

Violence against women in CALD communities

Understandings and actions to
prevent violence against women
in CALD communities



Australian Government
Department of Social Services



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Australia was the first country to develop a comprehensive approach to preventing violence against women (PVAW)

INTRODUCTION

The problem of violence against women (VAW) was first raised by the Australian women's movement in the 1970s. Due largely to those efforts it has now been accepted as a key public policy concern in Australia.

To date the focus has been on establishing service systems designed to respond to the needs of women who have experienced violence and to prevent violence from reoccurring. While the potential to prevent the problem in the first place has been well understood, until recently this has been an aspirational goal. However, given both the continuing prevalence of the problem and its serious health, social and economic consequences, there is increasing recognition of the need to turn attention to preventing violence against women (PVAW) before it occurs.

There is now a broad consensus among women's services, governments, non-government organisations and community leaders that VAW is serious and unacceptable, and that prevention of this violence requires a continuum of interlinked and interdependent approaches. These include responses to women affected by violence to limit its consequences and prevent violence from reoccurring, intervening early with high-risk individuals, and efforts to prevent violence from occurring in the first place. The latter – preventing violence before it occurs (sometimes referred to as primary prevention) is the focus of this report.

Australia's commitment to PVAW is encapsulated in the *National plan to prevent violence against women and their children 2010–2022* (the National Plan), to which all state and territory governments are signatories. Australia was the first country to develop a comprehensive approach to PVAW, with the Australian Government establishing two new centres to support the implementation of this plan: Our Watch and Australia's National Research Organisation for Women's Safety (ANROWS). Progress is being monitored through a range of mechanisms including the Personal Safety Survey (PSS), designed to monitor the experience of violence, and the National Community Attitudes towards Violence Against Women Survey (NCAS), designed to gauge the extent of cultural support for violence and the factors underpinning it in the Australian community.

To date, action to PVAW has focused largely on the community as a whole, with minimal attention being paid to addressing factors relevant to particular groups. The risk of such 'universal' approaches – when not accompanied by efforts to tailor strategies to the needs and contexts of particular groups – is that the gains made in prevention may not be shared equally.

In the development of the National Plan, two challenges were identified. The first of these was the need to strengthen commitment to the primary prevention of VAW. The second was ensuring that efforts in primary prevention are extended to meet the needs of specific sub-populations, including culturally and linguistically diverse (CALD) communities.

Almost half of Australians were either born overseas or have at least one parent born overseas (ABS 2013a). We are a nation proud of our cultural diversity and have developed legislation and policies to ensure that all citizens are provided with equal opportunities, rights and entitlements. Among these is the right of women to live free from violence and the fear of violence. Extending efforts to PVAW in CALD communities is critical to ensuring that this right is realised.

This document summarises the outcomes of a project focusing on the primary prevention of VAW in CALD communities. Based on community consultation and research it identifies issues that need to be considered when working with CALD communities to PVAW and recommends future actions for consideration. A copy of the full report which contains a full reference list, can be accessed on the AMES Australia website at: <http://www.ames.net.au/>

A key principle underpinning a range of government policies in Australia is the importance of preventing problems before they occur. The prevention of violence against women is no exception to this.

1 BACKGROUND

This project was developed following the release of the review of the National Plan (DSS 2014) and the NCAS (VicHealth 2014). These documents, alongside other research and practice knowledge, indicated that action to PVAW in CALD communities was required.

Consequently the Commonwealth Government, via VicHealth, allocated resources to AMES AUSTRALIA in collaboration with Lyn Walker & Associates to undertake work to support advancement of activity to PVAW in CALD communities.

1.1

PROJECT ACTIVITIES

Project activities included:

- dissemination of the NCAS findings to key stakeholders
- analysis of contemporary research, including data from the NCAS, to identify specific issues which need to be considered when focusing on PVAW in CALD communities
- a review of national activity taking place over the past ten years to PVAW in CALD communities
- a targeted consultation via two national workshops, individual telephone interviews and a forum with multi faith leaders. Data from the NCAS and other sources were used at these consultations as a basis for discussion
- a strategy summarising current understanding of VAW affecting women in CALD communities and actions for preventing it.

The culmination of all of these activities forms the basis of this report.

1.2

PROJECT SCOPE

1.2.1

DEFINING VIOLENCE AGAINST WOMEN

This project adopted the definition of VAW in the *United Nations Declaration on the Elimination of Violence Against Women* as including:

‘any act of gender based violence that results in, or is likely to result in physical, sexual or psychological harm or suffering and includes threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life’ (UN 1993).

1.2.2

FOCUS ON INTIMATE PARTNER VIOLENCE AND NON-PARTNER SEXUAL ABUSE

Consistent with the National Plan, the project focuses on prevalent forms of VAW, specifically intimate partner violence, and non-partner sexual abuse.

Globally, VAW can take other forms such as early or forced marriage, female genital mutilation and sexual slavery. These forms of violence are very prevalent in some countries, stemming from specific population-level influences in these environments. Australia is home to some CALD groups affected by these practices. To date the approach to addressing them has been through highly targeted strategies developed in close collaboration with relevant authorities and the affected groups. For this reason, these issues are not addressed in this report. Rather the report notes them and supports the current approach, including its extension to a wider range of specific practices.

1 BACKGROUND

Women from CALD backgrounds may be affected by other forms of violence, in particular racially-motivated violence. This form of violence is serious and it is important that it is addressed. It is anticipated that some of the principles in this report and the strategies proposed will be useful in addressing racially-motivated violence against CALD women through policy settings to prevent racism in Australia. However, examining racially-motivated VAW and strategies to prevent it were beyond the scope of this report.

1.2.3

DEFINING THE PREVENTION OF VIOLENCE AGAINST WOMEN

While intervening in violence and preventing violence from reoccurring across the population is essential, the focus of the project was on development of a primary prevention strategy.

Primary prevention involves strategies to target factors that cause or contribute to a problem *before it occurs*. Primary prevention strategies can be implemented at a whole-of-population level or adopt a refined focus on specific sub populations.

As illustrated in Figure 1 below, primary prevention complements but contrasts with early intervention (taking action on the early signs of violence) and Intervention (intervening after the violence has occurred) described below (VicHealth 2007).

