

PREVENTION OF
VIOLENCE AGAINST
WOMEN STRATEGY



RenewalSA



Government
of South Australia

 White
 Ribbon
 Workplace



As an organisation that brings about

POSITIVE CHANGE EVERY DAY

we are well positioned to take significant and positive steps toward addressing the serious, prevalent and preventable issue of violence against women.



Proudly accredited
by White Ribbon



Creating a better place
for all South Australians.



ABOUT RENEWAL SA

Renewal SA provides an integrated approach to urban development on behalf of the Government of South Australia to encourage more people to live, work, enjoy and invest in our state.

To achieve this, we partner and engage with community, industry and organisations to unlock the potential of existing urban areas.

Planning and partnerships are central to our success, and a streamlined and coordinated approach enables development and progress.

The places we create are vibrant and dynamic, with our placemaking programs and precinct coordination encouraging tourism and engaging communities.

At Renewal SA, everything we do is about creating economic growth for South Australia by helping to deliver an inspiring urban future.

MESSAGE FROM OUR LEADERSHIP TEAM

Australia has a high rate of violence against women, with one in three women having experienced physical and/or sexual violence perpetrated by someone known to them.

This is unacceptable.

As an organisation that brings about positive change every day, we are well positioned to take significant and positive steps toward addressing the serious, prevalent and preventable issue of violence against women.

Renewal SA recognises that violence against women has enormous individual and community impacts and that workplace programs play a vital role the prevention of violence against women in our society.

As a White Ribbon accredited workplace, Renewal SA is committing to a Prevention of Violence Against Women Strategy.

Our strategy focusses on three areas in which we can influence and encourage change; the workplace, the community and our business stakeholders.

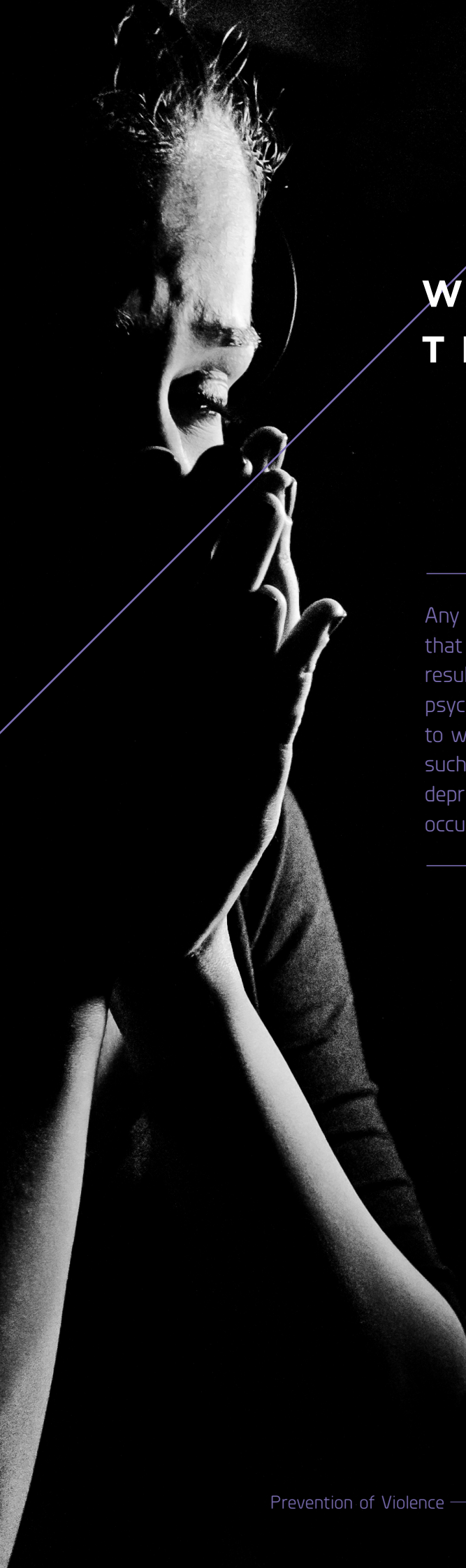
In the workplace, we ensure that our organisation is a safe place that reflects our culture and values of respect, unity, accountability, excellence and fun. If one of our employees becomes a victim of domestic violence, we will encourage those affected to disclose and allow us to offer optimum support. In the workplace, we also focus on the broader definition of violence against women to ensure our workplace is a safe environment.

