing knowledge of Aboriginal healing approaches to trauma and wellbeing.

Fawkner, Matt

Bio

Matt Fawkner is the Principal Legal Officer at the Katherine Women's Information and Legal Centre (KWILS). He has been practicing in Katherine since 2011.

Abstract

An examination of data trends in the Katherine Local Court and their significance on Domestic and Family Violence matters.

Fejo-King, Dr Christine

Bio

Dr Christine Fejo-King is a senior Larrakia Elder. Her Father was a Larrakia man from Darwin and her Mother is a Warumungu woman from Tennant Creek. Christine has been a social worker for more than 30 years and has worked in the areas of mental health, suicide prevention, substance misuse, palliative care, education and community development. In 2012 Christine completed a PhD through the Australian Catholic University in Canberra. Her research focused on the Kinship systems of the Larrakia and Warumungu people and how a knowledge of Aboriginal Kinship could impact on Social Work in Australian education, research and practice. Christine has more recently worked as a consultant with the NT Complaints Commissioner, the NT Public Guardian and is currently employed as the Director Child and Family Centres with the Northern Territory Government.

Abstract

Aboriginal people are shrugging off the cruddy coat of continuing colonisation and disempowerment, practitioners adjusting our spectacles or getting new ones if we need them, translates to changing practice. With the arrival of the British in Australia the coat of oppression, deficit and being the children of lesser ancestral beings was placed on the shoulders of First Australians. As a result, today the First Australians are often viewed through a deficit lens with views being formed through what is seen and heard through the work that practitioners are working on a day to day basis, often forgetting that this is a view of a particular group of people, not all Aboriginal people. This presentation challenges practitioners and others to recognise that what they are seeing and doing is not the full picture. To see some of the strengths and resilience of Aboriginal people when they take off and cast aside the coat of oppression, domination and continuing colonising practices. A number of examples will be shared to illustrate what can hide beneath the cruddy coat of oppression!

Gamble, Jo

Bio

Jo has a degree in Social Work and has been the Executive Officer of the Katherine Women's Crisis Centre for the past 14 years. She has lived and worked in the Katherine region for the past 20 years, with a passion and commitment to equality and empowering women. She holds a vision for the region to work towards strengthening families.

Abstract

Intersection between Child Protection and Domestic Family Violence

The Royal Commission into the Detention and Protection of Children in the Northern Territory highlighted differences in understanding and therefore practice, between DFV services and statutory child protection services. To improve practice and create better outcomes for children and families exposed to domestic and family violence, The Safe and Together Model has been adopted by Territory Families and implemented by The Katherine Women's Crisis Centre. This session will explore the Safe and Together Model, why the model was implemented for both services, how it works in practice and the benefits of government and non-government services being able to work collaboratively using this model.

Jablonka, John

Bio

Since 2010 John has worked at NT Legal Aid, designing and doing community legal education with young people, multicultural groups, Aboriginal and Torres Strait Islander communities and service providers across the NT. This has included designing and adapting participatory approaches to link preventive legal education and respectful relationships. John holds a Bachelor of Arts and a Masters in Social Science (Community Development). He has 29 years' experience facilitating participatory workshops in youth work, health promotion, intercultural competence, legal education and community development in Australia, Asia, and the Pacific.

John has worked on community based programs such as respectful relationships workshops with young people and international development programs such as a regional gender and human rights training program in 9 Pacific countries and regional community educators training programs on reproductive rights in 4 Southeast Asian countries. More recently he worked on the Blurred Borders project developing education materials on criminal processes and domestic violence laws for the NT and the Kimberley. John has spent most of his life's work and study trying to work out how to enable meaningful participation by communities in culturally complex settings.

Joshi, Dr Vijaya

Bio

Vijaya is passionate about inclusive program design and quality evaluation as a way of achieving lasting social impact and change. Vijaya's experience in domestic and family violence evaluations includes reviews of DFSV service delivery organisations in East Timor and for the Victorian Aboriginal Child Care Agency. Vijaya has a PhD in Women's Studies from Clark University, Massachusetts, and a Graduate Certificate in Social Impact from the Melbourne Business School. She is a member of the Research Evaluation Committee of the Australian Health Practitioners Regulation Agency, holds membership of the Australasian Evaluation Society and the Australian Institute of Company Directors, and is an Honorary Fellow at the Menzies School of Health Research.