Early intervention – taking action on the early signs of violence

Sometimes referred to as secondary prevention, early intervention is targeted at individuals and groups who exhibit early signs of perpetrating violent behaviour or of being subject to violence. Early intervention strategies can be aimed at changing behaviours or increasing the skills of individuals and groups. VAW takes many forms. It often begins with subtly controlling behaviours and escalates into a pattern of coercion and physical violence. At the individual level early intervention can seek to address controlling behaviours before they become established patterns.

Intervention – intervening after the violence has occurred

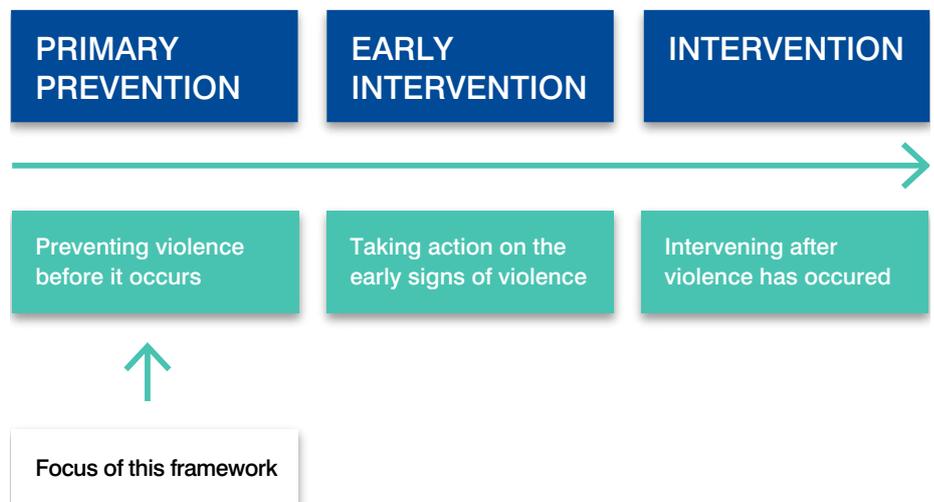
Sometimes referred to as tertiary prevention, these strategies are implemented after violence occurs and aim to deal with the violence, prevent its consequences and ensure that it does not occur again or escalate. Examples are crisis accommodation and social support for victims and criminal justice and therapeutic interventions for perpetrators.

1.2.4

FOCUSING ON CALD COMMUNITIES WHILE GIVING PRIORITY TO RECENTLY ARRIVED COMMUNITIES

Although the project had a focus on all CALD communities, particular emphasis was placed on new arrivals to Australia. This focus is consistent with contemporary policies concerned with the settlement of migrant and Humanitarian program entrants and is indicated in relevant research.

FIGURE 1: A CONTINUUM OF RESPONSES FOR THE PREVENTION OF VIOLENCE AGAINST WOMEN



1 BACKGROUND

1.3

CONSULTATION PROCESS

1.3.1

CONSULTATION FOCUS

An advisory group consisting of researchers, policy-makers and practitioners working in CALD and PVAW services was convened to support the project.

To ensure that the consultation remained focused, documentation was drafted as a basis for discussion with key stakeholders. This was developed with input from the Advisory Group and drew on existing research and included:

- draft principles to inform future activity to PVAW in CALD communities
- priority sub-groups within CALD communities
- key settings in which prevention activity could be implemented
- key strategies for consideration.

Consultation participants were forwarded the documentation and asked to review it prior to consultation workshops and interviews. Stakeholders were also asked to provide advice on current activity to PVAW in CALD communities.

1.3.2

CONSULTATION LOCATIONS AND PARTICIPANTS

Two consultation sessions were undertaken in Victoria and New South Wales, 14 telephone interviews were undertaken with stakeholders from Queensland, Western Australia, South Australia and Tasmania, and a workshop involving 23 faith leaders was convened.

Input was sought from identified CALD leaders, stakeholders from recently arrived communities and also from:

- people who have made a notable contribution to research, policy and practice designed to support the settlement of new arrivals to Australia
- people who have made a notable contribution to development and implementation of research, policies and programs to PVAW at the national and jurisdiction levels
- national peak organisations concerned with both PVAW and supporting settlement and cultural diversity
- faith leaders, Police, the Human Rights Commissioners and other relevant authorities.

Stakeholders participating in the consultation process, and those unable to attend consultation workshops or participate in interviews, were also invited to provide written comments. A list of participants in the consultation is provided at Appendix 2.

1.4

SOURCES DRAWN ON

This report draws on a range of sources including:

- consultations undertaken with stakeholders
- current research and practice focusing on the settlement of new and emerging communities in Australia and issues that should be considered when working with these communities
- current research and practice focusing on the PVAW at the general population level and with sub-populations
- current evidence-based frameworks to PVAW developed in Australia and at the international level
- Commonwealth policy and plans focusing on PVAW and immigration and settlement.

1.5

SYNERGY WITH THE NATIONAL FRAMEWORK AND ACTION PLANS

At the time this project was being implemented, work was being undertaken by Our Watch, in partnership with ANROWS and VicHealth, to develop of a National Framework to Prevent Violence against Women and their Children (the National Framework). Discussions were held with Our Watch with the aim of maximising synergies between the work contained in this report and the National Framework, which was released in November 2015.

This report provides detail on PVAW in CALD communities that can be further integrated into the National Framework and future National and State plans to PVAW in CALD communities.

2 SUMMARY

Violence against women (VAW) is a prevalent problem with serious consequences. It occurs among all groups in Australian society, regardless of culture, ethnicity or race. The need for a focus on PVAW in culturally and linguistically diverse (CALD) communities was identified in both the *Second action plan of the National Plan to Reduce Violence against Women and their Children 2010–2022* (DSS 2014) and the *National Community Attitudes towards Violence Against Women Survey* report (VicHealth 2014)¹. This focus is important to ensure the safety and wellbeing of women from CALD backgrounds, to meet policy commitments to multiculturalism, access and equity, gender equality and human rights, and to ensure that the economic and social benefits of migration for all are realised.

The purpose in developing this report was to arrive at a common understanding of the nature of violence against women in CALD communities and to identify actions that could be implemented to address it.

2.1

UNDERSTANDING VIOLENCE AGAINST WOMEN IN CALD COMMUNITIES

Factors contributing to VAW are the focus of primary prevention. Syntheses of the research suggests that this problem is rooted in gender inequality and is best understood as the result of three inter-related clusters of factors including:

- unequal and disrespectful relationships between men and women, and rigidly stereotyped gender roles and identities
- factors that support the learning of violent behaviour and permit violence to occur with impunity
- factors that intersect or interact with gender inequality to shape particular patterns of violence or increase the risk of violence occurring (e.g. poverty).

