



Elizabeth Hoffman House
Aboriginal Women's Service Inc.

Strategic Plan

2009 – 2012

Acknowledgment

While working at the Aborigine's Advancement League, Elizabeth Morgan Hoffman (Aunty Elizabeth) identified the need to provide Aboriginal women and children with a safe place to escape family violence. She, Aunty Joyce Johnson and other Aboriginal women would take women and children escaping family violence into their own homes.

Aunty Elizabeth's vision was to provide Aboriginal women and their children with a safe place where they could escape family violence, and where they could get their lives back together while accessing the help and support they needed.

After visiting women's refuges and talking with community, Aunty Elizabeth strongly believed that Aboriginal women and children needed their own refuge, where they could be with their own people.

Aunty Elizabeth and a number of other Aboriginal women co-founded Elizabeth Hoffman House Aboriginal Women's Service in the early 1970s. Elizabeth Hoffman House Aboriginal Women's Service became Australia's first Aboriginal women's refuge.

Aunty Elizabeth and other Aboriginal women battled for many years to convince governments to provide funding for rent and wages at the refuge. She made many trips to Canberra to lobby politicians and public services including the Auditor General.

In 1984, Elizabeth Hoffman House Aboriginal Women's Service became incorporated and independent of the Aborigine's Advancement League.

In 2006, Elizabeth Morgan Hoffman was acknowledged with a NAIDOC National Lifetime Achievement Award, for her co-founding of Elizabeth Hoffman House and her commitment to stopping violence against women and children.

Today, Elizabeth Hoffman House Aboriginal Women's Service is a strong Aboriginal community controlled organisation providing crisis accommodation for Aboriginal women and children through the refuge, as well as outreach services which empower educate and support women to realise their rights.

"When I needed to use it [the refuge], I was proud there was such a place in our community."

Elizabeth Hoffman House Aboriginal Women's Service client



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Terminology

The term Aboriginal when used in this Strategic Plan refers to people who are of Aboriginal and/or Torres Strait Islander decent. It should be read as inclusive of non-Aboriginal people in situations such as, a non-Aboriginal woman living with an Aboriginal partner, or a non-Aboriginal woman with Aboriginal children.



Forward Chairperson Elizabeth Hoffman House Aboriginal Women's Service

I welcome this Strategic Plan. It is the first to be formally developed for Elizabeth Hoffman House Aboriginal Women's Services Incorporated. This Plan guides the direction and business of current (and future) Directors, staff, members and others, on the priorities seen by and for Aboriginal women of Victoria for 2009 to 2012.

The Strategic Plan identifies four areas of strategic priority. These being: to strengthen the management, to strengthen the service model, to build on evidence and research, and to promote Elizabeth Hoffman House Aboriginal Women's Services Incorporated services and the work undertaken by our dedicated and committed staff.

The Strategic Plan describes an implementation plan that guides Directors and staff toward a common goal of agreed outcomes and will continue to unite and strengthen Elizabeth Hoffman House Aboriginal Women's Services Incorporated services and programs. Already significant work has been progressed to implement this Strategic Plan.

I view this document as a 'living' document and envisage the Plan will be constantly updated to reflect organisational and community needs.

Elizabeth Hoffman House Aboriginal Women's Services Incorporated remains committed to empowering and supporting Aboriginal women and their children experiencing family violence by providing safe and secure accommodation, support, counselling, education and information.



Christine Ingram
Chairperson



Our Vision

Empower and support Aboriginal women and their children experiencing family violence by providing safe and secure accommodation, support, counselling, education and information.

Our Purpose

Our purpose is to:

- Empower women and children to exercise their right to be free of violence in all its forms.
- Promote the safety of Aboriginal women and children, escaping family violence.
- Position *Elizabeth Hoffman House Aboriginal Women's Service* as the leading Aboriginal community controlled organisation responding to violence against Aboriginal women and children.

