

DHELK DJA
SAFE OUR WAY

STRONG CULTURE
STRONG PEOPLES
STRONG FAMILIES

3 Year Action Plan 2023-2025

To receive this publication, email:
dhelkdja@familysafety.vic.gov.au

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Except where otherwise indicated, the images in this publication show models and illustrative settings only, and do not necessarily depict actual services, facilities or recipients of services. This publication may contain images of deceased Aboriginal and Torres Strait Islander peoples.

In this document, 'Aboriginal' refers to both Aboriginal and Torres Strait Islander people. 'Indigenous' or 'Koori/Koorie' is retained when part of the title of a report, program or quotation.

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COVER IMAGE ARTWORK AND ARTIST

Trina Dalton-Oogjes is a proud Wadawurrung/Wathaurung woman.

Trina's painting centres around the eleven community Dhelk Dja Action Groups across Victoria, leading into a central gathering/yarning circle, empowering Aboriginal communities based on a healing and trauma informed process, to lead collaborative partnerships through a culturally safe service system.

Around the eleven community Dhelk Dja Action Groups are Aboriginal organisations/agencies, government departments and non-government agencies working together to address family violence.

Bunjil the Creator oversees to empower strength and self-determination. Hand prints of the adults and children represent the family unit. The kangaroo and emu footprints represent partnership moving forward (kangaroos and emus only move forward).

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Acknowledgement of Aboriginal people and Communities in Victoria

Aboriginal people are acknowledged as Australia's First Nations Peoples and the custodians of the land and waterways upon which we depend. We acknowledge Victoria's Aboriginal communities and culture and pay respect to their Elders past and present.

Aboriginal culture is founded on a strong social, cultural and spiritual order that has sustained more than 60,000 years of existence. Victorian Aboriginal communities and peoples are culturally diverse, with rich and varied heritages and histories. Aboriginal cultural heritage and the ongoing contribution of Aboriginal people and communities to culture and society is acknowledged as a source of strength and pride to enrich the whole Victorian community.

The long standing leadership of Aboriginal communities and Elders in Victoria is recognised in preventing and responding to family violence and improving outcomes for Aboriginal people, children and families, whilst also acknowledging the devastating impacts and accumulation of trauma across generations as a result of colonisation, genocide and the violent dispossession of land and children. The invaluable contributions of all those who have paved the way and fought for the rights of Aboriginal people, including the right to self-determination and the right to live free from violence, are acknowledged.

To ensure that Aboriginal people, children, families and communities thrive, the Victorian Government is committed to an enduring community-led response to end family violence against Aboriginal people, underpinned by self-determination. Self-determination requires government to value and respect Aboriginal knowledge, systems and expertise and to transfer authority, decision making control and resources to Aboriginal people. This requires a significant cultural shift and a new way of working together. The Government acknowledges that this is the key to better outcomes for Aboriginal people and stronger, safer families and communities. Aboriginal self-determination is the foundation of Dhelk Dja - Safe Our Way: Strong Culture, Strong Peoples, Strong Families ('Dhelk Dja').

Acknowledgment to Victim-Survivors

We acknowledge all victim-survivors of family violence and their families. We remember those who have been killed as a result of family violence. We also keep forefront in our minds all those who are still experiencing family violence today, and for whom we undertake this work.

Acknowledgment on Treaty and Truth processes

It is acknowledged that Treaty and Truth processes in Victoria may have a significant impact on Government policy, governance and funding across all areas of Aboriginal Affairs. A commitment is provided to amend the Dhelk Dja Partnership Agreement and Action Plans, including governance and funding arrangements, as required to align with progress in Treaty negotiations and findings/ recommendations from the Yoorrook Justice Commission.



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Contents

Acknowledgement of Aboriginal people and communities in Victoria.....	3
Statement from the Dhelk Dja Koori Caucus.....	6
Statement from the Minister for Prevention of Family Violence.....	8
Dhelk Dja 3 Year Action Plan 2023-2026: critical actions	9
Critical actions	10
Strategic Priority One:	
Aboriginal Culture and Leadership	10
Strategic Priority Two:	
Aboriginal-led prevention	14
Strategic Priority Three:	
Self-determining Aboriginal family violence support and services.....	18
Strategic Priority Four:	
System transformation based on self-determination	22
Strategic Priority Five:	
Aboriginal-led and informed innovation, data and research.....	25

Statement from the Dhelk Dja Koori Caucus

Our Aboriginal communities and leaders in Victoria have been working for a long time to address the impacts of family violence and intergenerational trauma on our people. Our knowledge, our strength, and our voices continue to be at the heart of everything we do to end family violence and the devastating impacts it has on our people, families and communities.

As the Aboriginal members and champions of the Dhelk Dja 10 Year Agreement, Dhelk Dja Koori Caucus are pleased to present the second Dhelk Dja 3 Year Action Plan that will continue to transform and shape Dhelk Dja's vision. The critical actions outlined in this plan represents our strategic priorities over the next three years.

The plan is deliberately ambitious with a particular focus on aligning to the Priority Reform areas under the Victorian Implementation Plan for Closing the Gap, including:

- **Priority Reform One:** Formal partnerships and shared decision-making
- **Priority Reform Two:** Building the community-controlled sector
- **Priority Reform Three:** Transforming government organisations
- **Priority Reform Four:** Shared access to data and information at a regional level

The launch of the Dhelk Dja 3 Year Action Plan 2023-2025 provides us with an opportunity to highlight the significant work undertaken in the first Dhelk Dja 3 Year Action Plan by our collective Dhelk Dja Action Groups, ACCO family violence sector and government partners in addressing the impacts of family violence and the intergenerational trauma on our people.