These factors affect individual behaviours in families and in relationships between men and women, as well as practices, norms and structures in communities, organisations and society-wide institutions such as the media.

CALD communities are exposed to many of the same influences as the population as a whole and these are documented in detail elsewhere (VicHealth 2007; UN 2006; WHO & London School of Hygiene & Tropical Medicine 2010). While there is diversity within and between communities, specific factors may also be relevant in understanding violence affecting women from CALD backgrounds. These are summarised in Table 1.

¹ A description of the NCAS and factors that should be taken into account when considering its findings are in Appendix 1.

2 SUMMARY

TABLE 1: FACTORS RELEVANT TO UNDERSTANDING VAW IN CALD COMMUNITIES

Factors associated with gender roles, relationships and identities			
	Individual/relationship	Community/organisational	Societal
Country of origin/asylum	Relatively low support for gender equality and for flexibility in gender roles and identities	Breakdown of norms and practices promoting respectful gender relations (e.g. due to colonisation, globalisation) Backlash against the improving status of women in countries undergoing rapid economic development	Relatively higher levels of gender inequality Weak policy and legislative commitment to strengthening the status of women Weak protection of human rights, especially women's rights Particular cultural norms reinforcing gender inequality/rigid roles and identities*
Settlement acculturation	Resentment from some men as women exercise new freedoms Lack of knowledge about gender relations and laws in Australia Loss of status by men and increasing dependence on women	Detachment from familial, community and institutional sources of norms protecting against violent and disrespectful gender relations	New risks associated with different approaches to gender relations (e.g. greater exposure to sexualised imagery of women)
Factors supporting the learning of violence and permitting violence to occur with impunity			
	Individual/relationship	Community/organisational	Societal
Country of origin/asylum	War-related trauma and torture Relatively high level of exposure to <i>specific</i> violence-supportive norms and practices* (e.g. acceptance of corporal punishment of children) Witnessing/being subject to violence in refugee camps and countries of asylum	Support for/weak sanctions against violence as a means of resolving personal and civic disputes Relatively high levels of attitudinal support for VAW and inadequate sanctions against violence in humanitarian contexts and countries of asylum Detachment from customary sources of social norms protecting against the use of violence (e.g. family, faith communities)	War-related violence Weak policy and legislative sanctions against violence, in particular VAW Particular cultural norms and practices supportive of violence Inadequate formal sanctions against violence affecting forced migrants (national and international)
Settlement acculturation	Racially motivated violence and human rights abuses	Diminished attachment to customary sources of social norms protecting against the use of violence (e.g. family, faith communities)	

* Norms supporting violence and gender inequality are a feature of almost all societies; however, there is variability between groups.

2 SUMMARY

Factors intersecting/interacting with gender inequality to increase the risk of violence			
	Individual/relationship	Community/organisational	Societal
Country of origin/asylum	Limited/disrupted access to material resources (e.g. income, education, employment) Detachment from family and community support	Denial of access to resources on the grounds of ethnicity, religion or political affiliation Norms supporting collectivism and family privacy and unity	Low human and economic development Unequal distribution of power and resources Inadequate protection and support of forced migrants
Settlement acculturation	Social isolation/limited social connections Unemployment or underemployment Poverty Racism Social and economic exclusion Mental health problems (e.g. stress, anxiety, depression, trauma)	Loss/diminishing influence of country-of-origin protective norms (e.g. reduced responsibility for the welfare of others, elder respect) Limited collective efficacy and capacity to provide support in newly establishing communities Limited connections with other communities Cultural freezing [^] Exposure to racism, stigma and social and economic exclusion Prioritising of collective rights, reputation and men's wellbeing over women's right to safety	Weak sanctions against race-based discrimination and intolerance

The purpose in developing this report was to arrive at a common understanding of the nature of the problem and to identify actions that could be implemented to address it.

[^] A phenomenon whereby communities maintain strict adherence to the country-of-origin practices and norms they held on arrival. Oftentimes, this is held more strongly than by their compatriots in countries of origin. Cultural freezing is thought to be more common when communities are subject to exclusion and intolerance (Yoshihama 2009).

2 SUMMARY

2.2

A 'ROAD-MAP FOR ACTION' AND GUIDING PRINCIPLES

A road-map to guide action is presented overleaf (see Table 2). This was developed on the basis of the factors summarized above as well as further research and consultation with key stakeholders. It is underpinned by the following principles, similarly developed with input from key stakeholders.

