



QUEENSLAND CENTRE FOR DOMESTIC AND FAMILY VIOLENCE RESEARCH

2016-2021

Strategic Plan

Contents

Introduction	3
Profile	4
Philosophy, values and principles	4
Structure	4
Purposeful engagement.....	4
Model of engagement	6
Mission	7
Our Contribution.....	7
Strategic outcomes for 2016-2021	8
Demonstrate leadership in research and evaluation.....	8
Demonstrate leadership in sector development	8
Demonstrate leadership in education and training.....	9

Introduction

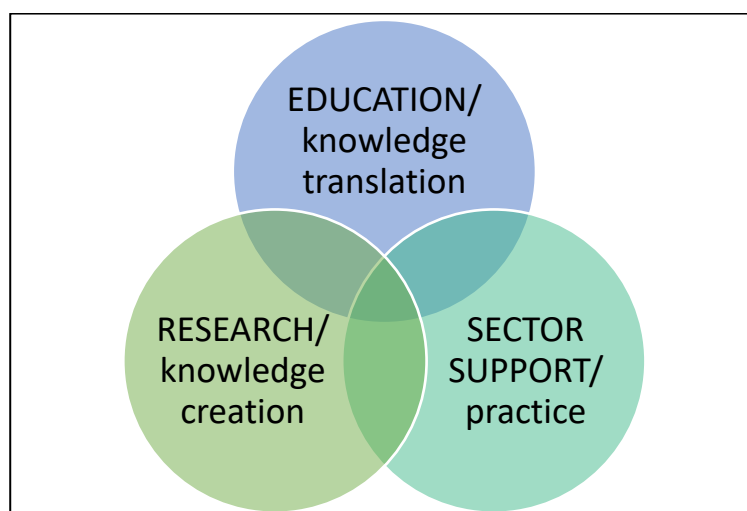
The Queensland Centre for Domestic and Family Violence Research (the Centre) was established in Mackay during 2003 with funding from the (currently named) Queensland Government's Department of Child Safety, Youth and Women (the Department). The Centre established under the auspice CQUniversity Australia.

In July 2016 the Centre entered into its fifth Funding Agreement with the Department (2016-2021). This Agreement is partly predicated on the recommendations of the *Not Now Not Ever Report* (Queensland Premier's Special Taskforce on Domestic and Family Violence, 2015) and the significant reforms which have been instituted as a result of this report. The current Agreement maintains the historical role that the Centre has played in workforce and organisational capacity and capability building, as well as including significant research.

In 2015 the Centre independent of, but aligned with, the outputs and outcomes outlined in the Department's funding agreement, embarked on an ambitious expansion plan in the area of training and education. This was also in response to the *Not Now Not Ever Report* findings that a qualified and well equipped workforce was required to respond to domestic and family violence.

Hence, developing a high quality range of accredited vocational education and higher education offerings is a key priority of this Strategic Plan, as is responding to the need for customised training. All Centre training and education has a focus on practice and is underpinned by research, including the contributions of the lived experience of women and front line practitioners. Now CQUniversity, through the Centre, leads Australia in the provision of both the accredited and non-accredited learning opportunities, related to responding to domestic and family violence, at various levels of the Australian Qualifications Framework, and wherever feasible, there is an explicit commitment to the delivery of this education by practice experts.

Hosted by the CQUniversity's School of Nursing, Midwifery and Social Sciences, QCDFVR also receives significant support from the University's Division of Research. This has enabled the Centre to build its research capacity to undertake additional project work. Under this plan the Centre will continue to expand our unique position in the national landscape in three vital, and intersecting, areas:



Profile

Philosophy, values and principles

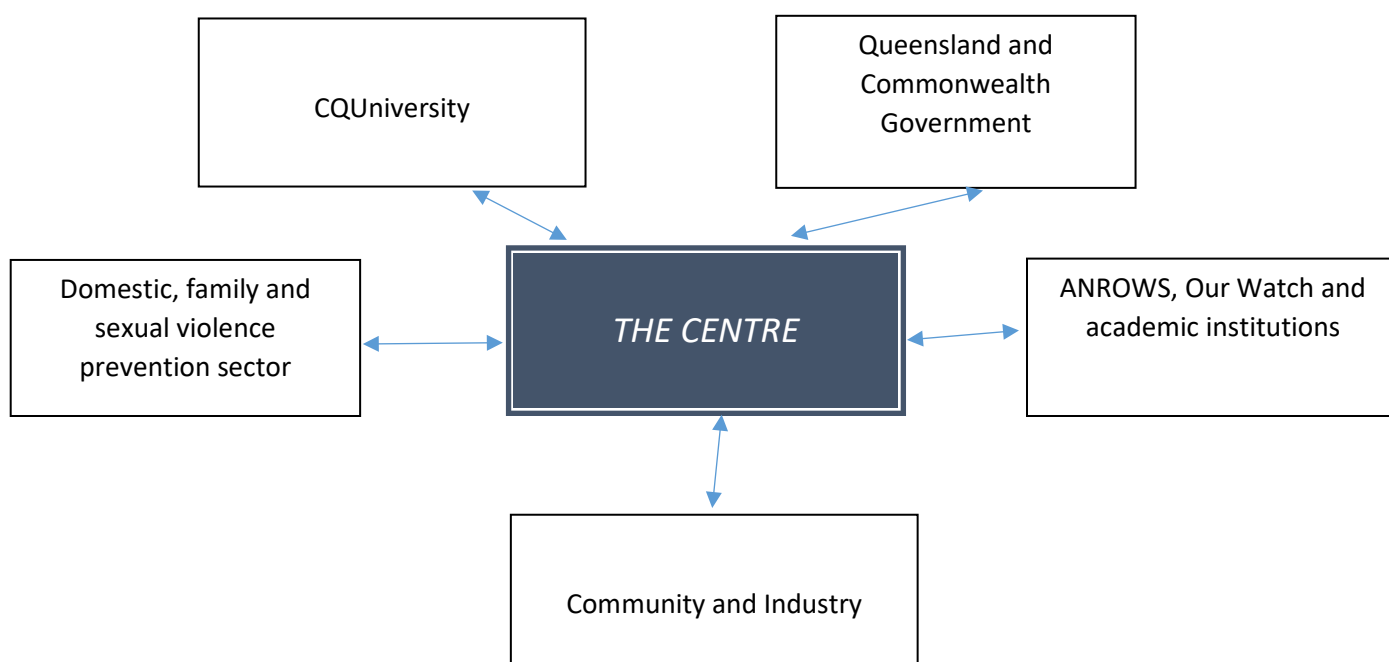
The Centre adheres to the Universal Declaration of Human Rights and specifically CEDAW (the Convention on the Elimination of All Forms of Discrimination Against Women) and the UN Declaration on the Elimination of Violence Against Women (1993). The Centre recognises gendered violence as a fundamental breach of human rights.

All Centre activity is based on a feminist philosophy, that is, interpersonal violence is largely a product of historical, socially-constructed gender roles; specifically, notions of masculinity and the political, economic and social factors that give men power over women. Consequently, it is men who perpetrate the majority of interpersonal violence and it is women who are the majority of 'victims' of domestic and family violence.

While gender is a central feature in domestic and family violence and sexual assault, other factors that intersect with gender, such as race, class, sexuality, disability and ethnicity also shape women's experiences of interpersonal violence and have important implications for strategies to address it. We recognise that some populations- such as Aboriginal and Torres Strait Islander peoples; those from a culturally and linguistically diverse backgrounds; and people with disabilities or from LGBTIQ communities- face particular challenges and we will listen, learn from and respond to these communities.

Structure

The Centre



Purposeful engagement

The Centre is committed to the University's values of

1. Engagement: connecting with stakeholders and communities by having strong relationships and productive partnerships which deliver mutually beneficial outcomes.
2. A 'can do' approach: focusing on and achieving goals, 'thinking big', aspiring to greatness and applying innovation in everything we do.
3. Openness: promoting transparency in processes, procedures and decision-making and emphasise consistency, courage, fairness and probity as integral to our relationships, individual and collective, with all stakeholders.
4. Leadership: leading by consistently demonstrating courage, excellence in learning and teaching, research, engagement and governance.
5. Inclusiveness: respecting and seeking full participation from, and engagement with, all staff, students and the community without any discrimination toward any individual or group.

Engagement is enacted through a range of formal and informal mechanisms. For example, the Centre is a member of the Queensland Domestic Violence Services Network (QDVSN); Ending Violence Against Women Queensland (EVAWQ) and Queensland Sexual Assault Services Network (QSAN), and has relationships with specific refuge networks and Services and Practitioners for the Elimination of Abuse Queensland (SPEAQ) network. Important relationships with Aboriginal and Torres Strait Islander domestic and family violence services- across community, health and legal sectors- have been galvanised by the Centre's hosting of the Queensland Indigenous Family Violence Prevention Forum for more than ten years.

Model of engagement

The Centre's model of engagement and development is a three step process which relies on the quality of relationships formed between the Centre and its project partners and/ or community. The steps are not necessarily sequential in that forming relationships is informed by principle-centred actions. The following table describes the model of engagement in more detail.

Engaging with organisations and communities to build knowledge and develop capacity in a considered and purposeful manner is an integral part of the Centre's approach.