The **establishment of an independent Dhelk Dja Koori Caucus Secretariat** in 2021 supported the greater autonomy and transition of authority

and decision making to Koori Caucus members. The establishment of the **ACCO Family Violence Sector Forum**, firstly in response to the COVID-19 global pandemic in 2020, continued as a formal consultation and engagement mechanism under the Dhelk Dja Partnership Forum to support the development of culturally safe services and responses for Aboriginal people impacted by family violence.

We have also enshrined the voice of victim-survivors by incorporating the Aboriginal members of the **Victim Survivors Advisory Council** as Dhelk Dja Partnership Forum and Koori Caucus members.

Koori Caucus led the design and prioritisation of activity under the \$18.2 million **Dhelk Dja Family Violence Fund**. This fund was established over two years as a flexible pool of funding streams for eligible Aboriginal organisations and community groups to enable a range of Aboriginal-led tailored responses for victim-survivors and people who use violence. A total of 80 initiatives were funded across Aboriginal frontline family violence services, holistic healing, Preventing the Cycle of Violence and workforce development. These initiatives were underpinned by the **Nargneit Birrang - Aboriginal holistic healing framework** for family violence which was co-designed and endorsed by the Dhelk Dja Partnership Forum as a state-wide family violence holistic healing approach for Aboriginal communities.

Funding was provided to five Aboriginal services to design and test Victoria's first ever culturally appropriate **Aboriginal Sexual Assault Services**. These services are based on holistic healing principles and support the expansion of specialised therapeutic support for Aboriginal Victorians who are victims of family violence and sexual assault.

The **Aboriginal Family Violence Industry Strategy** provided \$3 million in scholarships through direct allocation to ACCOs to ensure the Aboriginal workforce have no barriers in attaining minimum qualifications under the Royal Commission into Family Violence Recommendation 209 – specialisation of the family violence workforce.

The **Aboriginal Data Mapping and Data Needs project** was undertaken to support the development of baseline understanding of Aboriginal family violence to build the evidence base for prevention and intervention. The defined data, indicators and measures developed will inform strategic decision making.

Two significant prevention projects were delivered including the **Aboriginal Family Violence Prevention Mapping Initiative** and the **Aboriginal Family Violence Primary Prevention Research Project**. The Mapping Initiative mapped five years (2016 to 2021) of government funded Aboriginal family violence prevention initiatives in Victoria. The research project acts as a companion piece to the Mapping Initiative and explores the application of evidence-based approaches from Victoria and Australia more broadly to prevent family violence in Aboriginal communities. This work will inform the **refresh of the Indigenous Family Violence Primary Prevention Framework** which will be integral in supporting Aboriginal communities to implement effective approaches to the prevention of family violence.

The Dhelk Dja Partnership Forum endorsed the unique **Aboriginal Access Point** service model which will deliver family violence services in a culturally safe and culturally responsive way, underpinned by self-determination through providing community driven, Aboriginal-led service choice for Aboriginal communities. Three Aboriginal Access Point services will commence in Bayside Peninsula, Barwon and Mallee areas providing a complementary service to The Orange Door.

The **Aboriginal Inclusion Action Plan** and **Strengthening Cultural Safety in The Orange Doors** ensure that services are supports are culturally safe. VACCA has been working with Family Safety Victoria to implement the Strengthening Cultural Safety in The Orange Doors in a way that is sustainable and locally driven by Aboriginal services and communities. Cultural Safety Project Leads, based in ACCOs across the state are delivering foundational cultural safety training modules tailored to The Orange Door, as part of the assessment of the cultural safety assessment of the service. This work enhances the implementation of the Aboriginal Inclusion Action Plan for The Orange Door.

STAYING TRUE TO DHELK DJA

We know there is still much more work to do.

We will continue to monitor our progress against the second 3 Year Action Plan against the **Dhelk Dja Monitoring Evaluation and Accountability Plan** using Aboriginal defined measures of success.

We recognise that Dhelk Dja is everyone's business. Everyone, all services and all parts of government in Victoria are accountable for a future in which Aboriginal people live free from family violence. Only by working together and implementing Aboriginal solutions can we end family violence our way.

Koori Caucus members

Dhelk Dja Partnership Forum



Statement from the Minister for Prevention of Family Violence



I am pleased to present the Dhelk Dja 3 Year Action Plan (2023-2025).

The Dhelk Dja 3 Year Action Plan outlines five priority areas to support Dhelk Dja's vision of ensuring Aboriginal people are culturally strong, safe, and self-determining, with families and communities living free from violence. These priority areas have been identified by Aboriginal community members and represent the collective knowledge, strength and voices of Victorian Aboriginal communities.

The Plan also represents the Victorian Government's continued commitment to the Dhelk Dja 10 Year Agreement and to working in genuine partnership with Aboriginal communities. It recognises the important role of Aboriginal community leadership in delivering culturally safe and appropriate responses to prevent and address family violence.