Abstract

Presentation by Ms. Donna Stephens, Dr. Vijaya Joshi, and Professor James Smith

The Territory Families Domestic, Family and Sexual Violence (DFSV) Reduction Framework, with associated action plans, represents a significant investment in DFSV in the NT. The Framework details a number of activities and initiatives that seek to reduce the prevalence of DFSV, promote effective and early interventions and responses, implement measures that hold perpetrators to account, and develop an effective policy and leadership framework. Charles Darwin University and Menzies School of Health Research together are developing the Framework's monitoring and evaluation plan to assist with measuring and valuing change in these areas. The plan will be developed using existing data sources from government and non-government agencies, and through consultations with stakeholders in the sector. This presentation details work completed to date, and will seek input from conference participants on further development of the monitoring and evaluation plan.

King, Charlie

Bio

A youth worker for more than 20 years, Charlie has been engaged in community development, juvenile justice and child protection. He was the Chairman of the NT Department of Children and Families' Advisory Council from 2006-2008, was a member of the Child Protection Review Team from 1990- 1994 and managed the Youth Services office from 1999-2003. He was the Chairperson of IMAC (Indigenous Men's Advisory Council) from 2012-2018 and was also the Chairperson of the Bonner Committee (ABC Indigenous Advisory Committee) from 2012-2018.

Charlie has been a sports commentator on the ABC since 1990, hosting Grandstand and has commentated on various sports including Australian Rules football and cricket. As a broadcaster, Charlie was the first Indigenous Australian to commentate at an Olympic Games, in Beijing 2008. His broadcasting career included coverage of the London Olympic Games and the Commonwealth Games in Kuala Lumpur, Manchester and Melbourne.

Charlie has been working in partnership with CatholicCare NT since 2006 developing strong men's programs and the No More Campaign, targeting sporting codes to address violence in their clubs and with their supporters. His work has been recognized through a range of national and Territory level awards including NAIDOC Awards, Darwin City Council Citizen of the Year Award, Rotary Awards and an Order of Australia Medal (OAM) for his services to the broadcast media and the Indigenous community. Most recently Charlie was awarded the Fitzgerald Social Change Award, a human rights award for bringing communities together and he is the 2019 NT Senior Australian of the Year.

Lee, Aunty Bilawara

Bio

Aunty Bilawara Lee is an Elder of the Larrakia Nation of Darwin Northern Territory, Australia, Her name Bilawara means the red tailed black cockatoo: an ancestral spirit Being that brings about change. She is the Larrakia Academic in Residence at Charles Darwin University and is a director on several Boards and Advisory Committees.

Aunty Bilawara is acknowledged and respected as a healer and teacher of the ancient wisdoms of Aboriginal Spirituality and Healing and she is the Australian Aboriginal representative on the International Indigenous Grandmothers Council, the Wisdom Keepers of the Worlds Ancient Sacred Knowledge. Aunty Bilawara is an internationally published author with two books Star Dreaming and Healing from the Dilly Bag. Aunty Bilawara's family, her culture and spirituality are fundamental to her identity and wellbeing and is very important for her spiritual journey in this lifetime.

Lee, Josephine

Bio

I am Gudjala woman through my maternal grandmother's lineage from North Queensland. I have worked as a social worker for over 30 years and worked in the Northern Territory for 21 years. I am married to a Larrakia man. I chose Social Work as a profession for being the vehicle for change. I grew up in an environment that gave me an acute awareness of social injustice and the level of racism in our society, particularly towards Aboriginal people. I have worked in many fields of human services (human suffering) through non- government and government services. I started in the field of violence and child abuse when I was working as a refuge worker for 3 and half years and as a youth worker in a group home for the most abused children with complex trauma and related behaviours. I have worked in varied positions in child protection and juvenile justice. I've largely worked in the counselling, therapy, training and critical incident response.