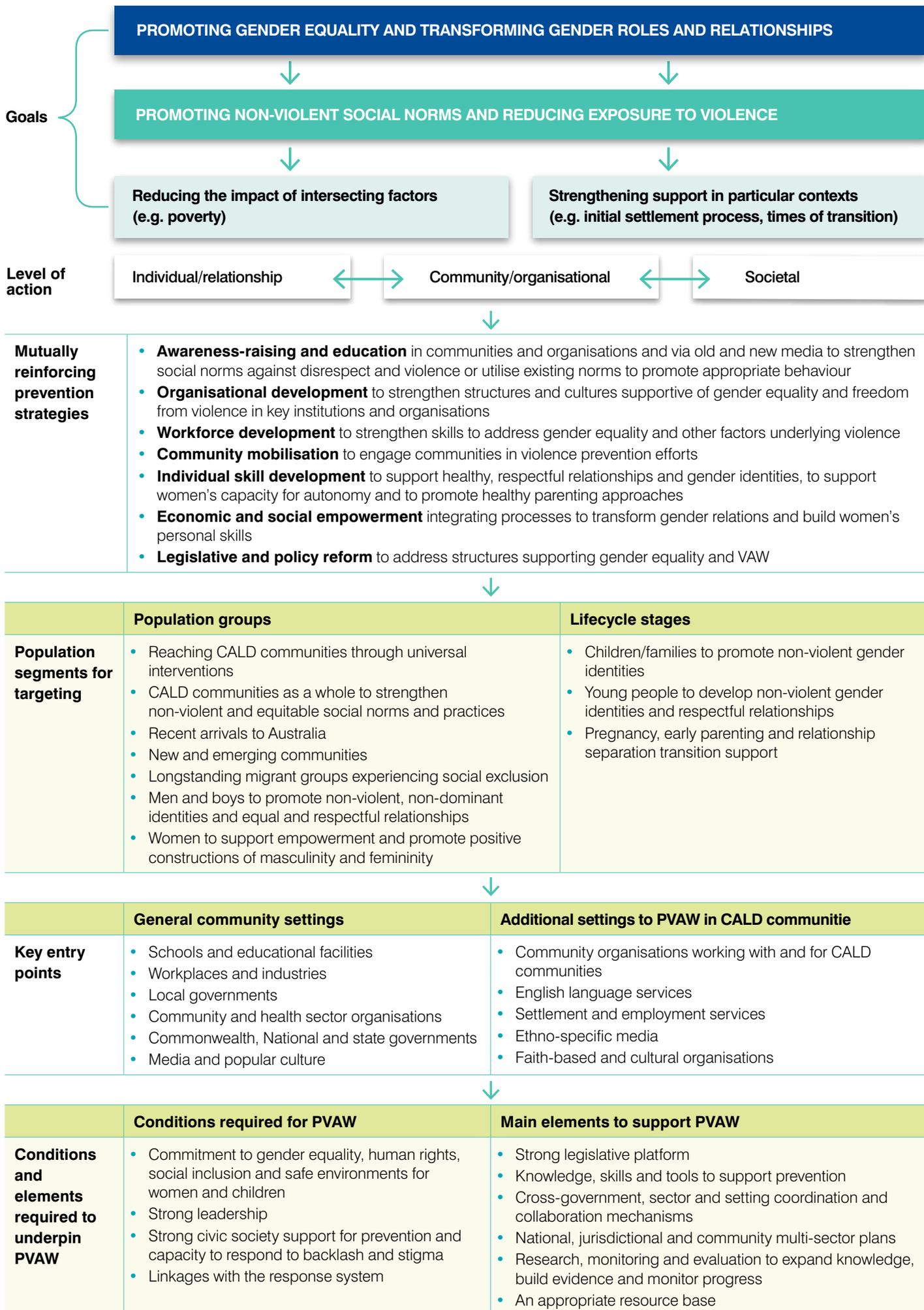
2.2.1

UNDERSTANDING VAW: GUIDING PRINCIPLES

Efforts to PVAW in CALD communities should be underpinned by the following principles:

- VAW is a one of the most prevalent and serious human rights violations in the world and can contribute to intergenerational cycles of abuse and disadvantage. Addressing VAW in CALD communities is a critical task of settlement policy and practice in Australia.
- VAW occurs across the social spectrum and in all cultures. However certain groups of women are particularly vulnerable to being victimised, and men to perpetrating violence, owing to their greater exposure to known risk factors for this violence. Among these are some CALD communities.
- It is important to anticipate and manage the risk that prevention activity may be used to further stigmatise some CALD groups. However, VAW is too prevalent and serious for this risk to be a reason for inaction.
- PVAW in CALD communities requires a rights-based approach that prioritises the safety, agency and empowerment of women.
- There is substantial diversity *between* and *within* CALD communities. When planning, developing, implementing and evaluating strategies to PVAW in CALD communities, the varying cultural, religious, social and economic circumstances of communities need to be considered.
- A strategy to PVAW among CALD communities needs to respond to increasing diversity in the composition of the migration program, as well as geographic diversity in settlement patterns in Australia.
- VAW is rooted in gender inequality, including discrimination and harmful cultural and social norms.
- Gender inequality, roles, relationships and identities and the norms, practices and structures supporting them are influenced by a range of historical and contemporary social and economic factors. Therefore they are variable between groups. For this reason, assessing the ways in which gender relations are structured in specific groups and the ways in which they influence VAW is an important first step.
- Some factors contributing to VAW in CALD communities involve current or past adversity for perpetrators of violence. These factors can provide the context for understanding violence and need to be addressed. However, they do not excuse violent behaviour. The use of violence is a choice and it is important that men who use violence are held accountable for their behaviour through informal and, where necessary, formal social sanctions.
- Culture is neither fixed nor an inherent feature of particular individuals or groups. Rather it is shaped and therefore can be changed by social and economic forces.
- All groups have factors that both protect against and increase the risk of VAW. PVAW involves identifying and strengthening existing protective factors as well as addressing new or heightened risks associated with exposure to Anglo-Australian and globalised cultures.
- Addressing social exclusion, stigma, and racism affecting CALD communities is a critical foundation for prevention. These conditions can increase the risk of violence against women in CALD communities by isolating communities, working against acculturation and negatively affecting responses to and by CALD women affected by violence. This in turn undermines the prospects of men being held accountable for violence and therefore of establishing social norms against this behaviour.

TABLE 2: ACTING TO PREVENT VIOLENCE AGAINST WOMEN IN CALD COMMUNITIES



2 SUMMARY

2.2.2

PREVENTION GOALS: GUIDING PRINCIPLES

Addressing the social norms, structures and practices that support inequality between men and women in both public and private life, along with harmful gender stereotypes and identities is critical for the PVAW.

There is also a need to address specific norms, practices and structures that support, glorify or fail to sanction against the use and portrayal of violence in general, and VAW in particular.

There are a range of factors that increase the risk of VAW in particular groups and contexts. They do this by interacting with the influences of gender inequality and cultural support for violence. They are neither necessary nor sufficient conditions for violence to occur. However, addressing these factors in conjunction with reducing gender inequality and violence-supportive norms, structures and practices can help to reduce the prevalence of VAW.

2.2.3

LEVELS OF ACTION AND MUTUALLY REINFORCING PREVENTION STRATEGIES ACROSS SETTINGS

Stand-alone interventions to PVAW in CALD communities will have limited success. A successful approach will involve a range of methods implemented in ways that support and reinforce one another to achieve sustained changes in cultures, practices and structures.

2.2.4

POPULATION SEGMENTS FOR TARGETING

Whole-of-population and tailored approaches

An effective approach to PVAW in CALD communities will involve a two-pronged approach that includes:

- activities tailored to and engaging specific communities and the contexts affecting their practices and norms
- ensuring that approaches designed to reach the general population are relevant to people from CALD backgrounds.

Many CALD communities will be effectively reached by strategies delivered to the population as a whole. Those most likely to require tailored approaches and needing to be prioritised in prevention efforts are:

- CALD groups with large proportions of recent arrivals
- new and emerging communities
- longstanding migrant groups affected by social exclusion

Prevention in CALD communities will involve measures targeted to particular communities as well as sub-populations within them.