Since the Royal Commission into Family Violence, the Victorian Government has substantially increased our investment in ACCOs delivering family violence services – with a ten-fold increase in funding to ACCOs between 2017–18 and 2022–23. In 2022–23 family violence funding provided to ACCOs represented approximately 12 per cent of total family violence funding across prevention, early intervention, crisis response and recovery.

We have strengthened formal partnerships and shared decision-making, and for the first time have undertaken an Agreement Making Process between Dhelk Dja Koori Caucus and responsible departments in developing this action plan.

This process demonstrates a strong commitment for departments to work with the Dhelk Dja Koori Caucus as members of the Dhelk Dja Partnership Forum to drive implementation across the five priority areas over the next three years.

The Plan also aligns strongly to Victoria's commitment to deliver on Target 13 of the National Agreement on Closing the Gap – By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50%, as progress towards zero.

I thank members of the Dhelk Dja Partnership Forum for their ongoing advocacy, time and commitment in bringing Dhelk Dja to life. I also thank all members of the Dhelk Dja Action Groups and Aboriginal community members who, along with Aboriginal services, contribute to achieving the aspirations in the Plan.

As ever, thanks and gratitude goes to all those victim-survivors who have been able to contribute to this important work. I look forward to continuing to support this partnership to deliver on the commitments in the Dhelk Dja 3 Year Action Plan and working towards improved outcomes for Aboriginal communities.

Vicki Ward MP

Minister for Prevention of Family Violence

Dhelk Dja 3 Year Action Plan 2023-2025

Strategic Priorities and Critical Actions

STRATEGIC PRIORITY ONE Aboriginal culture and leadership	1.1	Informed leadership with appropriate authority to drive regional and state wide family violence reform
	1.2	Agreement Making Process with departmental signatories from Department of Education, Department of Justice and Community Safety, Department of Health, Department of Families, Fairness and Housing and Victoria Police
	1.3	Support ACCOs and Action Groups to revive, rebalance, and restore culture in a strengths based way
	1.4	Develop an Aboriginal model for trauma informed training that also builds resilience with broader alignment i.e. family violence and child protection
	1.5	Incremental investment growth funding to ensure Aboriginal community and culture is embedded in government funding cycles
STRATEGIC PRIORITY TWO Aboriginal-led prevention	2.1	Embedding self-determination in prevention efforts targeting Aboriginal communities, particularly regarding funding arrangements and reporting requirements
	2.2	Develop the leadership capability of the Action Groups to promote Aboriginal-led prevention in their community
	2.3	Invest in best-practice prevention initiatives
STRATEGIC PRIORITY THREE Self-determining Aboriginal family violence support and services	3.1	Government will transform the system, with Aboriginal services resourced as the primary providers of healing and family violence services for Aboriginal children and people who experience family violence, and people who use family violence
	3.2	Government to commit to Aboriginal Funding Reform to strengthen the capacity for ACCOs to deliver Aboriginal family violence and sexual assault services sustainably
	3.3	Prioritise the continuation of funding for transitional and long-term housing options that address the needs of Aboriginal people who experience and/or use family violence and prioritise the safety of victim-survivors
STRATEGIC PRIORITY FOUR System transformation based on self-determination	4.1	Aboriginal people will be involved in decision-making around investment and resourcing, to strengthen the capacity and sustainability of our front-line Aboriginal services with family violence expertise to contribute to policy and program development, law reform and system improvement across a range of areas including police, courts and universal services
	4.2	Alignment to broader anti racism and discrimination framework to be developed
STRATEGIC PRIORITY FIVE Aboriginal-led and informed innovation, data and research	5.1	Develop a shared understanding of data sovereignty
	5.2	Strengthen capacity of Aboriginal community and services to monitor, evaluate and lead evidence-based practice in family violence responses
	5.3	Increase rate of compliance with statutory orders by Aboriginal people
	5.4	Build an evidence base of what works to support Aboriginal people and communities to prevent, respond to and heal from family violence

Strategic Priority One:

Aboriginal culture and leadership

In 10 years

- The voices and cultural ways of Aboriginal people will be respected
- Government will invest sustainably in Aboriginal controlled structures and capacity
- Government will invest in Aboriginal community-led governance and leadership to drive policy, implementation, monitoring and evaluation across the breadth of the service system, including family violence, housing, health, education, child protection and justice agencies, courts and access to legal services

Critical Actions

-
- 1.1** Informed leadership with appropriate authority to drive regional and state wide family violence reform

 - 1.2** Agreement Making Process with departmental signatories from Department of Education, Department of Justice and Community Safety, Department of Health, Department of Families, Fairness and Housing and Victoria Police

 - 1.3** Support ACCOs and Action Groups to revive, rebalance, and restore culture in a strengths based way

 - 1.4** Develop an Aboriginal model for trauma informed training that also builds resilience with broader alignment i.e. Family Violence and Child Protection

 - 1.5** Incremental investment growth funding to ensure Aboriginal community and culture is embedded in government funding cycles