As a leading developer in South Australia we engage with various communities through our major developments, and community events, workshops and drop-in sessions, allowing us to make a contribution to changing attitudes and behaviour around gender equality and ultimately violence against women in our communities.

Our third circle of influence is the businesses we engage and partner with. We can influence those businesses to create work environments that are conducive to promoting equality, inclusiveness and respect.

Over the next three years, we have identified a range of actions that can help us realise the commitment we have made to the women of Australia, help to ensure respectful relationships and gender equality, and that will also demonstrate our culture of zero tolerance of violence against women.

By incorporating the White Ribbon ethos into our projects, programs, initiatives and partnerships, we can lead the change of attitudes and behaviours beyond our own organisation, and collaborate for a safer South Australia.



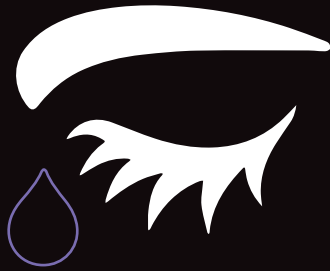
WHAT'S THE PROBLEM?

White Ribbon uses the definition of men's violence against women found in the United Nations Declaration on the Elimination of Violence against Women.

Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or private life.

The impact of this violence on women can be physical, sexual and psychological. Violence against women can also result in death: women die from the negative health effects of violence and some are killed.

Violence against women affects women's well-being and prevents them from fully participating in society. It also impacts on families, the community and the nation.



ONE IN THREE WOMEN
have experienced physical and/or sexual violence
perpetrated by someone known to them.



**ONE WOMAN IS
KILLED EVERY WEEK**
by a current or former partner,
on average in any year.



**INTIMATE
PARTNER VIOLENCE**
is the leading contributor to death, disability
and ill-health in Australian women aged 15-44.



RENEWAL SA'S ROLE IN CHANGE

In the creation of places for people to work, live, enjoy and invest, Renewal SA recognises the importance of safety and inclusion, and strives to build places for all community members, regardless of their gender.

Renewal SA was certified as a White Ribbon Workplace in March 2017, demonstrating the shared vision for a nation that respects women, and one in which every woman lives in safety and is free from all forms of men's abuse.

Renewal SA's people are among more than 600,000 employees in Australia involved in the internationally recognised Workplace Accreditation Program, and in making South Australia a safer place for all.

Together with White Ribbon Australia, Renewal SA aims to engage men to make women's safety a man's issue too, and is committed to influencing change in the workplace, in the communities we work in, and with the businesses we engage and partner with.

In November 2015, Renewal SA began the journey towards White Ribbon Workplace Accreditation, and developed a set of core values in consultation with our people. The core values of the organisation are respect, excellence, accountability, unity and fun.

Renewal SA has invested in training managers to be able to identify the signs of violence against women, and to be able to provide appropriate support where needed, while providing our people with access to the resources needed to support any employee who might be experiencing violence.

Following the agency's accreditation in March 2017, Renewal SA committed to continue to work towards eliminating violence against women, by incorporating the White Ribbon ethos in all aspects of the business.

STRATEGY TO 2020



GOAL

Renewal SA's Prevention of Violence Against Women Strategy to 2020 aims to further the internal activity undertaken to date, while driving external awareness and informing other organisations, communities we work in and individuals of how they can contribute to a future free from violence against women.