Our Values

The Victorian Indigenous Family Violence Task Force defines family violence as *a wide range of physical, emotional, sexual, social, spiritual, cultural, psychological and economic abuses that occur within families, intimate relationships, extended families, kinship networks and Communities. It extends to one-on-one fighting, abuse of Indigenous Community workers as well as self-harm, injury and suicide.*

Aboriginal family violence:

- includes inter-generational violence and abuse and recognises all victims, whether they are affected directly or indirectly,
- recognises that perpetrators and victims of family violence can include parents, uncles, aunties, (step) children, (step) siblings, cousins, grandparents, in-laws and distant relatives,
- recognises that an individual can be a perpetrator and a victim at the same time in a family situation,
- includes Elder abuse and child abuse, and
- encompasses a range of acts that are criminal under the *Crimes Act 1958* and non-criminal acts such as emotional abuse and economic abuse.



The Victorian Government supports this definition of family violence to underpin the Victorian Indigenous Family Violence Strategy.

Family violence is an unacceptable practice that is not a part of Aboriginal culture

The incidence and prevalence of family violence in Aboriginal Communities may be seen in the context of colonisation and dispossession of Aboriginal Victorians. From an Aboriginal perspective the causes of family violence are related to a wide range of factors, including:

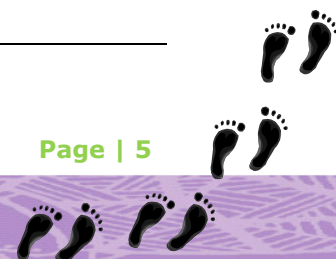
- dispossession of land and traditional culture,
- breakdown of Community kinship systems and Aboriginal law,
- racism and vilification,
- economic exclusion and entrenched poverty,
- alcohol and drug abuse,
- the effects of institutionalisation and child removal policies,
- inherited grief and trauma, and
- the loss of traditional Aboriginal male roles and status.

Our values are underpinned by Aboriginal community control, self determination, cultural strength, human rights and social justice frameworks. In particular:

- the United Nations Declaration on the Elimination of Violence against Women,
- the United Nations Convention on the Rights of the Child,
- the United Nations Declaration on the Rights of Indigenous Peoples, and
- DV Vic’s Code of Practice for Specialist Family Violence Services.

Elizabeth Hoffman House Aboriginal Women’s Service Values

Community Control	An Aboriginal Community Controlled Organisation for Aboriginal women and children.
Rights	Family violence is a fundamental violation of human rights.
Safety	The safety of women and children who experience family violence is essential in any response.
Diversity	Family violence is experienced by women and children regardless of class, ethnicity, religion, age, abilities or sexual preference.