Supporting activities		Lead and contributors	Year 1	Year 2	Year 3
1.1.1	Develop an Aboriginal Cultural Leadership Model	Department of Families, Fairness and Housing		✓	
1.1.2	Develop Aboriginal approaches to supervision in the Best Practice Supervision Guidelines	Department of Families, Fairness and Housing		✓	
1.1.3	Invest in champions of change and leadership psychology and programs	Department of Families, Fairness and Housing			✓
1.1.4	Strengthen Dhelk Dja regional governance and reporting mechanisms and elevate the voice of Action Groups at the regional level and to hold government, mainstream services and ACCOs to account	Department of Families, Fairness and Housing Dhelk Dja Action Groups	✓	✓	
1.1.5	Ensure Dhelk Dja Regional Action Plans are developed with accountability to the Dhelk Dja Agreement, strategic priorities and 3 Year Action Plan, and measures consistent with the Dhelk Dja Monitoring, Evaluation and Accountability Plan	Dhelk Dja Action Groups Department of Families, Fairness and Housing	✓		
1.1.6	Improvements in cultural safety of the housing and homelessness sector	Department of Families, Fairness and Housing	✓		
1.1.7	Support Victoria Police representation in the Yoorrook Justice Commission process	Victoria Police	✓		
1.1.8	Strengthen and uplift the Aboriginal Cultural Liaison Officer (ACLO) and Police Aboriginal Liaison Officer (PALO) capability	Victoria Police	✓		
1.1.9	Increase culturally appropriate referrals to ensure provision of improved and additional support for Aboriginal people	Victoria Police	✓	✓	✓
1.1.10	Strengthen the Victoria Police complaint process to enable culturally safe reporting	Victoria Police		✓	
1.1.11	Continue to deliver Community Understanding and Safety Training (CUST) in schools	Department of Education	✓	✓	✓
1.1.12	Victorian schools are supported to establish a culturally safe environment for Aboriginal students through implementing the Victorian Child Safe Standards, in particular: <ul style="list-style-type: none"> – Standard 1 – culturally safe environments – Standard 3 – child and student empowerment – Standard 4 – family engagement 	Department of Education	✓	✓	✓

Supporting activities	Lead and contributors	Year 1	Year 2	Year 3
1.1.13 Continued representation of Aboriginal Legal Services on the Family Violence Legal Assistance Working Group	Department of Justice and Community Safety Federation of Community Legal Centres, Djirra, Victorian Aboriginal Legal Service (VALS)	✓	✓	✓
1.2.1 Family Violence Reform Board commit to the implementation of the second Dhelk Dja 3 Year Action Plan	Family Violence Reform Board Department of Families, Fairness and Housing	✓		
1.2.2 Each signatory to the agreement making process to develop and implement Dhelk Dja Action Plans	Department of Education, Department of Justice and Community Safety, Department of Health, Department of Families, Fairness and Housing, Victoria Police	✓		
1.2.3 Explore alignment opportunities across two of the Departments Aboriginal-led agreements: Dhelk Dja Safe Our Way – Strong Culture, Strong Peoples, Strong Families Agreement and the Wungurilwil Gaggapduir Aboriginal Children and Families Agreement	Department of Families, Fairness and Housing	✓		
1.2.4 Develop an Aboriginal child and youth framework to ensure the voices of Aboriginal children and young people are embedded in system transformation work	Department of Families, Fairness and Housing		✓	
1.3.1 Strengthen resources and support for ACCOs and Action Groups to restore culture in a strengths based way	Department of Families, Fairness and Housing ACCOs & Dhelk Dja Action Groups			✓
1.3.2 Continue to support communities to convene regular Aboriginal cultural activities and support groups to strengthen culture and identity and address underlying causes of family violence in a culturally safe environment	Dhelk Dja Action Groups, ACCOs Government members	✓	✓	✓
1.3.3 Deliver Aboriginal Cultural Awareness Training (ACAT) and Understanding Family Violence in the Aboriginal Community, e-learning Module 4 to all police Protective Services Officers and public servants including Police Custody Officers	Victoria Police	✓	✓	✓

Supporting activities	Lead and contributors	Year 1	Year 2	Year 3
1.3.4 Continue to implement the Better, Connected Care Common Service Delivery Framework to ensure a consistent approach to integrated service delivery across justice, health and social service	Department of Justice and Community Safety Relevant government departments and entities	✓	✓	✓
1.3.5 Continue to deliver the Regional Aboriginal Justice Advisory Committees (RAJAC) and Local Aboriginal Justice Action Committees (LAJAC)	Department of Justice and Community Safety	✓	✓	✓
1.3.6 Continue to implement the Police and Aboriginal Community Protocols Against Family Violence sites (PACPAFVs) across the state	Victoria Police Department of Families, Fairness and Housing Department of Justice and Community Safety	✓	✓	✓
1.4.1 Map existing tools and frameworks regarding trauma informed training	Department of Families, Fairness and Housing	✓		
1.4.2 Provide trauma-informed training to Aboriginal community organisations and community members based on community needs	Department of Families, Fairness and Housing		✓	
1.4.3 Development of a trauma-aware position statement and guidance material for police focussed on the practical application of trauma-aware principles that is informed by Aboriginal lived experience	Victoria Police	✓	✓	
1.4.4 Continue to deliver culturally safe family violence and Multi-Agency Risk Assessment and Management Framework (MARAM) training to Department of Justice and Community Safety staff	Department of Justice and Community Safety	✓	✓	✓
1.5.1 Develop a 10-year investment strategy	Department of Families, Fairness and Housing Department of Premier and Cabinet, Department of Treasury and Finance		✓	
1.5.2 Strengthen data collection for the Aboriginal community through the CSA website	Victoria Police		✓	

