

Queensland Centre for Domestic and Family Violence Research

Strategic Plan

2021-2024



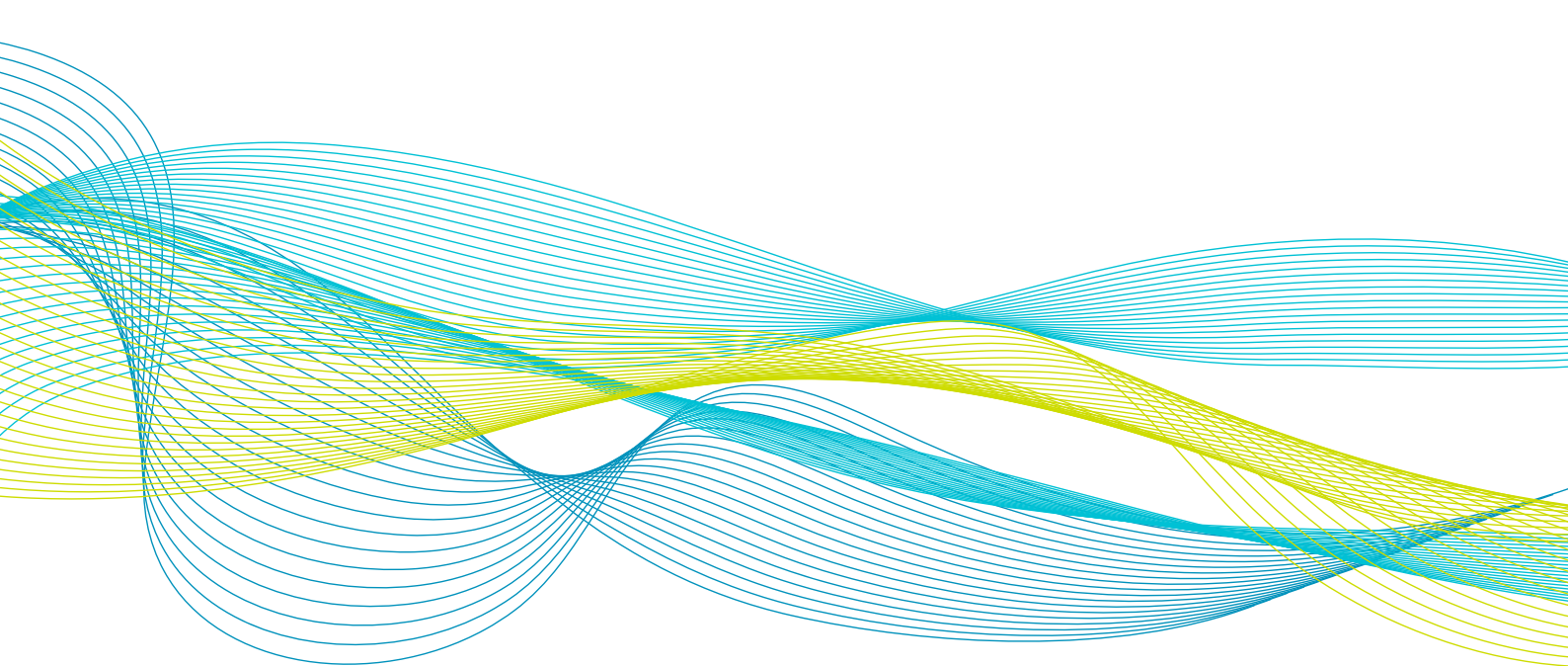


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CQUniversity acknowledges the Traditional Owners of the lands on which we work and learn and pays respect to the First Nations Peoples and their Elders, past, present and future for they hold the memories, the traditions, the culture and hopes of Indigenous Australia.





Introduction

The Queensland Centre for Domestic and Family Violence Research (the Centre), auspiced by CQUniversity, Australia was established in Mackay in 2003 with funding allocated by the (currently named) Queensland Government' Department of Justice and Attorney General (the Department).