Elizabeth Hoffman House Aboriginal Women's Service Values

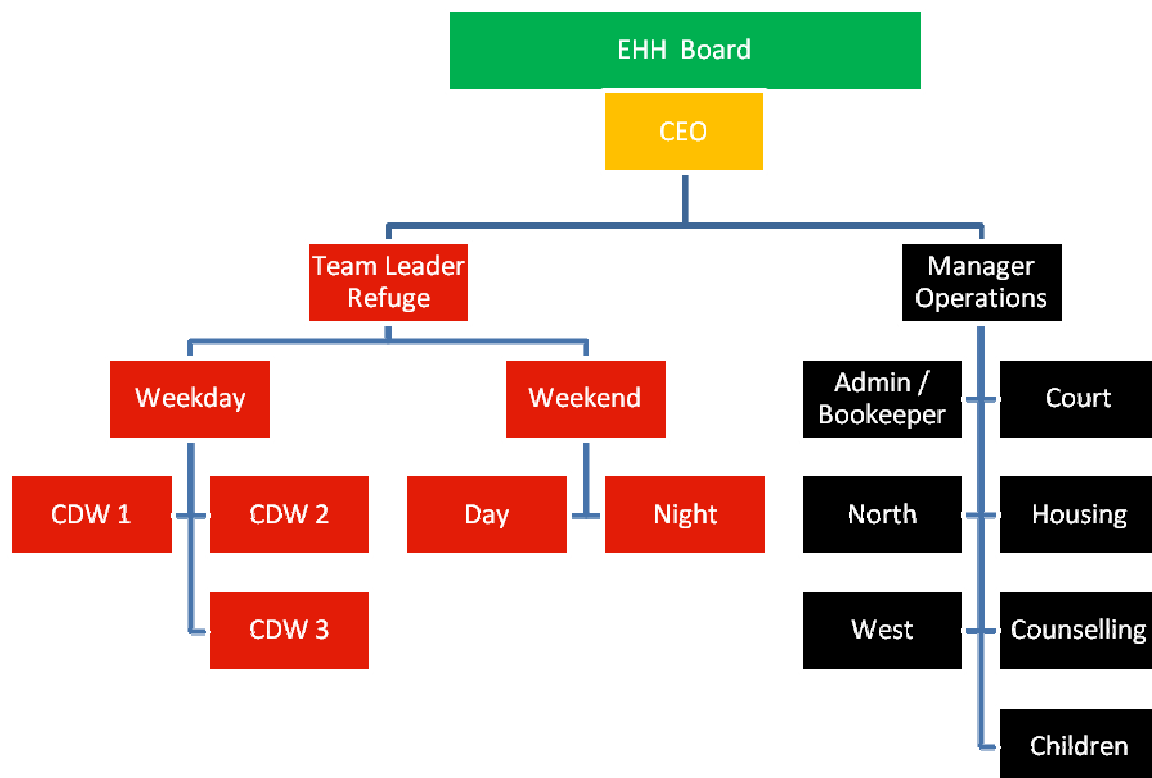
Empowerment	Responses to women and children who experience family violence should be encouraged to build on their strengths and enhance their knowledge and understanding, to make informed decisions.
Access and equity	Service provision to women and children experiencing family violence should be accessible and be delivered in a fair and equitable manner.
Advocacy	Advocacy for the rights and interests of women and children is required on an individual and broader community level.
Collaborative Practice	Women and children benefit from collaborative practices between agencies through greater coordination and integration.
Power	Women and children have the power to change.
Justice	Physical and sexual violence in all its forms is a crime and warrants an effective response.



Governance and Organisational Structure

Elizabeth Hoffman House Aboriginal Women's Service has a Board of Directors drawn from the Aboriginal community. Directors are elected every two years.

Elizabeth Hoffman House Aboriginal Women's Service has 2 sub committees, these being the Executive Committee and the Finance Committee. Our Executive consists of Chairperson, Deputy Chairperson, Secretary, and Treasurer. Their roles and responsibilities are supported by Ordinary Directors.



Elizabeth Hoffman House Aboriginal Women's Service

Programs

Elizabeth Hoffman House Aboriginal Women's Service provides the following programs:

- Crisis accommodation for Aboriginal women and children through the refuge.
- Outreach services which empower, educate and support women to realise their rights.

Target Group

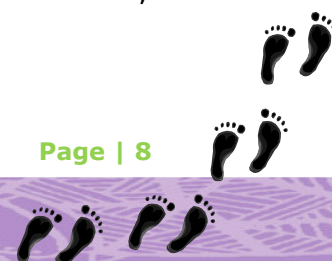
Elizabeth Hoffman House Aboriginal Women's Service's target group is Aboriginal women and children who are:

- at immediate risk of harm or violence, and
- willing to participate in their own healing and that of their children by addressing personal issues such as financial, social and emotional well being, addictions in all of its forms including alcohol, illicit drug use, gambling and other self destructive behaviours that undermine their role as mother, and
- willing to work constructively with *Elizabeth Hoffman House Aboriginal Women's Service* staff.