There are a range of factors that increase the risk of VAW in particular groups and contexts. They do this by interacting with the influences of gender inequality and cultural support for violence.

2 SUMMARY

Working with women and with men

The majority of CALD men do not use violence, and they are important allies and partners in prevention. Engaging non-violent men can help prevent 'backlash' and deal more effectively with it should it arise.

In most forms of VAW the majority of perpetrators are men and certain aspects of masculine roles, identities and peer associations are well-established risk factors for this violence. Addressing these by working with CALD men and boys, and the contexts shaping their responses to violence is a critical component of prevention efforts.

In recognition of the fundamental underlying role of gender inequalities in VAW, efforts to prevent this violence must support the empowerment of CALD women, including by engaging them as leaders in prevention programs and settings.

Although VAW is inexcusable regardless of the circumstance, certain aspects of feminine roles and identities (e.g. highly subordinate or sexualised identities) may increase women's vulnerability to violence. Addressing these and supporting the empowerment of women are therefore critical aspects of prevention.

Lifecycle stages

There are benefits to reaching people at life-stages when they are at particular risk of perpetrating or experiencing violence or developing precursors that will increase their risk later in life. A comprehensive approach to PVAW in CALD communities includes interlinked interventions across the life-course, with priority focus being on young men and women.

2.2.5

KEY ENTRY POINTS: GUIDING PRINCIPLES

PVAW requires commitment and input from national, state, regional and local level organisations mandated to work in this arena, in addition to organisations working in separate but related fields. When developing policies, plans and strategies to PVAW in CALD communities it is important to identify sectors that can add value and form planning and implementation partnerships accordingly.

Current activity to PVAW in the general population occurs across a range of settings. It is important that interventions taking place in these settings reach and are relevant to people from CALD backgrounds.

In addition to reaching CALD communities via universal interventions, there are additional environments where more targeted activity to PVAW in CALD communities is required.

2.2.6

FOUNDATIONS REQUIRED FOR ACTION: GUIDING PRINCIPLES

To PVAW at the general population level and in CALD communities in particular, a strong foundation to support this work is critical. The following principles should be used to inform further development of this foundation:

- Policies, programs and legislation to support gender equality, social inclusion and human rights are important foundations for PVAW.
- Since PVAW involves challenging and shifting longstanding cultural norms, practices and structures, strong and sustained political leadership and civic society support (particularly from CALD women's groups and non-violent CALD men) will be critical to success. This foundation will be especially important for responding to the backlash from some CALD men, which may occur as a result of shifting gender power dynamics. It is also important to respond to racially motivated stigma.
- Efforts to PVAW among CALD communities are most likely to be successful when communities themselves lead and are engaged in them.

In most forms of VAW the majority of perpetrators are men and certain aspects of masculine roles, identities and peer associations are well-established risk factors for this violence.

2 SUMMARY

- Most forms of VAW are against Australian law. Assessing the level of understanding of this among CALD communities and heightening levels of awareness of VAW as a crime, will be critical to preventing VAW among CALD communities.
- Any policy requires a skilled workforce to ensure implementation. Wherever possible, staff with specific responsibility for planning and developing strategies to PVAW in CALD communities should receive professional development and support. In instances where CALD community members are engaged in strategy delivery, mechanisms should be developed to support this delivery and ensure accountability.
- PVAW in CALD communities requires cross-government coordination and collaboration to ensure that government departments are aware of their responsibilities to address VAW in CALD communities, and are assisted to align their policies and program activity to support this cross-government agenda.
- To ensure effective planning and delivery of strategies to PVAW in CALD communities, appropriate planning, management, coordination and accountability mechanisms between collaborating organisations need to be developed, implemented and monitored.
- Planning needs to take into account diverse settlement patterns of people from CALD backgrounds, including the trend towards settlement in rural, regional and outer-suburban areas.
- Activity to PVAW must be based on sound evidence. For this reason, it will be important to ensure that:
 - there are systems to collect data for planning and monitoring purposes
 - there is support for research to fill knowledge gaps
 - practice is evaluated to build and share the evidence of what works.
- Further allocation of resources to support national, state, regional and community planning, coordination, workforce development and action to PVAW is required.

Wherever possible, staff with specific responsibility for planning and developing strategies to PVAW in CALD communities should receive professional development and support.

2 SUMMARY

2.3.

MONITORING AND EVALUATING PROGRESS

The impacts that would be expected if the activities in the road-map above are implemented are documented in Table 3. Impacts in both the short and longer terms are identified. Identifying shorter term impacts provides a basis for monitoring progress toward ultimate impacts, which may take some time to achieve.

TABLE 3: MONITORING AND EVALUATING PROGRESS

Individual level short-term impacts	<ul style="list-style-type: none"> • People from CALD backgrounds have access to information and resources which assist them to: <ul style="list-style-type: none"> – develop respectful, non-violent and equal gender relations – adapt to different gender roles, relations and identities while maintaining aspects of their culture-of-origin that support healthy gender relations – take positive action when witnessing disrespect against women. • Programs to reduce women’s social isolation and increase skills and economic participation have been implemented. • Young people have access to online resources and information and school-based programs to assist them to build respectful and equitable relationships.
Organisational level short-term impacts	<ul style="list-style-type: none"> • There are strong partnerships, coordinating mechanisms and networks of organisations undertaking activity. • Gender equity and PVAW content is integrated into English language and settlement services. • PVAW and CALD peak organisations have integrated PVAW activity into their programs of work. • Resources and training to PVAW are developed and implemented in organisations working with and for CALD communities. • Organisations have tailored existing PVAW programs to include focus on CALD communities. • Research and evaluation is implemented to develop knowledge regarding: <ul style="list-style-type: none"> – the prevalence of VAW in CALD communities – the attitudes towards VAW and gender equality in CALD communities – the efficacy of PVAW activities.
Community level short-term impacts	<ul style="list-style-type: none"> • CALD community leaders and organisations identify PVAW as a priority for action. • CALD community forums are convened to raise awareness of VAW. • CALD community plans to PVAW are developed to underpin action. • Multimedia campaigns developed for the general community include focus on PVAW in CALD communities. • Multimedia strategies to PVAW in CALD communities have been developed and implemented. • Bystander tools, resources and training are modified for uptake by CALD communities. • CALD women and young men are supported to be active in their leadership to PVAW. • CALD men take action to PVAW.
Societal level short-term impacts	<ul style="list-style-type: none"> • Activity to PVAW in CALD communities has been further developed under the National Plan and within jurisdictional plans. • Plans and programs established to PVAW take opportunities to support other key policy platforms that address issues underlying VAW including: <ul style="list-style-type: none"> – gender inequality – migrant and refugee settlement – prevention of other forms of interpersonal and communal violence – prevention of race-based discrimination – promotion and management of diversity.
Long-term outcomes	<ul style="list-style-type: none"> • Reduction in VAW, in particular among CALD communities. • Non-violent, respectful relationships between the genders. • Women and girls feel safe and can participate with men and boys in organisational, community and economic activity on equal terms. • Human rights and social inclusion are strengthened. • Reduced intergenerational transmission of the impacts of violence. • Reduced costs associated with responding to VAW. • Increased productivity in schools, workplaces and communities. • Resources to support prevention, particularly in CALD communities, have been developed, implemented and sustained.