Abstract

I am going to have a big yarn with you all about what I've learned as core principles for practice from my over 50-year life span as an Aboriginal person and my 30-year career as a social worker, an agent of change. The main principles for practice I will focus on are; courage, compassion, competent care and cultural competence. I will draw on theories and approaches that have served me well as a practitioner, particularly in walking alongside those with complex trauma and disadvantage. Relationship-based, trauma-informed, narrative therapy, strengths-based and compassionate inquiry are the main ways of practice that I have witnessed impact on people's lives in a positive way and certainly not causing further harm. I will also touch on the topics of hope dealers and the importance of good self-care. My aim is for you to be committed to be a champion for meaningful change and that change is now

Lethlean, Vanessa

Bio

Vanessa Lethlean is Managing Solicitor of the Top End Women's Legal Service in Darwin, the former principal legal officer of the Central Australian Aboriginal Family Legal Unit, and a previous Solicitor Coordinator of the Central Australian Women's Legal Service. Vanessa holds degrees and has practised in both Social Worker and law, with particular concern for the rights of women and access to justice.

Louth, Dr Jonathon

Bio

Dr Jonathon Louth is a Research Fellow in The Australian Alliance for Social Enterprise at the University of South Australia. Jonathon has worked across government, the community sector and academia both in Australia and the United Kingdom. He has previously worked as an advisor for the South Australian Government. Jonathon's research focuses on intersections between social structures and the lived experience of the everyday. Drawing on this research within a community services and public policy setting, Jonathon has an interest and research expertise in community development and capacity building; approaches to complex social issues; and research and evaluation of community sector programs.

McIntyre, Tully

Bio

Tully McIntyre works in the Community Development and Trainer role at Women's Safety Services of Central Australia (WoSSCA), part of this role is to coordinate The Central Australian Family Violence & Sexual assault network (CAFVSAN). Tully has lived and worked in Central Australia for the last 5 years and has a background in environmental activism and social justice. Tully began work with WoSSCA in 2016, as a senior case worker at the crisis accommodation service & as part of the Remote case management Team shortly after, where she worked closely with high risk clients referred onto the Family Safety Framework (FSF).

McFerran, Ludo

Bio

Ludo McFerran has been an activist in the Australian domestic violence sector since 1978. She has worked in most aspects of the sector and was the first chair of the national peak body. She pioneered policy on support systems to enable women and children to stay safely in their homes, and the introduction of domestic violence rights and entitlements in Australian industrial and discrimination instruments.

Ludo managed the national Safe at Home, Safe at Work program funded by the Commonwealth Labor Government from 2010-2013. She is recognized internationally for her contribution to the provision of better workplace rights for workers affected by domestic violence. Ludo most recently attached to the Women and Work Research Group at the University of Sydney Business School. Now semi-retired she is advising a Chinese project on implementing new legislated requirements to protect affected Chinese workers and continues to provide targeted training and advocacy.

Abstract

Presentation by Ludo McFerran and Rachael Uebergang

Managing family violence at work- good practice in the NT

Australia led the world in introducing rights at work to support workers affected by domestic violence. Ludo McFerran who worked with unions and employers to develop these rights will report on how other countries and international bodies have responded to the Australian innovation and the impacts in Australia of a future ALP government commitment to provide five days paid domestic and family violence leave in the National Employment Standards which will affect most employees and employers. Rachael Uebergang, Director at the NT Working Women's Centre, will discuss training the NT public service to better manage family violence and some of the challenges this presents such as ensuring confidentiality and a safe workplace. Together they will consider the NT as a role model for better knowledge and practice is supporting working people in a family violence crisis.

McMillan, Dr Dina

Bio

Dr Dina McMillan is a social psychologist originally from California. In 2007, after moving to Australia, she developed a landmark program called, Unmasking the Abuser. This program offers a new, more effective approach to domestic violence prevention and response. It consists both of training for a wide range of professions and education offered directly to the public.

Dr McMillan's book, *But He Says He Loves Me: How to Avoid Being Trapped in a Manipulative Relationship*, is printed in 3 languages and sold in 14 countries. Her new book, *Just Hidden in Plain Sight*, will be available in early 2020.

Abstract

Hidden in Plain Sight: Prevention and Early Intervention of Domestic Violence

A 30- 45 minute talk by Dr Dina McMillan, PhD (workshop and Panel also available). Prevention and early intervention are the most undeveloped areas in domestic violence work. Many believe we cannot foresee whether relationships will become toxic so little can be done. Thanks to advances in social science and biology, we can predict whether a relationship is at risk of turning abusive and do so accurately and early, before a strong emotional bond is established. In addition to prevention, this knowledge offers key support to victims and survivors, reducing their risk of returning to an abusive relationship or being lured into a new one.