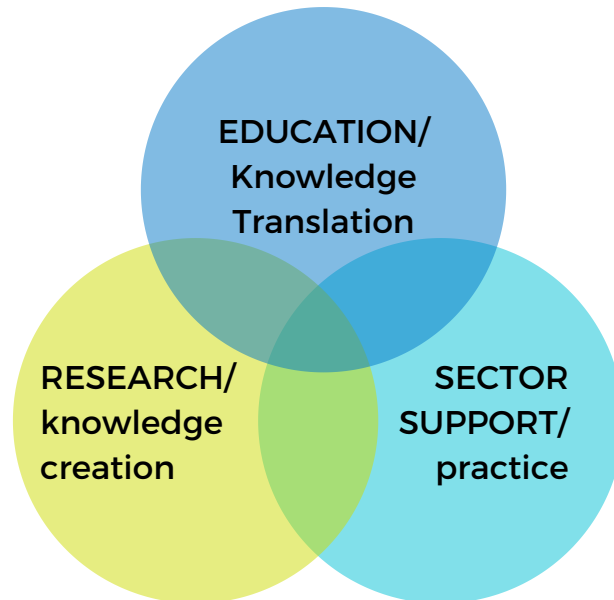
The Department has continued to commission QCDFVR to deliver a wide range of projects – research and sector development – responding to the changing landscape of gendered violence. In recent years the projects commissioned have been predicated on the recommendations of the *Not Now, Not Ever Report* (Queensland Premier's Special Taskforce on Domestic and Family Violence, 2015).

The Not Now, Not Ever Report was also pivotal in CQUniversity investing in an ambitious expansion of the Centre independent of, but complementing, the commissioned work for the Queensland Government. The expansion aimed at bridging a significant gap across Australia in delivering quality education and training across the continuum of bespoke, vocational education, undergraduate and post graduate offerings. This was aimed at skilling the current – but also the potential – workforce as demand for services continually grows.

The need for different entry points for those seeking nuanced understandings of gendered violence has seen CQUniversity, through the Centre, create a range of compelling and hyperflexible learning experiences. Enhanced options for upskilling a wide range of workers who respond to gendered violence in different ways is a focus of this plan. Centre training and education will always have a focus on influencing practice and is underpinned by high quality research/evidence, including the contributions of the lived experience of women and front-line practitioners.

The inclusion of education and training established the intersection of three critical areas - research, sector support and education/training. The intersection recognises that excellence in research leads to excellence in education and teaching and conversely excellence in education and teaching drives innovation in research. Aligned with the creation of knowledge is the dissemination of knowledge in ways that reach the broadest range of students, agencies/service providers and communities. Our aim is to deliver positive social impacts through sharing knowledge in response to 'real world' challenges and issues.

Philosophy, values and principles

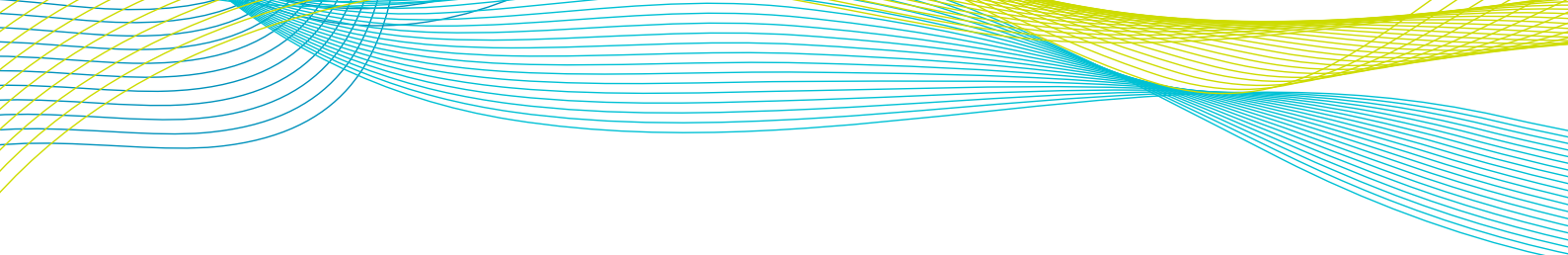


The Centre is committed to the CQUniversity's values of:

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.

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.

While gender is a central feature in violence against women, 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