Strategic Priority Two

Aboriginal-led prevention

In 10 years

- Aboriginal people and communities will be safe to express their cultural identity
- More Aboriginal Elders, men and women will be champions, role models and leaders promoting everyone's right to safety and wellbeing
- There will be a strong evidence base to understand the possible impact of an Aboriginal community-led prevention approach
- Government will invest sustainably in holistic, culturally appropriate, Aboriginal-led prevention initiatives that take a whole of family and whole of community approach and share pride in Aboriginal culture and history
- Victorian communities will have zero tolerance for family violence, racism and discrimination
- The impact of family violence on Aboriginal communities will reduce

Critical Actions

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- | | |
|------------|---|
| 2.1 | Embedding self-determination in prevention efforts targeting Aboriginal communities, particularly regarding funding arrangements and reporting requirements |
| 2.2 | Develop the leadership capability of the Action Groups to promote Aboriginal-led prevention in their community |
| 2.3 | Deliver best-practice prevention initiatives |
-

Supporting activities	Lead and contributors	Year 1	Year 2	Year 3
2.1.1 Build on the evidence base of Aboriginal community-led prevention to prioritise funding towards successful prevention initiatives	Department of Families, Fairness and Housing Department of Justice and Community Safety		✓	
2.1.2 Develop Aboriginal measures of success in Aboriginal-led prevention and family violence funded activities	Department of Families, Fairness and Housing		✓	
2.1.3 Expansion and evaluation of the Aboriginal Private Rental Assistance Program	Department of Families, Fairness and Housing		✓	
2.1.4 Review of Aboriginal Practice Guide to support the workforce to respond safely and respectfully to Aboriginal people who have experienced or are affected by family and/or sexual violence	Victoria Police	✓		
2.1.5 Coordinate Victoria Police efforts across Commands to support strategic objectives involving Aboriginal communities and priorities	Victoria Police	✓	✓	✓
2.2.1 Design and implement a community-led prevention education program targeted for Aboriginal people	Department of Families, Fairness and Housing		✓	
2.2.2 Annual showcase event to inform best practice and community-led prevention activity	Department of Families, Fairness and Housing	✓	✓	✓
2.2.3 Develop an Ambassadors Program to promote the prevention of Aboriginal family violence in the community	Department of Families, Fairness and Housing Dhelk Dja Koori Caucus			✓
2.2.4 Support Aboriginal leadership engagement at Police and Aboriginal Community Protocols Against Family Violence (PACPAFV) sites	Victoria Police	✓	✓	
2.2.5 Continue to support all Victorian government schools and participating Catholic and independent schools to implement and embed Respectful Relationships. This recognises that violence against Aboriginal women and children is often perpetrated by men from other cultural backgrounds	Department of Education	✓	✓	✓
2.3.1 Strengthen existing Aboriginal prevention campaigns	Department of Families, Fairness and Housing		✓	✓
2.3.2 Develop a Deadly questions campaign	Department of Families, Fairness and Housing		✓	

Supporting activities	Lead and contributors	Year 1	Year 2	Year 3
2.3.3 In partnership with Aboriginal organisations, develop and deliver education programs for Aboriginal children and young people in out-of-home care, focusing on respectful relationships to break the cycle of intergenerational family violence	Department of Families, Fairness and Housing Department of Education		✓	
2.3.4 Deliver evidence-based respectful relationships education focussed on children and young people in the Aboriginal community	Department of Families, Fairness and Housing Department of Education		✓	
2.3.5 Work through recommendations from the Family Violence Reform Implementation Monitor on Misidentification of the Predominant Aggressor including: 'Through Koori Caucus and the Dhelk Dja Partnership Forum, work with the ACCO Family Violence Sector Forum members to ensure that the solutions developed adequately respond to Aboriginal victim-survivors'	Victoria Police	✓	✓	
2.3.6 Implement proposed actions to ensure that the solutions developed adequately respond to Aboriginal victim-survivors that are misidentified as the predominate aggressor	Department of Justice and Community Safety Department of Families, Fairness and Housing, Victoria Police, Magistrates' Court of Victoria	✓	✓	✓
2.3.7 Ensure family violence case prioritisation models address Aboriginal specific issues	Victoria Police		✓	
2.3.8 Continue to deliver the Respectful Relationships professional learning to early childhood educators in Victorian government funded kindergartens. This recognises that violence against Aboriginal women and children is often perpetrated by men from other cultural backgrounds	Department of Education	✓	✓	✓
2.3.9 Build the capacity of the regional Respectful Relationships workforce to support schools to implement Respectful Relationships in a culturally safe way for Aboriginal students, families and school staff, through professional development and supporting resources	Department of Education	✓	✓	✓
2.3.10 Update the Resilience Rights and Respectful Relationships and Building Respectful Relationships teaching and learning resources to ensure they are inclusive of Aboriginal children and young people	Department of Education	✓		