Dr Dina McMillan will share the specific tactics used to build and maintain abusive relationships, including the grooming ploys used at the beginning to lure in and trap unwary victims. She will also cover how these manipulations are modified to encourage victims to return to an abusive relationship, and outline ways the use of these manoeuvres can be recognised by practitioners. This new framework utilises relevant findings from social psychology research as well as key understandings on the workings of the brain. These new learnings form a foundation upon which a shift to more effective prevention and intervention education and support can be built.

Early prevention efforts are limited. Most consists of broad measures, such as plans for improved gender equality, or indirect, such as programs to boost self-esteem in vulnerable groups. Few early guidelines exist for practitioners to use or pass on to their clients. These typically consist of warnings about negative behaviours used in excess: too jealous, too controlling, too possessive, etc. Successful use of this advice requires accurate assessment of these behaviours plus the willingness and ability to withdraw from the relationship if these actions become severe.

Few victims or survivors know how to objectively weigh 'too much'. Even fewer can identify the manipulative manoeuvres used throughout these relationships to bind them to their abuser. Without these critical insights themselves, or simple methods for communicating these key facts, practitioners are limited in their ability to provide effective early assistance to their clients.

This discussion highlights the importance of training practitioners in the tactics of manipulation used in abusive relationships, including grooming, manoeuvres employed to entice victims back, and ploys directed by abusers towards authority figures. It will also detail simple keys for the accurate external identification of abusive strategies for practitioners, and offer suggestions for best practice in both prevention and victim support.

Murdolo, Dr Adele

Bio

Adele is from an Italian migrant background and has led the Multicultural Centre for Women's Health as its Executive Director for 17 years. She has a PhD in History and Women's Studies, and her research and publication areas include women's health, violence against women and feminist history and activism in Australia. Adele is a passionate speaker and advocate for building the status of immigrant and refugee women through research, practice and policy. As Executive Director, she provides strong leadership, expert advice and input into policy.

Abstract

The Multicultural Centre for Women's Health (MCWH) is a national women's health organisation, based in Melbourne, that is run by and for migrant and refugee women. MCWH works together with community organisations, health practitioners, employers, communities and governments to build and share knowledge, achieve equity and improve health and wellbeing for migrant and refugee women through health education, research, advocacy and capacity building. This presentation provides an outline of the feminist and intersectional framework that is adopted by the MCWH in their work preventing violence against migrant and refugee women. The presentation will detail the six key elements of a feminist intersectional approach and it will provide a case study of The Equality @ Work Project, a violence prevention program that has been delivered in the aged care sector, applying feminist and intersectional principles.

Osuna-Gatty, Isabel

Bio

Isabel Osuna-Gatty is currently the Project Coordinator for melaleuca Refugee Centre, she is responsible for two key programs – Side by Side (an awareness initiative promoting healthy and respectful relationships) and Connected Communities (a program helping families to improve social cohesion schools). Prior to joining Melaleuca, Isabel worked in different communities across Australia as an adult Language Literacy Numeracy/ ESL teacher before moving into educational management and community development. Isabel has a Master Degree in Psychology and is completing a Master in Social Work. Isabel is also involved in several national and international organisations that support lifelong learning and education.

Abstract

Melaleuca Refugee Centre has partnered with various community agencies and government organisations to create the Side by Side Project. The project is funded by the Office of Multicultural Affairs. Side by Side harnesses the community's wisdom and strengths through interactive and safe activities which help promote Respect and equality in relationships, Harmony and safety in the community and Community rights and responsibilities. Side by Side is about working with communities to promote respectful relationships that keep everyone safe.

Pengilley, Annabel

Bio

Annabel is the Managing Solicitor of the Domestic Violence Legal Service (DVLS) in Darwin Northern Territory. A standalone unit operated by the Northern Territory Legal Aid Commission, DVLS provides legal advice, a DV court duty service, court representation, referrals and non-legal supports to people experiencing or at risk of domestic and family violence in Darwin. In addition, DVLS provides input into policy and legislation affecting people experiencing or at risk of domestic violence.

Abstract

Victim or primary aggressor at a domestic violence incident? The challenge for first responders and the risks to victims when we get it wrong.

In this presentation we will look at resources which show us how perpetrators can present as the victim at a domestic violence incident, the common themes and signals of perpetrators acting as victims, and what we can do to help us better understand the dynamics of these situations at an early stage. We look at what happens to victims after they are labelled as the primary aggressor, the devastating impacts of separation from children, criminal charges and restraining orders against them and the long road they often must travel to find safety and justice.