Model of Care

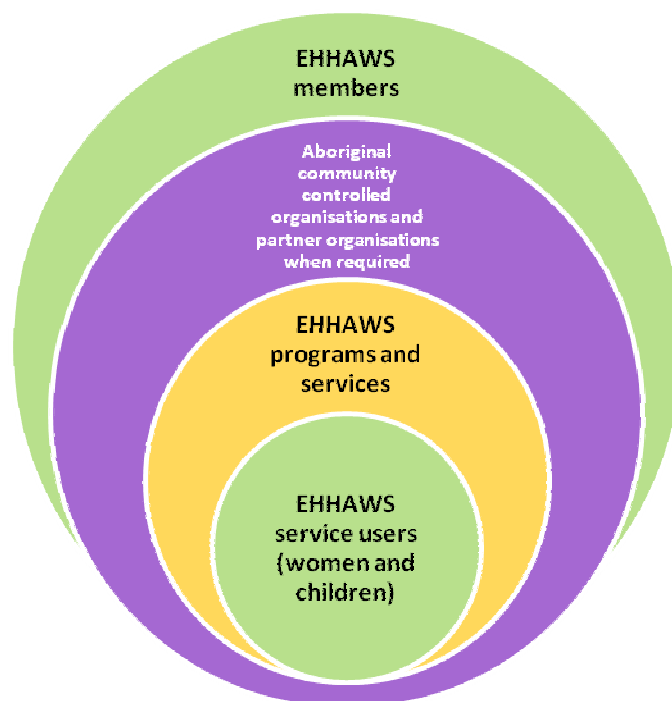
The *Elizabeth Hoffman House Aboriginal Women's Service* model of care is characterised by:

- A healing and strengths based approach, underpinned by a human rights framework.
- A skilled and competent team of staff.
- A practice model which is supported by easy access and a comprehensive assessment and care plan for each woman and each child.
- Partnerships with other organisations (ACCOs and mainstream) which focus on ensuring that *Elizabeth Hoffman House Aboriginal Women's Service* clients can access the services they need a timely manner e.g. medical services from VAHS, specialist children's services from VACCA, childcare from Yappera, local housing services etc. *Elizabeth Hoffman House Aboriginal Women's Service* does not duplicate services available in other organisations.
- The intention to support women and children to transition back into community life.
- Routine data collection to build an evidence base for service improvement, advocacy and additional funding.



Relationships

Elizabeth Hoffman House Aboriginal Women's Service works closely with other Aboriginal community controlled organisations and partner organisations when required, to deliver services to Aboriginal women and children.



Service Gaps

The Board of Directors internal review of service (2008-2009) identified a number of gaps in service and program provision, including:

- Expertise in sexual abuse and assault
- Transport services
- Children's programs and services
- Respite
- Homelessness services
- Healing focus
- Link women and children into other services such as In-Home Support, Boorai, play groups etc

The Board determined that it was a priority to secure new resources or re-allocate existing funds to employ a qualified early childhood worker with expertise in early childhood development, to enhance parental bonding/interaction between mother and child/ren, and to link children into programs such as play groups, kindergarten, counselling support etc.

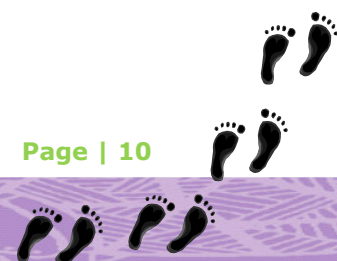


The review also identified the need to review and enhance the current court program, and to provide additional resources of time and focus to ensure formal partnerships are meaningful and maintained.

Strategic Priorities

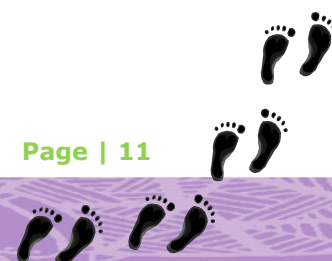
The Board of the *Elizabeth Hoffman House Aboriginal Women's Service* identified four key priorities for period 2009 – 2012.