Supporting activities	Lead and contributors	Year 1	Year 2	Year 3
2.3.11 Schools can engage local Aboriginal Community Controlled Health Organisations (ACCHO) and Aboriginal Community Controlled Organisations (ACCO) through the Schools Mental Health Menu to support their implementation of Respectful Relationships in a culturally safe way for Aboriginal students and families	Department of Education		✓	✓
2.3.12 Continue to support delivery of Djirra for the delivery of Dilly Bag, Sisters Day Out and Young Luv programs for Aboriginal women experiencing or at risk of family violence	Department of Justice and Community Safety Djirra	✓	✓	✓
2.3.13 Continue to support delivery of Dardi Munwurro for the expansion of the Bramung Jaarn Program	Department of Justice and Community Safety Dardi Munwurro	✓	✓	✓
2.3.14 Continue the delivery of The Beyond Survival Program	Department of Justice and Community Safety Victorian Aboriginal Child Care Agency (VACCA)	✓	✓	
2.3.15 Continue the delivery of the Men’s Healing and Behaviour Change Program	Department of Justice and Community Safety	✓	✓	
2.3.16 Continue to deliver the Marumali Program in prisons and Community Corrections Services	Department of Justice and Community Safety Connecting Home	✓	✓	
2.3.17 Continue to deliver the Gulgurn Munja Gariwerd Academy in youth justice	Department of Justice and Community Safety Wimmera South West - BSW and Grampians RAJAC	✓	✓	
2.3.18 Continue to deliver the Koko Blokes in prisons and Community Corrections Services	Department of Justice and Community Safety BSW RAJAC	✓	✓	
2.3.19 Support the design of an independent self-determined justice model that will incorporate Elders and Respected Persons Council to be known as Yallum Yallum	Department of Justice and Community Safety Grampians RAJAC	✓	✓	✓
2.3.20 Operationalisation of the definition of harm under the Liquor Control Reform Act (LCRA)	Department of Justice and Community Safety Department of Families, Fairness and Housing and Victorian Responsible Gambling Foundation	✓	✓	✓
2.3.21 Improved service integration between Gamblers Help and family violence support services	Department of Justice and Community Safety Department of Families, Fairness and Housing and Victorian Responsible Gambling Foundation	✓	✓	✓

Strategic Priority Three

Self-determining Aboriginal family violence support and services

In 10 years

- Aboriginal family violence services will ensure Aboriginal people exercise their rights and responsibilities and have support when necessary to navigate the system and make informed choices
- Government will transform the system, with Aboriginal services resourced as the primary providers of healing and family violence services for Aboriginal people who experience family violence, and people who use family violence
- Support will be provided to Aboriginal Victorians through a strong Aboriginal designed and led healing model
- Government will fund and enable services to support a person’s healing journey, with long-term therapeutic support, rather than individual episodes of support
- Government will grow, strengthen, upskill and resource the Aboriginal workforce and service system through Aboriginal designed and led employment pathways

Critical Actions

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- 3.1** Government will transform the system, with Aboriginal services resourced as the primary providers of healing and family violence services for Aboriginal children and people who experience family violence, and people who use family violence
-
- 3.2** Government to commit to Aboriginal Funding Reform to strengthen the capacity for ACCOs to deliver Aboriginal family violence and sexual assault services sustainably
-
- 3.3** Prioritise the continuation of funding for transitional and long-term housing options that address the needs of Aboriginal people who experience and/or use family violence and prioritise the safety of victim-survivors
-

Supporting activities		Lead and contributors	Year 1	Year 2	Year 3
3.1.1	Evaluate and expand on the Sexual Assault Trial Sites	Department of Families, Fairness and Housing		✓	
3.1.2	Evaluate and expand on the implementation of the Aboriginal Access Points	Department of Families, Fairness and Housing			✓
3.1.3	Evaluate and build on the Place for Change (formally known as the Medium-term Perpetrator Accommodation Scheme) to expand to additional areas	Department of Families, Fairness and Housing		✓	
3.1.4	Evaluate and expand on successful Dhelk Dja funded activities	Department of Families, Fairness and Housing		✓	
3.1.5	Support ACCOs to provide culturally appropriate and timely counselling and wrap-around services for children in the out of home care system who have been victims of family violence and sexual abuse	Department of Families, Fairness and Housing		✓	
3.1.6	Through The Orange Door and Child and Family Services, provide Aboriginal children impacted by abuse or family violence with information about victim support, legal services and redress	Department of Families, Fairness and Housing Department of Justice and Community Safety		✓	
3.1.7	Through The Orange Door and Child and Family Services, provide Aboriginal children with information and support to reconnect to education and early childhood services	Department of Families, Fairness and Housing Department of Education		✓	✓
3.1.8	Complete 5-Year Review (evaluation) of MARAM as best practice, including evaluation of the effectiveness of the MARAM tool for undertaking family violence risk assessment and management for Aboriginal people	Department of Families, Fairness and Housing	✓		
3.1.9	Continuous improvement activities for The Orange Door and MARAM engages Dhelk Dja Partnership Forum/governance mechanisms	Department of Families, Fairness and Housing	✓	✓	✓
3.1.10	Trial and evaluate the serious risk program to provide an intensive, coordinated response to serious-risk adults using family violence and the victim-survivors impacted by their violence	Department of Families, Fairness and Housing	✓	✓	✓