2 SUMMARY

2.4

FUTURE ACTIONS FOR CONSIDERATION

Universal strategies to PVAW provide an important foundation for PVAW in CALD communities. It is also important to ensure that universal strategies reach and are responsive to CALD communities and that, where needed, there are additional strategies tailored to specific communities.

The protection of human rights, support for cultural diversity and social inclusion, ensuring freedom from both race-and gender-discrimination and building strong settlement services and polices are also important foundations for PVAW.

In turn, the success of these policies and programs will depend on them attending to the rights and concerns of women from CALD backgrounds and addressing VAW as a barrier to achieving policy objectives.

Input from the consultation, review of relevant research and current practice suggests that in order to address PVAW in CALD communities the following needs to be taken into account:

- Levels of awareness and understanding of VAW may be low in some CALD communities, and raising this will be an important precursor to further primary prevention activity.
- There has been limited activity to PVAW in CALD communities to date and existing efforts tend to have been one-off, stand-alone projects, rather than part of a coordinated program of mutually reinforcing strategies.

- There is a need to ensure that universal interventions reach and are relevant to CALD communities, as well as to implement mutually reinforcing activity specifically targeted to those CALD communities unlikely to be reached by universal interventions.
- There is a need to maximise efficiency and effectiveness by prioritising strategies that utilise and build on existing resources and infrastructure and have the potential to reach large numbers of people, particularly in groups with a high level of need.

Table 4 indicates the range of actions identified by stakeholders and relevant research for consideration.

Universal strategies to PVAW provide an important foundation for PVAW in CALD communities.

2 SUMMARY

TABLE 4: FUTURE ACTIONS FOR CONSIDERATION

Action
<p>Legislative and policy reform at the whole of population level</p> <p>Policy and legislative reform to achieve:</p> <ul style="list-style-type: none"> • gender equality • impunity in relation to VAW and mandating prevention action • regulation of the portrayal of women and girls in the media • women's safety and protection during the immigration, arrival, transition and settlement process.
<p>Education and awareness-raising activity</p> <p>Social marketing campaigns seeking to change social norms via attitudinal change including focus on CALD communities. The campaigns should be delivered through a range of CALD communication mediums and be part of a wider strategy to PVAW which consists of mutually reinforcing activity.</p> <p>Conduct of a review to determine the most appropriate education and settlement service intervention points to raise awareness of the rights and entitlements of women in Australia and to promote gender equity to PVAW. Possible intervention points include:</p> <ul style="list-style-type: none"> • delivery of a module pertaining to PVAW within the Adult Migrant English Program. • strengthening current orientation programs for refugee and humanitarian entrants to include information on the rights and entitlements of women in Australia and the unacceptable nature of gender inequity and VAW. • development of orientation programs for people entering Australia under other visa categories which include focus on the rights and entitlements of women in Australia and the unacceptable nature of gender inequity and VAW. <p>Development and national dissemination of culturally relevant resources to raise awareness of the prevalence, causes, impact and unacceptable nature of VAW in CALD communities.</p>
<p>Specific organisational and workforce development activity</p> <p>Development and widespread dissemination of up-to-date research and practice tools pertaining to PVAW in CALD communities. Dissemination methods would include a centralised web-based clearinghouse.</p> <p>Professional development among key workforces engaged with CALD communities to ensure that they are aware of the prevalence and impact of VAW and have the requisite skills to promote gender equity to PVAW and refer women experiencing violence to the appropriate agency. These workforces include but are not limited to settlement and community health workers and multi-faith leaders.</p>
<p>Specific community mobilisation activity</p> <p>Provision of small grants to communities, with support from PVAW specialist agencies, to conduct community forums which contain information on VAW and its prevention, which act as a catalyst for community action.</p> <p>Intensive Programs to build the skills of CALD women to lead activity to PVAW within their specific communities.</p> <p>Intensive Programs to build the leadership skills of young CALD people concerned by the issue of VAW who want to work with others to prevent it.</p> <p>Resource material and programs to encourage CALD community members to take action to PVAW, sometimes referred to as bystander interventions.</p> <p>Programs engaging CALD men to act as ambassadors or role models to reach other men with prevention messages.</p>
<p>Specific individual skills development</p> <p>Individual and group programs tailored to CALD parents in the antenatal period to build respectful communication skills and develop systems for support. 'Baby Makes Three' was cited as one program that could be tailored to the needs of CALD parents.</p> <p>Programs for CALD parents that discourage gender stereotyping and focus on supporting development of healthy gender identities for children and young people. These programs were also cited as important sources of social support for women.</p>

2 SUMMARY

Action

Integration of PVAW activity into current programs

Further development of The Line social media platform to include material relevant to CALD young people.

Adoption of increased focus on CALD young people in current school-based strategies designed to develop a whole-of-school approach to PVAW, with particular emphasis on approaches to underpin development of respectful relationships.

Integration of strategies to transform gender relations and promote gender equality into programs contributing to the empowerment of CALD women (e.g. through education, employment, microeconomic enterprises).

Relationship and sexuality programs to enhance the knowledge and skills of CALD young people to develop healthy sexual practices, understand and practice consent in sexual relationships and foster respectful relationships and communication.

School based Pastoral Care Programs in faith-based schools which encourage development of equitable and respectful relationships between girls and boys.

Programs that empower CALD young women, promote healthy gender identities of young CALD women and men and facilitate development of equal and respectful relationships.