Shilton, Leni

Bio

Leni Shilton has lived in central Australia for over 30 years working in remote areas in health and education. She currently coordinates the Community Program team in the Domestic & Family Violence Service (DFVS) at the NPY Women's Council. Leni co-authored the Strengthening Community Capacity to end violence – a framework that now guides work of the DFVS. She is also a co-researcher with Aileen, in the Sexual Assault Research team at NPY Women's Council.

Abstract

Presentation with Aileen Brady

Healing from within – an Anangu approach to ending violence NPY Women's Council, Domestic & Family Violence Service
Our work is based on a genuine belief that resistance to violence is already occurring by Anangu women living and working in the communities of the NPY Lands. In this women's only session, we will share stories of the work Anangu women are involved in with our Service, to end violence in their communities.

Simpson, Joy

Bio

Joy graduated with a Bachelor of Social Work in 1998 and later completed post graduate studies in Clinical Supervision and Public Sector Management. After completing BSW in Western Australia, Joy had a particular interest in working with survivors of DFSV with a focus on working with children. Joy worked in the non-government sector delivering therapeutic and educational programs to children. Joy later provided support and counselling to couples and families until she relocated to Nhulunbuy NT in 2004 to join the team at Territory Families. Joy commenced as a child protection practitioner with Territory Families, later transitioned into a leadership role in Darwin, followed by a management role in 2009. In August 2018, Joy transferred to the Territory Families Clinical & Professional Practice Leadership Directorate as Senior Practice Leader. The Directorate has been tasked with enhancing practice in TF Care and Protection, Youth Justice and Domestic, Family and Sexual Violence.

Abstract

Intersection between Child Protection and Domestic Family Violence

The Royal Commission into the Detention and Protection of Children in the Northern Territory highlighted differences in understanding and therefore practice, between DFV services and statutory child protection services. To improve practice and create better outcomes for children and families exposed to domestic and family violence, The Safe and Together Model has been adopted by Territory Families and implemented by The Katherine Women's Crisis Centre. This session will explore the Safe and Together Model, why the model was implemented for both services, how it works in practice and the benefits of government and non-government services being able to work collaboratively using this model.

Smith, Professor James

Bio

Professor James Smith is an applied social researcher with expertise in undertaking policy-relevant qualitative Indigenous health and education research and evaluation of local and national significance. He has managed over \$10M of Indigenous research projects in the NT over the past 4 ½ years, including multiple recent projects relating to alcohol harm minimisation, health literacy, justice reinvestment and social and emotional wellbeing.

He is a Fellow of the Australian Health Promotion Health Association and the current Editor-in-Chief of the Health Promotion Journal of Australia. Professor Smith also has more than a decade of experience working in senior management and executive roles in the NT, spanning government, non-government and academic contexts in both urban and remote settings.

Abstract

Presentation by Ms. Donna Stephens, Dr. Vijaya Joshi, and Professor James Smith

The Territory Families Domestic, Family and Sexual Violence (DFSV) Reduction Framework, with associated action plans, represents a significant investment in DFSV in the NT. The Framework details a number of activities and initiatives that seek to reduce the prevalence of DFSV, promote effective and early interventions and responses, implement measures that hold perpetrators to account, and develop an effective policy and leadership framework. Charles Darwin University and Menzies School of Health Research together are developing the Framework's monitoring and evaluation plan to assist with measuring and valuing change in these areas. The plan will be developed using existing data sources from government and non-government agencies, and through consultations with stakeholders in the sector. This presentation details work completed to date, and will seek input from conference participants on further development of the monitoring and evaluation plan.

Stephens, Donna

Bio

Ms. Donna Stephens is an Iwaidja woman, of the Muran clan in northwest Arnhem Land. She has more than 25 years' experience working in the education and research sector in the NT including early years, adult and higher education. She has been a member of several education boards including the Aboriginal and Torres Strait Islander standing committee – NT Board of Studies and NT Teacher Registration Board. She has held multiple education focused roles at Charles Darwin University (CDU), including the planning and delivery of a successful Remote Indigenous Researcher Forum in 2015. She is currently a Project and Research Officer within the Alcohol, Other Drugs and Gambling research team at Menzies School of Health Research, where she has led the demand study for alcohol treatment services in the NT, and a monitoring and evaluation capacity building project with the remote AOD workforce. She is also a current advisor with a national Indigenous evaluation project being led by Better Evaluation.