Supporting activities		Lead and contributors	Year 1	Year 2	Year 3
3.1.11	Commence the delivery of a specialist Disability Advice and Response Team (DART) response to Aboriginal young people and their families at Marram-Ngala Ganbu (Koori Family Hearing Days) within the Children’s Court of Victoria. An evaluation of DART, including the specialist response to Marram-Ngala Ganbu, is scheduled to be completed by 30 June 2024	Department of Justice and Community Safety Children’s Court of Victoria	✓	✓	✓
3.1.12	Continue to support the Victorian Aboriginal Legal Service and Djirra involvement in the delivery of the Legal Services in The Orange Door Pilot	Department of Justice and Community Safety	✓	✓	✓
3.1.13	Continue to support the Victorian Aboriginal Legal Service and Djirra’s involvement in the Victims Legal Service	Department of Justice and Community Safety	✓		
3.2.1	Consider the recommendations of the Aboriginal Funding Reform Project, including proposed funding models and system changes to enhance sustainable funding to Aboriginal family violence services	Department of Families, Fairness and Housing		✓	
3.2.2	Implement the Aboriginal Family Violence Industry Strategy including implementing the Aboriginal model for Royal Commission into Family Violence recommendation 209	Department of Families, Fairness and Housing Department of Education	✓	✓	✓
3.2.3	Continue to support the delivery of the Brother to Brother Crisis Line	Department of Justice and Community Safety Dardi Munwurro	✓	✓	
3.2.4	Continue to deliver the Koori Women’s Place Program	Department of Justice and Community Safety Djirra	✓	✓	
3.2.5	Continue to deliver the Djirra Prison Support Program	Department of Justice and Community Safety Djirra	✓		
3.3.1	Time Out accommodation services to be expanded	Department of Families, Fairness and Housing			✓
3.3.2	Healing services to be expanded	Department of Families, Fairness and Housing			✓

Supporting activities	Lead and contributors	Year 1	Year 2	Year 3
3.3.3 Expansion and evaluation of the Corrections Housing Pathway Initiative with Aboriginal-specific positions	Department of Families, Fairness and Housing		✓	
3.3.4 Evaluate and build on implementation of an Aboriginal-specific entry point for homelessness services	Department of Families, Fairness and Housing		✓	✓
3.3.5 Strengthen Victorian Aboriginal Housing and Homelessness Forum governance to progress implementation of mana-na woorn-tyeen maar-takoort objectives and to provide accountability and transparency	Department of Families, Fairness and Housing	✓	✓	✓
3.3.6 Continue to deliver the Ngarra Jarranounith Place program	Department of Justice and Community Safety Dardi Munwurro	✓	✓	

Strategic Priority Four

System transformation based on self-determination

In 10 years

- Government will invest in strong partnerships and collaboration between Aboriginal and non-Aboriginal services to ensure policies, programs and the service system are responsive and not siloed
- Government will ensure strengths-based, trauma informed, and culturally safe practices are built into policies and practice, and the broader family violence service system and its workforce
- Aboriginal people will be involved in decision-making around investment and resourcing; and front-line family violence services will contribute to policy and program development, law reform and system improvement across a range of areas including police, courts and universal services

Critical Actions

-
- 4.1** Aboriginal people will be involved in decision-making around investment and resourcing, to strengthen the capacity and sustainability of our front-line Aboriginal services with family violence expertise to contribute to policy and program development, law reform and system improvement across a range of areas including police, courts and universal services
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- 4.2** Alignment to broader anti racism and discrimination framework to be developed
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Supporting activities		Lead and contributors	Year 1	Year 2	Year 3
4.1.1	Create system reform and sustainability that puts community at the centre	Department of Families, Fairness and Housing	✓	✓	✓
4.1.2	Establish high level accountability and governance mechanisms to contribute to Dhelk Dja priorities at regional and statewide levels	Department of Families, Fairness and Housing Dhelk Dja Koori Caucus	✓	✓	
4.1.3	Invest in Dhelk Dja commensurate with the current family violence reforms	Department of Families, Fairness and Housing		✓	
4.1.4	Strengthen regional authorisation of Dhelk Dja within the Korin Korin Balit-Djak reform	Department of Families, Fairness and Housing	✓		
4.1.5	Standard Indigenous Question to be mandated within The Orange Door network to ensure the option for a culturally safe response with flexibility to change how they identify	Department of Families, Fairness and Housing		✓	
4.1.6	Develop MARAM practice guidance and tools for working with children and young people, embedding self-determination approaches in the process of development and outcomes	Department of Families, Fairness and Housing	✓	✓	
4.1.7	Establish governance arrangements overseeing work to progress the Blueprint for an Aboriginal-specific Homelessness System in Victoria	Department of Families, Fairness and Housing	✓		
4.1.8	Establish lead system steward to progress the Blueprint for an Aboriginal-specific Homelessness System in Victoria	Department of Families, Fairness and Housing	✓		
4.1.9	Continue to enable Victorian Aboriginal communities to participate in the \$5.3 billion Big Housing Build investment to build their supply and grow their capacity. This includes 10 per cent net new social housing dwelling to be allocated to Aboriginal Victorians delivering a total of 820 new homes	Department of Families, Fairness and Housing	✓	✓	✓
4.1.10	Establish and refresh Police and Aboriginal Community Protocols Against Family Violence (PACPAFV) sites state-wide	Victoria Police	✓	✓	