- 1. Strengthen the management of *Elizabeth Hoffman House Aboriginal Women's Service***
- 2. Strengthen the *Elizabeth Hoffman House Aboriginal Women's Service* model of care**
- 3. Build an evidence and research base**
- 4. Promote the *Elizabeth Hoffman House Aboriginal Women's Service* and the work we do**



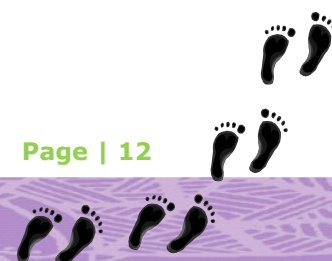
Implementation Plan

Strategic Priority 1: Strengthen the management of <i>Elizabeth Hoffman House Aboriginal Women's Service</i>			
Strategies	Responsibility	Timelines	Performance Indicators
1.1 Prepare for and achieve HASS accreditation.	CEO	2009/2010	<ul style="list-style-type: none"> • <i>Elizabeth Hoffman House Aboriginal Women's Service</i> achieves accreditation.
1.2 Embed new financial and human resource management systems.	CEO and delegated board members	2009	<ul style="list-style-type: none"> • Financial and HR systems in place and support compliance with legal and regulatory requirements. • The <i>Elizabeth Hoffman House Aboriginal Women's Service</i> Board receives regular reports on the financial and staffing position of the organisation.
1.3 Up-date <i>Elizabeth Hoffman House Aboriginal Women's Service</i> policies and procedures.	CEO and delegated board members	By June 2010	<ul style="list-style-type: none"> • Conducted review of the policy and procedures in 2009. • Action the review during 2010 • Policies and procedures developed across the services. • Policies and procedures support a quality service.
1.4 Determine <i>Elizabeth Hoffman House Aboriginal Women's Service's</i> future role in partnerships.	CEO and delegated board members	TBC	<ul style="list-style-type: none"> • Review participation in the Integrated Family Violence and the Aboriginal Family Violence (resources, time required and outcomes achieved and outcomes to be achieved). • Develop a clear position paper describing the needs of the organization while identifying gaps in partner organizations. • Develop formal partnership agreements with partner organisations. • The partnership agreements are renegotiated to more effectively reflect the needs of <i>Elizabeth Hoffman House Aboriginal Women's Service</i> and its client group.



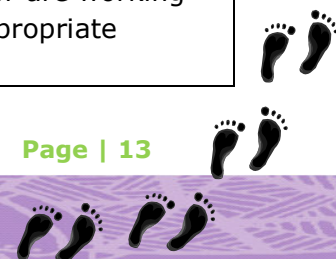
Strategic Priority 1: Strengthen the management of *Elizabeth Hoffman House Aboriginal Women's Service*

Strategies	Responsibility	Timelines	Performance Indicators
1.5 Strengthen governance.	CEO and Board	2009	<ul style="list-style-type: none"> • Effective governance and processes in place including regular participation and involvement by all Board members. • Tools in place to support Director participation. • Board members have allocated portfolio responsibilities. • The Board receives regular data reports about clients and service provision.
1.6 Put in place a staffing model at <i>Elizabeth Hoffman House Aboriginal Women's Service</i> with a focus on: <ul style="list-style-type: none"> • staff wellbeing • training and qualifications • OHS • Team building • Accreditation requirements. 	CEO	2009/2010	<i>Elizabeth Hoffman House Aboriginal Women's Service:</i> <ul style="list-style-type: none"> • recruits and retains good staff. • staff feel valued and happy in their role. • meets OH&S and other legislative requirements. • Workcover premium is reduced. • Staff satisfaction. • Staff Workplans in place.
1.7 Establish a review process around this strategic plan.	Board	December 2009	<ul style="list-style-type: none"> • The strategies set out in the Strategic Plan are regularly reviewed and evaluated.
1.8 Conduct an evaluation of the Strategic Plan, prior to developing the new Strategic Plan.	Board	June 2012	<ul style="list-style-type: none"> • Evaluation conducted and actions identified.