Abstract

Presentation by Ms. Donna Stephens, Dr. Vijaya Joshi, and Professor James Smith

The Territory Families Domestic, Family and Sexual Violence (DFSV) Reduction Framework, with associated action plans, represents a significant investment in DFSV in the NT. The Framework details a number of activities and initiatives that seek to reduce the prevalence of DFSV, promote effective and early interventions and responses, implement measures that hold perpetrators to account, and develop an effective policy and leadership framework. Charles Darwin University and Menzies School of Health Research together are developing the Framework's monitoring and evaluation plan to assist with measuring and valuing change in these areas. The plan will be developed using existing data sources from government and non-government agencies, and through consultations with stakeholders in the sector. This presentation details work completed to date, and will seek input from conference participants on further development of the monitoring and evaluation plan.

Torres, Michael

Bio

Michael is an Indigenous man whose clan is Jabirr Jabirr, north of Broome to Beagle Bay in Western Australia. He spent most of his life in northern Australia working between Broome and Darwin providing support services to Indigenous people and communities. He has a Diploma of Business (frontline management), Diploma of Counselling, and Certificates in Alcohol and Other Drugs Work, Community Services Work, Relationships and Communication Counselling. He has worked in Indigenous affairs for 36 years providing services to individuals and communities. His work involved community development, project administration, education and training, counselling and mentoring, art and music, and cultural healing activities for Indigenous people.

Since 2005 he worked with Darwin Aboriginal and Islander Women's Shelter as a Family violence counsellor and Project Manager, providing family violence counselling and education, and healing activities for Indigenous men. The Darwin Indigenous Men's Service was developed out of this project in response to the needs of men, families and communities in the Darwin area. Michael currently manages the Darwin Indigenous Men's Service, and their vision is to build strong, healthy, independent men by providing a safe, supportive, trauma informed, non-judgemental service for males to heal from grief, loss and trauma. Develop living skills, where they are encouraged to embrace changes that work towards building healthy, harmonious and equitable relationships, families and communities.

Tuttle, Hayley

Bio

Hayley is new to Darwin relocating at the end of 2018 from Townsville, Queensland. Hayley was holidaying in Darwin again in July/August 2018 and had a great time, so decided to make it permanent. Hayley has a B. Psychology with Post Grad Dip in Psychology. In Queensland, Hayley worked for the Qld Govt in child protection for over 14 years. Hayley has had every role across the child protection continuum in Qld including Family Group Meeting Convenor. Hayley is very excited to join Clinical and Professional Practice Leadership Directorate within Territory Families. Hayley has completed CORE training in the Safe and Together Model and is very excited to bring her knowledge and experience to support the implementation of this model across Territory Families. Hayley comes to the Directorate with a keen interest in the DFSV reforms and supporting a culture of ongoing learning and continuous practice improvement.

Abstract

Presentation by Joy Simpson and Jo Gamble

Intersection between Child Protection and Domestic Family Violence

The Royal Commission into the Detention and Protection of Children in the Northern Territory highlighted differences in understanding and therefore practice, between DFV services and statutory child protection services. To improve practice and create better outcomes for children and families exposed to domestic and family violence, The Safe and Together Model has been adopted by Territory Families and implemented by The Katherine Women's Crisis Centre. This session will explore the Safe and Together Model, why the model was implemented for both services, how it works in practice and the benefits of government and non-government services being able to work collaboratively using this model.

Uebergang, Rachael

Bio

Rachael Uebergang is a qualified social worker who moved into the field of industrial relations when she commenced her employment at the NT Working Women's Centre (NTWWC) in Darwin. She commenced as an Industrial Liaison Officer and was later appointed to the position of Director. In 2015, the NTWWC won the inaugural NT Human Rights Social Change Award for its work in the field of gender equity.

Prior to commencing a career in Industrial Relations, she worked in the field of mental health and as a Dance Therapist at the Deer Park Women's Prison. She is also a Graduate of the Australian Institute of Company Directors. Currently Rachael represents National Working Women's Centres on the Reference Group of the National Inquiry into Sexual Harassment in Australian Workplaces, undertaken by the Australian Human Rights Commission.