Step 1	Step 2	Step 3
Forming relationships which are:	Demonstrating principle-centred actions by	Encouraging a process of reflective action by:
<p>mindful of existing relationships and connections</p> <p>respectful of local culture, and existing relationships and roles</p> <p>aware of client needs and existing service delivery responses</p> <p>understanding of how the community and/or service delivery system operates</p>	<p>practicing cultural inclusiveness</p> <p>being open and transparent in all interactions</p> <p>responding to people and communities in a non-judgmental and equitable way</p> <p>respecting diversity</p> <p>seeing the world through our partners' eyes</p>	<p>partnering with people, organisations and communities</p> <p>exchanging ideas and sharing experiences</p> <p>building networked learning communities</p> <p>acknowledging each other's expertise and contributions</p> <p>adapting to needs and responding flexibly to change</p>

Mission

The Centre will seek to provide leadership in multidisciplinary research/evaluation, sector development and education and training pertaining to domestic and family violence and sexual assault. These activities will address the real needs of communities, informing:

- prevention initiatives,
- policy and program development
- workforce capacity building
- quality service provision

Our Contribution

QCDFVR will achieve this Mission by:

- leading research innovation, knowledge exchange and knowledge translation in the field of gendered violence.
- providing high quality education, training and professional development which is tailored to the needs of stakeholders in the service system
- building practitioners' capacity through our suite of education and training and professional development programs.
- supporting the Commonwealth and Queensland Governments domestic and family violence policy and reform programs with robust research.
- engaging with stakeholders working with priority populations in order to develop responsive research, training, education and service support.
- collaborating with international and national scholars in order to advance the evidence underpinning interventions through creating opportunities for knowledge transfer.

Strategic outcomes for 2016-2021

QCDFVR as a state and national leader in gendered violence will continue to:

- strengthen its role in domestic and family violence and sexual assault research and service system development.
- align its direction with Queensland and Commonwealth Governments' legislation, policy and trends and emerging research.
- strengthen the service system response to gendered violence through the provision of quality training, education and professional development.
- build on its dynamic and innovative knowledge generation, knowledge translation and workforce capacity and capability building.

We will demonstrate leadership across the following three key elements of our approach – research and evaluation, sector development and education and training.

Demonstrate leadership in research and evaluation

Our research will be responsive to the research needs of the domestic and family violence and sexual assault service systems. We will progressively increase our research capability and capacity over the period of this Strategic Plan ensuring knowledge creation is always accompanied by knowledge translation and dissemination.

We will focus on engagement and research with social impact, prioritising participatory and action based research that is empowering. Our research and evaluations will always take into account practice wisdom and be respectful of the lived experience of women.

We will seek to have team members from, or connected with, practice in the field, as well as being engaged with relevant networks. Wherever it is possible and safe to do so, we will ensure the views and voices of women impacted by gendered violence and those from marginalised populations are included in co-design and co-management of projects. Our evaluation and research will strive to be rigorous and have 'real world' implications, providing recommendations that are realistic and feasible beyond academia.

The Centre will nurture the interest and activity of emerging researchers from across disciplines in the gender-based violence field to ensure a continuing workforce with depth of expertise and commitment to research in this field.

Demonstrate leadership in sector development

Partnerships with key government departments, with peak bodies, social service organisations and other industry stakeholders form the basis of generating workforce capacity and capability resources.

A primary purpose of our partnerships is to progress innovation and to contribute to policy and practice responses to gender-based violence in order to improve the situation of victims and ensure the accountability of perpetrators. We aim to lead with an innovative approach to the dynamic relationship between stakeholder involvement and practice improvement.

Knowledge translation has been, and always will be, more than rhetoric at the Centre. The Centre will maintain and strengthen ongoing engagement with practitioners in Queensland and beyond in order to capture knowledge from front line practice and to ensure dissemination of knowledge that will make a difference in the lives of those affected by domestic and family violence and sexual assault. A key outcome of our knowledge translation and support for innovation in the sector will be to increase readily accessible products which can help to provide practical resources for constant service improvement and effectiveness. These resources will include but limited to:

- Webinars: to showcase practitioner and academic expertise
- Interactive website:
- Regular newsletters
- Peer reviewed publications (validated and accessible)
- Briefing papers
- Submissions
- Fact sheets
- Communities of Practice
- International researcher visits
- Research and practice knowledge translation and knowledge exchange events

Demonstrate leadership in education and training

Through CQUniversity, the Centre will continue to work with agencies in the field and with other institutions to deliver a suite of education and training and professional development programs. This education and training will be transformational in building the capacity and capability in domestic and family violence, sexual assault and related service systems. There will be a range of entry points into study including:

- Higher Education
- Vocational Education and Training
- Customised training and professional development options

We will actively grow our suite of accredited and higher education offerings with a clear focus on practice. We will optimise the learning experience of stakeholders by providing diverse learning experiences. Our commitment to the authentic design and delivery of Vocational and Higher Education units will be made possible through engagement with practitioners in the field of responding to gendered violence.