Strategic Priority 2: Strengthen the *Elizabeth Hoffman House Aboriginal Women's Service* model of care

Strategies	Responsibility	Timelines	Performance Indicators
2.1 Develop a practice model and tools to support the client pathway through intake, assessment, care planning, referral and transition to other services.	CEO and delegated board members	2010	<ul style="list-style-type: none"> Practice model and supporting tools developed and in place. Staff are familiar with the practice model and supporting tools.
2.2 Develop a practice manual and work instructions for refuge staff.	CEO	By June 2010	<ul style="list-style-type: none"> Practice Manual developed and used by staff in the refuge.
2.3 Secure resources to employ a qualified early childhood worker.	CEO and delegated board members	By December 2010	<ul style="list-style-type: none"> Funding secured. Early childhood worker employed.
2.4 Expand the programs and services we can offer children.	CEO and delegated board members	2010 – 2012	<ul style="list-style-type: none"> Review need and ensure suite of services in place for women and children.
2.5 Strengthen partnerships which enhance service delivery for <i>Elizabeth Hoffman House Aboriginal Women's Service</i> clients (ACCO and mainstream).	CEO and delegated board members	2010 – 2012	<ul style="list-style-type: none"> Partnerships support service delivery for clients.
2.6 Strengthen rural engagement and partnerships to assist them in providing culturally appropriate care.	CEO, Board and staff	2010 – 2012	<ul style="list-style-type: none"> Partnerships support culturally appropriate care. Raise profile in rural areas and establish partnerships to support culturally appropriate care.
2.7 Implement new roster system to ensure continuity of care for women and their children.	CEO	2009	<ul style="list-style-type: none"> Roster in place.
2.8 Review our counselling services and potential ways forward.	CEO and delegated board members	By June 2010	<ul style="list-style-type: none"> Review completed and recommendations actioned.
2.9 Provide staff training and support staff to achieve qualifications.	CEO	ongoing	<ul style="list-style-type: none"> Training provided to staff. All staff have or are working towards an appropriate qualification.



Strategic Priority 2: Strengthen the *Elizabeth Hoffman House Aboriginal Women's Service* model of care

Strategies	Responsibility	Timelines	Performance Indicators
2.10 Secure resources to support participation in partnerships.	CEO and Board	Ongoing	<ul style="list-style-type: none"> • Effective participation in a range of partnerships
2.11 Review and expand court support.	Board and CEO	May 2010	<ul style="list-style-type: none"> • Court role and responsibilities agreed and appropriately resourced.



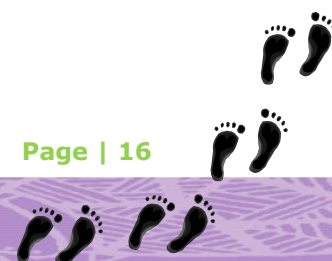
Strategic Priority 3: Build an evidence and research base

Strategies	Responsibility	Timelines	Performance Indicators
3.1 Establish a data collection system for <i>Elizabeth Hoffman House Aboriginal Women's Service</i> .	Onemda, Melbourne University (Angelina Tabuteau Moore) Institute of Koorie Education, Deakin University (Lisa Thorpe)	2010	<ul style="list-style-type: none"> Data collection system in place. Board receiving quarterly reports on data.
3.2 Build staff capacity to collect and record data on service provision.	Onemda, Melbourne University (Angelina Tabuteau Moore) Institute of Koorie Education, Deakin University (Lisa Thorpe)	Early 2010	<ul style="list-style-type: none"> Staff competent in data collection and recording. Staff understand the purpose and importance of data.
3.3 Collect and record data on service provision and staff performance.	University of Melbourne supported by the CEO and staff	By June 2010	<ul style="list-style-type: none"> New data collection system. Staff collecting and recording data in new system. Staff collecting and recording data for SAAP.
3.4 Use our data to tell our own story, drive how we work, support continuous improvement and to recognise staff.	Board	2010-2012	<ul style="list-style-type: none"> <i>Elizabeth Hoffman House Aboriginal Women's Service</i> data used to promote the service, to advocate for additional funding, and to support continuous improvement. Publications presentations at conferences etc.
3.5 Work in partnership with Melbourne University to identify research activities and to build an evidence base.	University of Melbourne (Angelina Tabuteau Moore)	2010 – 2012	<ul style="list-style-type: none"> Partnership in place and working well.
3.6 Use our data to advocate/lobby for additional resources and services for Aboriginal women and children experiencing family violence.	Board and CEO	2010-2012	<ul style="list-style-type: none"> Data used to promote the service and lobby for additional resources and services for Aboriginal women and children experiencing family violence.