Abstract

Presentation by Rachael Uebergang and Ludo McFerran

Managing family violence at work- good practice in the NT

Australia led the world in introducing rights at work to support workers affected by domestic violence. Ludo McFerran who worked with unions and employers to develop these rights will report on how other countries and international bodies have responded to the Australian innovation and the impacts in Australia of a future ALP government commitment to provide

five days paid domestic and family violence leave in the National Employment Standards which will affect most employees and employers. Rachael Uebergang, Director at the NT Working Women's Centre, will discuss training the NT public service to better manage family violence and some of the challenges this presents such as ensuring confidentiality and a safe workplace. Together they will consider the NT as a role model for better knowledge and practice is supporting working people in a family violence crisis.

Watt, Jacqui

Bio

Since 2015 Jacqui has led No to Violence (NTV) through transformational change, growing and building further NTV's credibility as Australia's leading best practice organisation in men's family violence interventions.

NTV has established benchmark standards and training for individuals and organisations working to end men's use of family violence. It is over 25 years since NTV first opened its telephone call service and since then telephone workers have held 200,000 conversations. In addition, NTV members provide MBCP places every week in Victoria, NSW, Tasmania and Northern Territory.

This is Jacqui's third CEO role with previous peak roles advocating for community housing. She has worked at senior levels in the fields of alcohol and drugs, mental health, disability, social housing and social enterprise – always with a view to "How do we improve services for clients?". Jacqui holds an Honours degree in Social Policy from University of Edinburgh and a Masters in Management and Social Responsibility from Bristol University. Jacqui is also GAICD (Graduate of Australian Institute of Company Directors).

Abstract

This session on "Supported, Resourced and Informed workers" will present a summary of NTV's experience of working directly with men who use family violence in relation to what skills, qualities and support workers need to remain motivated, energetic and clear about their roles. Nationally NTV is increasingly seen as the voice of those who seek to practice effective interventions working with men who use DFV.

Reflecting on what we think NTV has learnt over 25 years, and offering a model for worker support and development, Jacqui will seek participant input and tease out the similarities and differences between work to support women and children, and the work with men. The issues in whole of family work will be touched on.

Key questions will be raised about how the system presently works; what might be getting in the way and what is needed to strengthen responses in the future. How can we meaningfully engage men earlier? How do we balance risk and safety? What gets in the way? How can we better support existing workers and train new ones? The session will balance a presentation with being interactive so that views of people working within NT can be shared and recorded.

Yffer, Anna

Bio

Anna Yffer is the Practice Manager at Women's Safety Services of Central Australia (WoSSCA), previously known as Alice Springs Women's Shelter, managing the client services and providing practice direction for the organisation. WoSSCA is a domestic and family violence organisation that takes clients from a 760 000 km² region in Central Australia and across three neighbouring states, providing case management and shelter accommodating more than 3000 women and children a year. Although the majority of WoSSCA clients are Aboriginal there is a growing culturally and linguistically diverse client base.

Anna has lived in Alice Springs for 10 years with her husband and three daughters. She has a broad skill set and a background in Behavioural Science. Having worked in a number of management roles for a range of organisations in Central Australia (and previously Melbourne) as well as holding governance positions she has gained extensive experience and a sound understanding of effective management practices. Anna has a particular interest in strength-based, adaptive leadership and providing support to women developing their leadership skills.

Abstract

There are challenges in securing and retaining staff that are particular to Central Australia. The workforce is limited and the population growth in Northern Territory is at a standstill. This means that it is harder to attract and recruit staff with adequate levels of experience and education. There are however, a number of strategies within our organisation that have been helpful in ensuring staff are more content within their working environment. Some of the strategies and practice decisions that have assisted in getting and keeping great staff are: good recruitment processes, supportive working environment and culture, ample professional development opportunities, addressing complaints (such as workplace bullying and harassment), understanding vicarious trauma and taking preventing steps, regular supervision and providing staff with opportunities to act in or apply for different positions within the organisation.

It is also vital to ensure right level of support is given to all staff including external supervision, regular administrative supervision and case discussions. Although the discussion needs stay focussed on retention it is also important to note that supporting staff to leave well is as important as supporting staff to stay. We as an organisation recognise that for many staff in the frontline of DFV there is a time limit of service when considering their effectiveness and negative effects vicarious trauma which can result in over-involvement, being desensitised or becoming despondent.