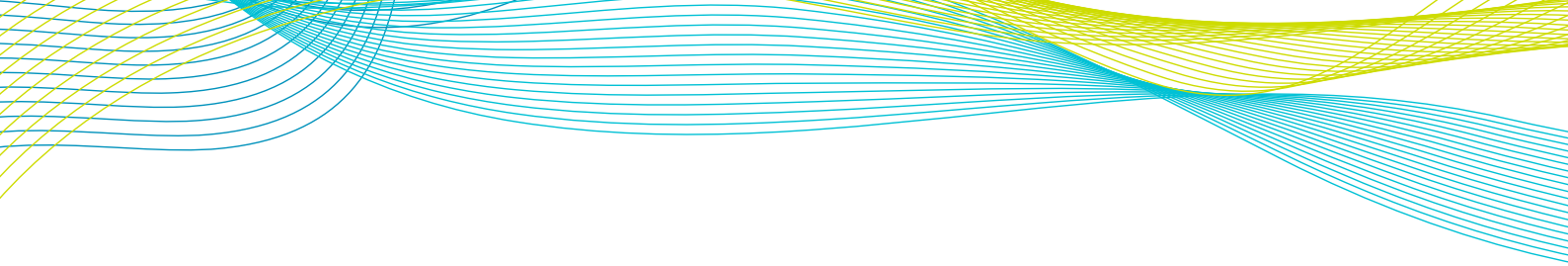
The Centre



Engagement

Engagement is at the heart of our approach. We maintain an independence in our research along with a participatory approach and embeddedness with those who have lived experience, frontline agencies/service providers, regional/remote communities, and priority populations. CQUniversity prides itself on being ‘an engaged university’ and the Centre enacts this through a range of partnerships. Engaging with organisations and communities to build knowledge and develop capacity in a considered and purposeful manner is reflective of the Centre’s inclusive and participatory approach.

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 the 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 fifteen years.



Step 1 Forming relationships which are:	Step 2 Demonstrating principle centred actions by:	Step 3 Encouraging a process of reflective action by:
<ul style="list-style-type: none">• mindful of existing relationships and connections• respectful of local culture, and existing relationships and roles• aware of client needs and existing service delivery responses• understanding of how the community and/or service delivery system operates•	<ul style="list-style-type: none">• practicing cultural inclusiveness• being open and transparent in all interactions• responding to people and communities in a non-judgmental and equitable way• respecting diversity	<ul style="list-style-type: none">• partnering with people, organisations and communities• exchanging ideas and sharing experiences• building networked learning communities• acknowledging each other's expertise and contributions• adapting to needs and responding flexibly to change

Mission

The Centre will seek to provide leadership in multidisciplinary research/ evaluation, sector development and education and training pertaining to gendered violence. 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 for the 'real world', 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 workers' capacity through our suite of education and training and professional development programs.
- supporting the Commonwealth and Queensland Governments' gendered violence policy and reform programs with robust research.
- engaging with stakeholders working with priority populations in order to develop responsive research, education and service support.
- collaborating with international and national scholars to advance the evidence underpinning interventions through creating opportunities for knowledge transfer.

Strategic outcomes for 2021-2024

QCDFVR as a state and national leader in gendered violence research and education 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 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.



Making a difference in research and evaluation

The research of the Centre will be responsive to the trends and needs across the domestic and family violence and sexual assault service systems. Research capability and capacity will be progressively increased over the period of this Strategic Plan ensuring knowledge creation is always accompanied by knowledge translation and dissemination.

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

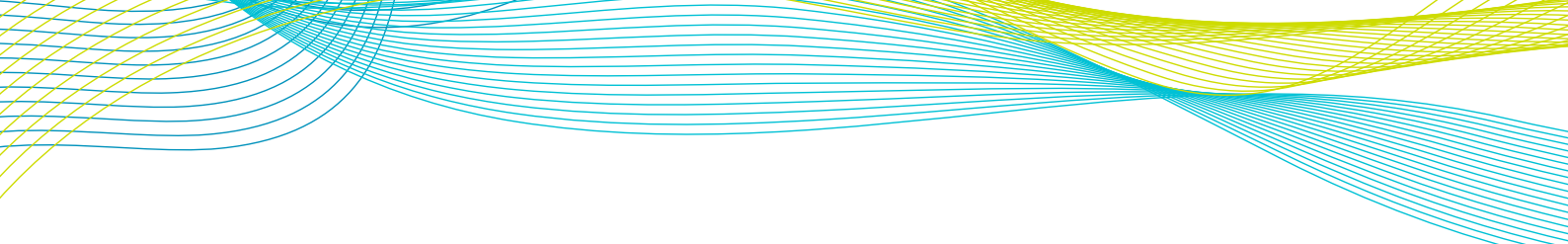
Team members will be sought from, or connected with, practice or research in the field. Wherever it is possible and safe to do so, the views and voices of women impacted by gendered violence and those from marginalised populations will be included in the co-design and co-management of projects. Centre evaluation and research will strive to be rigorous and have 'real world' impact, 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. The supervision and support of quality Higher Degree Research (HDR) students undertaking cutting edge research in the field of gendered violence will be prioritised.