Strategic Priority 4: Promote the *Elizabeth Hoffman House Aboriginal Women's Service* and the work we do

Strategies	Responsibility	Timelines	Performance Indicators
4.1 Raise our profile in the community.	CEO, Board and staff	2009-2012	<ul style="list-style-type: none"> • Launch of the website. • Launch new branding of the service. • Community support for <i>Elizabeth Hoffman House Aboriginal Women's Service</i>. • Community recognition of the branding. • Number of hits on the website • Launch of the 1800 number.
4.2 Engage women and their children accessing services, and members to ensure quality of service and needs are being met.	CEO, Board and staff	ongoing	<ul style="list-style-type: none"> • Number of times women and children have been engaged to provide feedback and input into service improvement. • Number of times members have been engaged to provide feedback and input into service improvement.
4.3 Demonstrate that <i>Elizabeth Hoffman House Aboriginal Women's Service</i> is repositioning the organisation to move forward.	CEO, Board and staff	2009	<ul style="list-style-type: none"> • Community engagement.
4.4 Increase understanding of family violence and the rights of women and children to live free of violence in all its forms.	CEO, Board and staff	2009-2012	<ul style="list-style-type: none"> • Conduct health promotion activities. • Increased level of understanding in community.
4.5 Participate in 16 days of activism to honour Aunty Liz.	CEO, Board and staff	2009 - 2012	<ul style="list-style-type: none"> • Participate in 16 days of activism.
4.6 Promote the web site.	CEO, Board and staff	2009-2012	<ul style="list-style-type: none"> • Web site accessed by community for information and to support referral.



Appendix: Summary of Relevant Policy Environment

1. Policy Environment

1.1 ***Strong Culture, Strong Peoples, Strong Families: Towards a Safer Future for Indigenous Families and Communities 2008*** – Aboriginal Affairs Victoria, Department of Planning and Community Development.

What is it?

A ten year action plan to address family violence in Aboriginal communities.

Background to Policy Development:

This is stage 3 of the Government's process to develop and implement an Indigenous family violence strategy in Victoria. Stage 1 involved the establishment of the Victorian Indigenous Family Violence Taskforce and its report to Government (2004). Stage 2 saw the Victorian Government respond to the Task Force Final Report and the establishment of the Indigenous Family Violence Partnership Forum in 2005. The Forum is charged with overseeing the development and implementation of the 10 year plan.

Key points:

Values include: safety and security for victims of violence; shared responsibility and support for one another; healthy lifestyles, harmonious relationships and respect for self and others; cultural integrity/respect and cultural safety within Aboriginal and mainstream services; healing for victims and perpetrators; no more violence in the home, in the family, in workplaces.

Objectives:

Cultural safety, healthy families, education, awareness, prevention, safety for victims, accountability (of perpetrators), particularly through the justice system, healing.

Indigenous Family Violence Action Groups across the state provide a link between services and the Forum.

The detail of the plan is probably not relevant to *Elizabeth Hoffman House Aboriginal Women's Service* planning process but *Elizabeth Hoffman House Aboriginal Women's Service* may want to consider the relevant values and objectives in terms of *Elizabeth Hoffman House Aboriginal Women's Service* values etc.

More info: www.aboriginalaffairs.vic.gov.au



- 1.2. Code of Practice for Women’s Domestic Violence Services** – Domestic Violence Victoria (DV Vic is the peak body for women’s family/domestic violence services in Victoria). The Code is designed to interlink with other documents that have been developed as part of the integrated response to Family Violence in Victoria. (A Code of Practice has also been developed by Victoria Police – both Codes are based on the principles outlined in the State-wide Steering Committee to Reduce Family Violence document, *Reforming the Service System in Victoria*.)

The Code provides detailed advice about all aspects of service design and delivery. DHS funded service providers are expected to operate according to these standards. For more info: www.dvvic.org.au

1.3 Dardee Boorai: Victorian Charter of Safety and Wellbeing for Aboriginal Children and Young People

The Charter outlines the Victorian Government’s commitment to working in partnership with Aboriginal communities to improve the outcomes for Aboriginal children and young people across the Charter’s five domains of safety, health, development, learning and wellbeing. The Charter asserts the strength and resilience of Victoria’s Aboriginal culture and the key role played by family and community in promoting positive outcomes for children. Work will be undertaken to minimise risk factors to young people including family violence.