Supporting activities		Lead and contributors	Year 1	Year 2	Year 3
4.1.11	Continue to ensure Aboriginal Communities voices are represented within the Local Site Executive Committees of The Better, Connected Care model	Department of Justice and Community Safety Department of Families, Fairness and Housing, Department of Education, Department of Health, Victoria Police	✓	✓	✓
4.1.12	Development of Aboriginal Victims of Crime Strategy	Department of Justice and Community Safety Aboriginal Justice Caucus	✓	✓	
4.1.13	Implementation of actions within the Wirkara Kulpa, the Aboriginal Youth Justice Strategy 2022–2032	Department of Justice and Community Safety ACCOs	✓	✓	✓
4.2.1	Identify racism and discrimination, as well as conscious and unconscious bias in an Aboriginal context (including people with a disability, LGBTQI+, Elders and Young People)	Department of Families, Fairness and Housing	✓		
4.2.2	Work across government to ensure programs and initiatives to prevent family violence address racism and discrimination as forms and drivers of family violence against Aboriginal people	Department of Families, Fairness and Housing, Department of Premier and Cabinet Respect Victoria	✓	✓	✓
4.2.3	Develop a whole of Victorian Government Anti-Racism Strategy	Department of Families, Fairness and Housing, Department of Premier and Cabinet	✓	✓	✓
4.2.4	Formalise the guidelines of the Aboriginal Community Justice Panels (ACJP) program to align with policy and ensure safe management of Aboriginal people in police custody	Victoria Police	✓		
4.2.5	Accessibility in Action: Disability Action Plan 2022-2026 seeks to improve outcomes for justice clients and staff with disability, and includes core guiding principles of intersectionality, Aboriginal self-determination, and valuing lived and living experience	Department of Justice and Community Safety	✓	✓	✓

Strategic Priority Five

Aboriginal-led and informed innovation, data and research

In 10 years

- Government, Aboriginal services and community will access and share relevant data in community-led language; and use data and research to understand a holistic picture of client experience
- Aboriginal services and communities will use systemic data derived from systems that talk with each other to inform strategic priorities, support local service provision and drive system improvements
- There will be an evidence base of what works to support Aboriginal people and communities to prevent, respond to and heal from family violence
- Government will implement improved and culturally safe client management systems
- Government will strengthen the capacity of services and workforces to drive Aboriginal-led and informed data collection, evaluation and research

Critical Actions

5.1	Develop a shared understanding of data sovereignty
5.2	Strengthen capacity of Aboriginal community and services to monitor, evaluate and lead evidence-based practice in family violence responses
5.3	Government will strengthen the capacity of services and workforces to drive Aboriginal-led and informed data collection, evaluation and research
5.4	Build an evidence base of what works to support Aboriginal people and communities to prevent, respond to and heal from family violence

Supporting activities	Lead and contributors	Year 1	Year 2	Year 3
5.1.1 Data sharing protocols to be developed, along with a shared understanding of Aboriginal data sovereignty and knowledge to increase integrity, transparency and accessibility of government data on Aboriginal outcomes	Department of Families, Fairness and Housing Department of Health, Victoria Police, Department of Justice and Community Safety		✓	✓
5.1.2 Participate in the Dhelk Dja Data Working Group and Sub-Working Group to strengthen data collection and analysis	Victoria Police	✓	✓	✓
5.2.1 Capturing the data narrative including variables such as whether the service users used an Aboriginal-only service	Department of Families, Fairness and Housing		✓	
5.2.2 Ability to capture and interrogate data to understand contributing factors to data spikes i.e., The Orange Door opening, sorry business, legislative/reform impacts	Department of Families, Fairness and Housing Department of Justice and Community Safety	✓		
5.2.3 Build the capacity of Action Groups/ ACCOs to translate/interpret data from an Aboriginal worldview and to drive research rather than participate	Department of Families, Fairness and Housing		✓	
5.2.4 Build capacity of ACCOs/community groups to monitor and evaluate their projects	Department of Families, Fairness and Housing		✓	✓
5.3.1 Establish a dedicated data position in Family Safety Victoria to support the Dhelk Dja Partnership Forum in accessing and interpreting family violence data with regional profiles	Department of Families, Fairness and Housing	✓		
5.3.2 Identify the gaps and data linkages in current data collection processes and systems to build an evidence base and hold service providers to account	Department of Families, Fairness and Housing	✓	✓	✓
5.3.3 Mandate the capture and recording of the Standard Indigenous Question for family violence victims including children and young people and those who use violence and establish a target reduction of unknown status across the family violence service system	Department of Families, Fairness and Housing	✓	✓	✓

Supporting activities	Lead and contributors	Year 1	Year 2	Year 3
5.3.4 Champion Aboriginal led research, from design to delivery, through Research Program Phases 1 and 2	Department of Families, Fairness and Housing	✓	✓	
5.3.5 Deliver an Aboriginal Housing and Homelessness data dashboard	Department of Families, Fairness and Housing		✓	✓
5.3.6 Review, monitor and improve police compliance with the Standard Indigenous Question at family violence incidents for the respondent, Affected Family Member and involved children to support timely referral to Aboriginal services and improve data quality	Victoria Police	✓	✓	✓
5.4.1 Procure Aboriginal researchers and organisations to undertake research into Aboriginal family violence including for people who use violence	Department of Families, Fairness and Housing	✓	✓	✓
5.4.2 Encourage investment in First Peoples led research into gambling harm and the intersections with family violence	Department of Justice and Community Safety Department of Families, Fairness and Housing and Victorian Responsible Gambling Foundation	✓	✓	✓

DHELK DJA } STRONG CULTURE
SAFE OUR WAY } STRONG PEOPLES
STRONG FAMILIES

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