Programs that:

- 1) connect CALD women with one another as a means of breaking down social isolation and increasing social support, and
- 2) provide women with the skills required for employment.

National and state coordination and collaboration/system development

National coordination mechanisms are put in place to strengthen partnership activity between government departments responsible for PVAW policy and programs and multicultural policy and services.

Mechanisms are in place to ensure integration of activity to PVAW in CALD communities into the current and future National Plans to PVAW.

The strategic and operational work plans of Our Watch and ANROWS include focus on PVAW in CALD communities.

National bodies focusing on migration and settlement issues specify the roles they will play in contributing to PVAW in CALD communities.

State plans to PVAW include focus on PVAW in CALD communities and articulate strategies that will be implemented.

State settlement agencies include PVAW as an area for focus in their strategic plans and implement systems to ensure that promotion of gender equity to PVAW is integrated into their core business.

State mechanisms for coordinating action to PVAW ensure inclusion of CALD stakeholders.

Local level coordination and collaboration

Local governments with high levels of CALD residents include focus on PVAW in CALD communities when developing plans to PVAW.

Regional and local mechanisms for coordinating action to PVAW are established/strengthened, include CALD stakeholders and ensure focus on PVAW in CALD communities is integrated into planning and coordination activity.

CALD community plans to PVAW, being undertaken in conjunction with Our Watch, are monitored with a view to replicating the approach with additional communities across jurisdictions.

There is cross-sector network development to build relationships between organisations working in the PVAW and CALD sectors. This could occur via forums, annual meetings and conduct of joint programs. Existing structures and networks were identified as having the mandate for this including local governments, CALD, youth and women's services, faith leaders, settlement services and police.

Research and evaluation

Means to strengthen monitoring of the prevalence of violence against women in CALD communities and attitudes towards the problem are investigated via the National Community Attitudes Survey on Violence Against Women (NCAS) and the Personal Safety Survey (PSS).

Longitudinal studies are conducted to better understand the impact of migration and settlement on gender relations and violence.

Evaluation studies to identify interventions that PVAW in CALD communities that can be replicated across other communities.

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APPENDIX 2: OVERVIEW OF THE NATIONAL COMMUNITY ATTITUDES SURVEY

NCAS is a 20 minute telephone survey of over 17,500 Australians 16 years of age and over on their:

- knowledge of violence against women
- attitudes toward violence against women
- attitudes towards gender roles and relationships
- intended responses upon witnessing violence and awareness of sources of assistance.

The survey focuses on partner violence, sexual violence, sexual harassment and stalking. It was funded by the Department of Social Service (DSS) and conducted by the Victorian Health Promotion Foundation (VicHealth) and its research partners, the Social Research Centre and the University of Melbourne. It is one of two mechanisms designed to monitor the progress of the National Plan.

Data in the survey is collected and analysed by:

- country of birth
- period of arrival in Australia
- proficiency in English
- language spoken at home
- generation.

3,453 respondents to the survey were born overseas in a country in which English is not the main language spoken.

The findings of the survey can be found in the reports at <https://www.vichealth.vic.gov.au/media-and-resources/publications/2013-national-community-attitudes-towards-violence-against-women-survey>.

These reports consider the findings in the context of other research.

The strengths and weaknesses of the survey should be taken into account when considering the findings in general and as they pertain to people from CALD backgrounds in particular. These are outlined in detail in the reports. Those of particular relevance to people from CALD backgrounds are summarised below:

- The survey cannot itself explain findings, since it asks people what attitudes they hold, but not why they hold them. Nevertheless, when considered in the light of other research findings it is possible to put forward likely explanations.
- The sample comprised individuals from a large number of countries, and hence cannot be said to represent outcomes for any individual birth country or cultural background.
- There are many points in the lifecycle of a survey at which cultural differences may influence survey results. Consequently, outcomes may not necessarily reflect real differences or similarities, but rather may possibly be a result of cultural differences between research participants and researcher, which may also be reflected in research processes. Many steps were taken in the National Community Attitudes

Survey to address this possibility (e.g. bilingual interviewing, translation of surveys). However, the possibility of cultural differences influencing outcomes to some degree cannot be excluded. In particular, individuals from non-Western cultures are less likely to be influenced by social desirability bias (people giving answers they believe are socially acceptable). This is because they are less likely to have the level of familiarity with the context of the research required to exercise such a bias. At the same time, it is unlikely that this explains all the difference found, since the patterning of responses within the sample (e.g. between men and women) was comparable to the main sample and was consistent across numerous questions. There were larger differences on questions where these would be expected (e.g. on questions about the privacy of the family). The survey findings are similar to those found in many qualitative studies with people from a number of CALD background.

APPENDIX 3: CONCEPTS AND TERMS USED IN THIS REPORT

Acculturation – a process of adjustment that occurs when one culture comes into contact with another (Berry 1997; Graves 1967; Redfield, Linton & Herskovits 1936).

Assimilation – in this report, an approach to acculturation in which minority groups are expected to give up their distinctive linguistic, cultural and social characteristics and become indistinguishable from the majority of the population. It is contrasted with *multiculturalism* (see below).

Asylum seeker – an individual who is seeking international protection. In countries with individualised procedures, an asylum seeker is someone whose claim has not yet been finally decided on by the country in which it was submitted. Not every asylum seeker will ultimately be recognised as a refugee, but every refugee is initially an asylum seeker (Amnesty International 2015).

Attitude – an evaluative judgement (positive or negative) of an object, a person or a social group (Crano & Prislin 2008).

Colonisation – in this report, the displacement and undermining of societies, including their values, cultures, beliefs and ways of life by outside peoples. It typically includes clashes whereby the colonised people are encouraged and/or forced to take on the values and beliefs of the colonisers (Weaver 2008).

Culture – distinctive patterns of values, beliefs and ways of life of a group of people. This can be on the basis of sharing a common ethnicity or race but can also apply to other shared characteristics such as gender, as well as to other social units such as organisations (e.g. a football club) or communities or groups with a common interest or shared geographic origin. Culture is a dynamic concept that is influenced by environmental, historical, political, geographical, linguistic, spiritual and social factors (Paradies et al. 2009).