FOCUS

In the coming three years, Renewal SA will:

- ▶ prioritise and implement White Ribbon's recommendations
- ▶ empower and train our people
- ▶ make the necessary cultural change throughout the business

- ▶ inspire the creation of communities free from domestic violence by promoting practical violence prevention initiatives
- ▶ positively influence business stakeholders to adopt the White Ribbon ethos
- ▶ lead positive and proactive public and industry discussion about the prevention of violence against women.

ACTION PLAN

WORKPLACE ACTIONS

- 1** Develop a Prevention of Violence against Women Strategy
- 2** Implement continuous monitoring of progress of Prevention of Violence against Women Strategy
- 3** Promote early reporting of violence against women through smartphone applications and other technologies to our people to assist with discrete reporting and early intervention
- 4** Embed women's safety issues in our WHS framework, and train WHS duty holders to include women's safety issues in risk assessments, workplace inspections and safety audits
- 5** Promote leave provisions and other support available to victims of domestic violence
- 6** Establish a new committee of Culture Leads with a clear remit to implement the Prevention of Violence against Women Strategy
- 7** Review the Protective Security Framework to include issues associated with violence against women
- 8** Recognise violence against women as an organisation-wide risk and continuously explore ways to eliminate them
- 9** Review the Employee Assistance Program agreement to ensure appropriate domestic violence support is offered
- 10** Train managers to be able to identify and support employees who are experiencing violence against women
- 11** Implement an electronic learning management system with a compulsory prevention of violence against women module
- 12** Include a respectful behaviour clause in procurement and contractor management frameworks
- 13** Review social media use provisions in various policies, to outlaw cyber bullying and other socially unacceptable behaviour.
- 14** Review performance management process of managers to include support for our Prevention of Violence against Women Strategy as a behavioural competency
- 15** Develop separate policy on domestic and family violence
- 16** Include reference to respectful behaviour, equality and White Ribbon accreditation in job advertisements
- 17** Encourage disclosure of Apprehended Violence Orders (AVO), to facilitate employee safety in the workplace
- 18** Measure employee's understanding and opinion of our Prevention of violence against women program

LEGEND

■ Complete ■ In progress ■ Pending

COMMUNITY ACTIONS

- 19** Utilise Renewal SA's social media channels to promote our Prevention of Violence against Women Strategy
- 20** Encourage our people to share lessons learnt from our Prevention of Violence against Women Strategy with family and friends
- 21** Include Renewal SA and White Ribbon collateral in engagement activities, such as community consultations
- 22** Promote organisations that support violence prevention through internal communication channels
- 23** Evaluate partnerships with other violence prevention campaigns, in addition to White Ribbon
- 24** Include Renewal SA's White Ribbon collateral in events that happen around significant celebration days (for example International Women's Day, International Day for the Elimination of Violence against Women)
- 25** Train our frontline community engagement/contact people in violence prevention, de-escalation, and bystander's approach to violence
- 26** Promote White Ribbon and Renewal SA's Prevention of Violence against Women Strategy in communal areas in tenanted buildings
- 27** Use White Ribbon Night to promote Renewal SA's Prevention of Violence against Women Strategy

PARTNER, BUSINESS AND STAKEHOLDER ACTIONS

- 28** Promote the White Ribbon ethos among Renewal SA tenants and cohabitation/shared workspaces
- 29** Include Renewal SA's White Ribbon Accredited Workplace branding on business cards
- 30** Share our Violence against Women learnings with state government agencies, relevant bodies and at industry events

LEGEND

■ Complete ■ In progress ■ Pending

EVALUATION

Six-monthly reporting on progress, impact and outcomes will be made to Renewal SA's executive and other management forums and periodic reviews of progress will be made.

A formal evaluation at the conclusion of the strategy's implementation is planned in 2020.

For more information about how you can help stop violence against women, visit

WHITERIBBON.ORG.AU

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