Download a copy of the Charter at www.education.vic.gov.au/about/directions/aboriginal/charter/charter.htm

1.4 Human Rights Frameworks for Indigenous Women and Children

- 1.4.1 The ***Universal Declaration on Human Rights*** states that: All human beings are born free and equal in dignity and rights (Article 1); Everyone has the right to life, liberty and security of person, (Article 3); No one shall be subjected to torture or to cruel, inhuman or degrading treatment, (Article 5). All of these principles are fundamental to the protection of women and children against violence.

- 1.4.2 ***The International Convention on the Elimination of All Forms of Discrimination against Women*** is one of the six core international human rights instruments. The Convention is a condemnation of discrimination against women and a commitment to eliminate this through the development and advancement of women and equal rights for women and men. Given that Aboriginal women have been and continue to be subject to multiple forms of discrimination, the Convention is obviously of great relevance to Indigenous peoples’ rights.



The Association for Women's Rights in Development has produced a guide to Indigenous women's rights under the Convention that can be downloaded from their website: www.awid.or/eng/Tools/Latest-Tools2/A-Guide-to-Indigenous-Women-s-Rights-under-the-International-Convention-on-the-Elimination-of-all-Forms-of-Discrimination-Against-Women

- 1.4.3 The **United Nations Declaration on the Elimination of Violence Against Women** states that non state or private actor violence against women is a human rights abuse that governments have an obligation to prevent, investigate and punish with due diligence. The Declaration recognizes 'that violence against women is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of the full advancement of women, and that violence against women is one of the crucial social mechanisms by which women are forced into a subordinate position compared with men' and that 'some groups of women, such as ...Indigenous women... (and) women living in rural or remote communities... are especially vulnerable to violence'.

The Declaration is available at www.un.org/documents/ga/res/48/a48r104.htm

- 1.4.4 **The United Nations Convention on the Rights of the Child.** Article 30 of the Convention explicitly refers to the rights of Indigenous children to enjoy their own culture, to profess and practice their own religion, or to use their own language.

Convention is available at: www.ohchr.org/English/law/crc.htm. Summary available at: www.unicef/crc/files/Rights-overview.pdf

- 1.4.5 **United Nations Declaration on the Rights of Indigenous Peoples.** The Declaration sets out the individual and collective rights of Indigenous peoples, as well as their rights to culture, identity, language, employment, health, education and other issues. It also emphasizes the rights of Indigenous peoples to maintain and strengthen their own institutions, cultures and traditions, and to pursue their development in keeping with their own needs and aspirations. It prohibits discrimination against Indigenous peoples and promotes their full and effective participation in all matters that concern them.

The Declaration also provides that States will take measures, in conjunction with Indigenous peoples, to ensure that Indigenous women and children enjoy the full protection and guarantees against all forms of violence and discrimination.

The Declaration is available at:

www.daccess.dds.un.org/doc/UNDOC/LTD/Go6/125/71/PDF/Go612571.pdf?OpenElement



2. Relevant Legislation

2.1 Family Violence Related Legislation

- Family Violence Protection Act (2008) (superceded the Crimes (Family Violence) Act 1987)
- Family Law Act 1975 and the Family Law Amendment (Shared Responsibility) Act 2006
- Children Youth and Families Act 2005 (implemented 2007, superceded the Children's and Young Person's Act 1989)

2.2 Other Relevant Legislation

- Supported Accommodation Assistance Act 1994
- Victorian Charter of Human Rights and Responsibilities Act 2006
- Commonwealth Disability Discrimination Act 2002
- Equal Opportunities Act 1995
- Racial and Religious Tolerance Act 2001
- Privacy Act 2001 and Victorian Information Privacy Act 2000
- Health Records Act 2001
- Working with Children Regulations 2006