Demonstrate leadership in sector development

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

Our partnerships also enable us to capture, and translate, real world knowledge, contributing to policy and practice responses that 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 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 are not 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 contributions
- Research and practice knowledge translation and knowledge exchange events

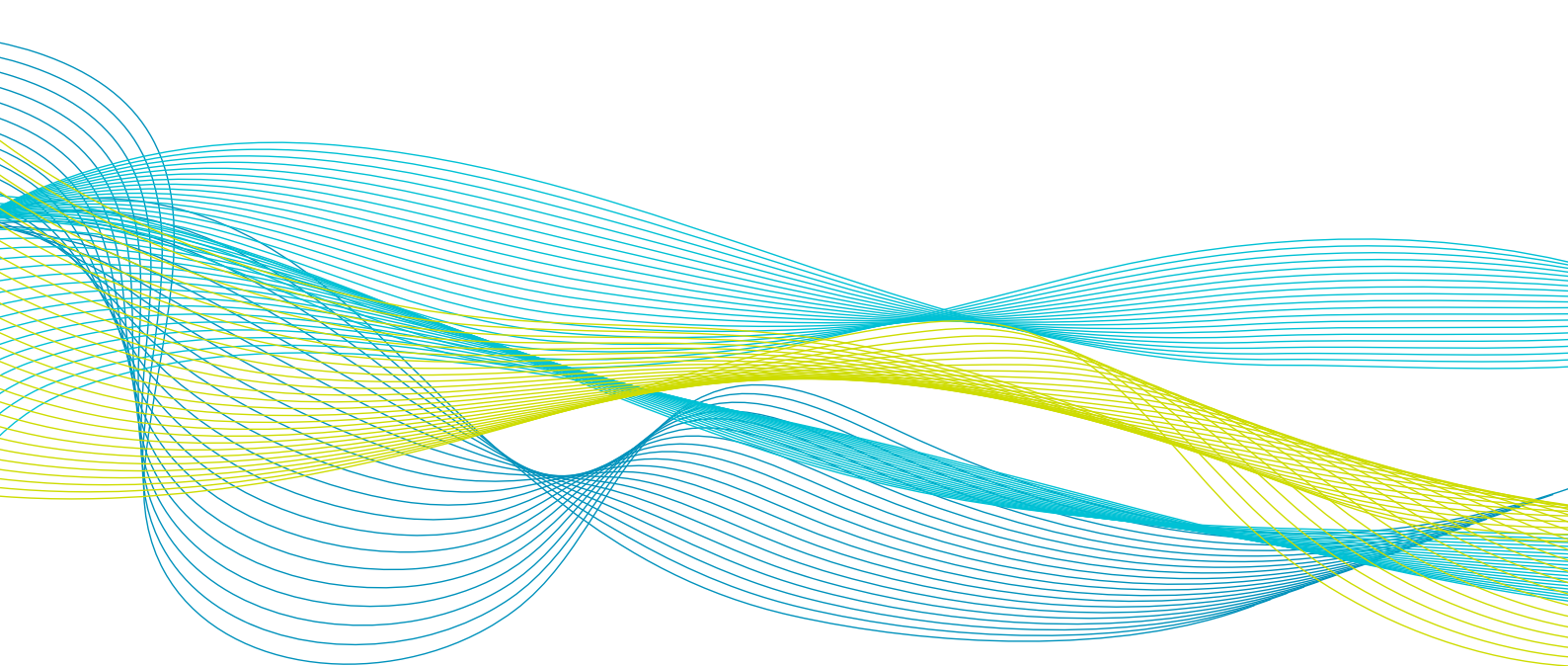
Demonstrate leadership in education and training

The statistics relating to gendered violence continue to be alarming and demand for holistic, trauma-informed responses to this vexed problem is still ever-growing. There is significant staff turnover in this challenging field of work, requiring skilled workers to have nuanced understandings of gendered violence. The Centre continues to be focused on building workforce capacity across the spectrum from potential workers, front-line responders, specialist gender violence response services and the many workers whose primary work is in generalist services, but whose client base includes a significant proportion of victim/survivors and/or those who use violence. Health professionals, child protection workers, family support workers, housing and correctional services, for example, will routinely encounter the violence that occurs in families.

The changing landscape regarding gendered violence, including the impact of COVID, requires ways of learning to be hyperflexible, engaging, easily accessible, quality assured and contemporary. Through CQUniversity, the Centre will continue to work with agencies in the field and with other institutions to deliver a suite of education programs that responds to the needs of the community. This education will be transformational in building the capacity and capability across service systems. There will be a range of entry points into learning including:



The clear focus on practice will be expanded, and these diverse learning experiences will be optimised through CQUniversity's status as an accredited dual sector provider. The Centre's commitment to the authentic design and delivery of all education will continue to include partnerships with practitioners in the field of responding to gendered violence, and those with the lived experience of violence.



 **QCDFVR**
*Queensland Centre for Domestic
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