Culturally and linguistically diverse (CALD) – an umbrella term designed to include migrants, temporary residents, international students, refugees and asylum seekers, as well as their descendants; it draws attention to cultural factors that can influence patterns of health access and outcomes even in people who were born in Australia and speak English proficiently (ASHM 2015). The term 'cultural diversity' is commonly used in Australia to refer to racial and ethnic diversity despite culture having a much wider meaning beyond race or ethnicity (see *Culture* above). Unless otherwise stated, when the term 'cultural diversity' and the acronym 'CALD' are used, they should be taken to refer to the groups referred to in this definition.

Disability – in this report, a longstanding difficulty, self-identified, in hearing, seeing, communicating, walking, climbing stairs, bending, learning or doing any similar activity that reduces the amount or kind of activity that can be done in daily life (Statistics Canada 2005).

Ethnic identity – an individual's sense of self in relation to their affiliation to their ethnic group; that is, the extent to which an individual self-identifies, commits, experiences feelings of belonging and maintains shared values and attitudes towards their cultural group of origin (Liebkind 2006; Phinney 1996). Ethnic identity is not fixed but rather alters in response to changing environmental circumstances.

Ethnicity – describing a social group whose members share a sense of common origins, claim common and distinctive history and destiny, possess one or more dimensions of collective individuality and feel a sense of unique collective individuality (Paradies et al. 2009).

Family violence – see *Violence against women*.

Gender – economic, social and cultural attributes and opportunities associated with being male or female at a particular time.

Gender-based violence – commonly used in the international arena to describe violence involving men and women, in which the female is usually the victim; it is derived from the unequal power relationships between men and women. Violence is directed primarily against a woman because she is a woman, or affects women disproportionately (WHO 2010).

Gender equality – equal treatment of women and men in laws and policies, and equal access to resources and services within families, communities and society; sometimes referred to as formal equality (WHO 2010). See also *Gender equity*.

Gender equity – involves fairness and justice in the distribution of resources and responsibilities between men and women; sometimes referred to as substantive equality. It often requires women-specific programs and policies to end existing inequalities (WHO 2010). See also *Gender equality*.

Generation – first generation Australians are people living in Australia who were born overseas. Second generation Australians are Australian-born people living in Australia, with at least one overseas-born parent. Third-plus generation Australians are Australian-born people whose parents were both born in Australia.

Intimate partner violence (also known as **partner violence**) – any behaviour by a man or a woman within an intimate relationship that causes physical, sexual or psychological harm to the other person in the relationship. This is the most common form of violence against women (WHO 2010).

APPENDIX 3: CONCEPTS AND TERMS USED IN THIS REPORT

Multiculturalism – in this report, a public policy approach that respects and values the diversity of ethnicities, cultures and faiths within a society and encourages and enables their ongoing contribution in an inclusive context that empowers all members of the society. It involves policies and practices that seek to recognise, manage and maximise the benefits of diversity with the intent of developing a culturally diverse society that is harmonious (Rosado 1997 cited in VMC 2009; Vasta 2007). As an approach to *acculturation* it is contrasted with *assimilation* (see above). A feature of Australian multiculturalism is that the right to express one's culture and beliefs sits within an overriding commitment to Australia and its institutions, including parliamentary democracy, the rule of law, equality of the sexes and freedom of speech and religion (Soutphommasane 2014).

Race – a basis for categorising different groups within a society according to a set of characteristics that are socially significant (e.g. religion, dress, accent).

Race-based discrimination – racist behaviours and practices resulting in avoidable and unfair inequalities across groups in society (Paradies et al. 2009). This definition encompasses overt forms of racism such as racial violence, open threats or rejection as well as subtle forms such as race-based bias, exclusion and using racial stereotypes. Race-based discrimination can occur at individual, interpersonal, organisational, community and societal levels (see *Racism*).

Racism – behaviours, practices, beliefs and prejudices that underlie avoidable and unfair inequalities across groups in society based on race, ethnicity, culture or religion (Paradies et al. 2009).

Refugee – a person who has fled their country of origin and is unable or unwilling to return because of a well-founded fear of being persecuted because of their race, religion, nationality, membership of a particular social group or political opinion (Amnesty International 2015).

Risk factor – attribute or exposure that increases the probability of the occurrence of a disease or other specified outcome; in this report, violence against women or attitudes that are supportive of violence against women.

Settlement – in the Australian context, conceptualised as a 'period of adjustment as migrants become established, integrated and independent in their new community. Individuals achieve successful settlement outcomes when they are able to fully participate and contribute to Australian society, and experience genuine social, civic economic and cultural inclusion' (Select Council on Settlement and Migration 2012). As well as involving migrants themselves, settlement is also understood to involve strengthening governments and the wider society so that they welcome and are responsive to the cultural, linguistic and religious diversity of migrants (DIAC 2012).

Sex – biological characteristics that typically define humans as male or female (the exception being people who are intersex). The gender identity of transgender or bigender persons may be different to the sex assigned to them at birth (Victorian Equal Opportunity & Human Rights Commission 2013).

Social norms – rules of conduct and models of behaviour expected by a society or social group. They are rooted in the customs, traditions and value systems that gradually develop in a society or social group.

Socioeconomic status – umbrella term used in this report to refer to education, occupational status, employment and degree of advantage or disadvantage in geographic areas.

Violence against women – any act of gender-based violence that results in or is likely to result in physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty whether occurring in public or private life (UN 1993).

Violence-supportive attitudes – in this report, attitudes that justify, excuse, minimise or trivialise physical or sexual violence against women, or blame or hold women at least partly responsible for violence perpetrated against them. Individuals who hold such attitudes are not all necessarily 'violence-prone' or would openly condone violence against women. However, when such attitudes are expressed by influential individuals or held by a substantial number of people they can create a culture in which violence is at best not clearly condemned and at worst condoned or encouraged (VicHealth 2014).

Culture – distinctive patterns of values, beliefs and ways of life of a group of people

APPENDIX 3: CONCEPTS AND TERMS USED IN THIS REPORT

ABBREVIATIONS

ABS	Australian Bureau of Statistics
ANROWS	Australian National Research Organisation on Women's Safety
CALD	Culturally and linguistically diverse
DSS	Department of Social Services
NCAS	National Community Attitudes towards Violence Against Women Survey
PSS	Personal Safety Survey
PVAW	Preventing violence against women
VAW	Violence against women
VicHealth	Victorian Health Promotion Foundation

APPENDIX 4: REFERENCES

For a full reference list please refer to the Full report on the AMES Australia web site.

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