



16 Days in WA

25 November – 10 December

2022

**Ending violence against women –
it's everybody's business**

Resource kit

#16DaysInWA | www.communities.wa.gov.au/16DaysinWA

**16
Days
in WA**

Stop Violence Against Women



Minister's message

Women in our State should be safe and free from violence, discrimination and harassment.

However, the sad reality is that women and girls face a much higher risk of sexual, family and domestic violence than men.

It's in our homes, our workplaces, and the wider community.

It doesn't have to be that way. But the fight for change can't be a battle for women to wage alone.

This year's 16 Days in WA to Stop Violence Against Women campaign calls on everyone in the community to play a role in calling out violence and bad behaviour.

While not all disrespect leads to violence, all violence starts with disrespect.

The recent parliamentary inquiry into sexual harassment in the FIFO mining industry shone a light on just how widespread and damaging this behaviour is – unfortunately for most women, it isn't surprising.

But it's not limited to the mining industry – it's a reminder that our workplaces can, and should, do more to support women.

To make meaningful change everybody must play a role.

Our annual campaign starts on 25 November (the International Day for the Elimination of Violence against Women) and finishes on 10 December (Human Rights Day).

It's about promoting change in the community, in businesses and in workplaces to end violence against women, by building a culture of safety and respect.

I'm heartened by the growing community of supporters who are making it their business to end violence against women, expect respect and take action.

The McGowan Government continues to invest in activities to address and prevent family and domestic violence and supports new measures to address sexual violence, particularly in workplaces.

Every year 16 Days in WA gives us the opportunity to learn more about family, domestic and sexual violence.

It's a time to show that we are committed to being part of the change to end violence against women. But it takes time and needs all of us to be involved.

Ending violence against women – it's everybody's business.

Hon Simone McGurk MLA

Minister for Child Protection; Women's Interests; Prevention of Family and Domestic Violence; Community Services

Background

The **16 Days in WA - Stop Violence Against Women (16 Days in WA)** initiative began in 2017, led by the McGowan Government and its first dedicated Minister for Prevention of Family and Domestic Violence, the Hon Simone McGurk MLA.

From 25 November, which is the International Day for the Elimination of Violence Against Women, to 10 December, Human Rights Day, individuals and communities across Western Australia have an opportunity to show their support for ending violence against women, including family, domestic and sexual violence.

Our campaign draws inspiration from the 16 Days of Activism Against Gender-Based Violence, an international initiative to end violence against women and girls across the world.¹ Since 1991, more than 6,000 organisations in approximately 187 countries have taken part in the 16 Days Campaign.

In Western Australia, **16 Days in WA** aims to raise awareness, motivate positive action and highlight organisations, agencies, communities and individuals taking action to end violence against women.

Taking action

This kit is about supporting your efforts to make stopping family, domestic and sexual violence your business and taking action in your community and circles of influence over the campaign.

It includes:

- Key messages, facts and statistics
- 16 ways to take action
- Social media tools to share
- Ideas for hosting an event
- Resources to develop your understanding and support your conversations
- Information on available services and supports to help those affected.

Our key messages

- Violence against anyone is unacceptable. We all have a responsibility to help stop the violence.
- Stopping violence against women means promoting equality and respectful relationships, violence-free spaces and safer communities.
- Breaking the cycle of family and domestic violence starts with respect for women.
- Everyone has a part to play by calling out disrespectful behaviour in all areas of life.

Facts and statistics

Women's experiences and perceptions of safety in their families, communities and workplaces in Western Australia are highlighted by key insights² showing:

Assault and hospitalisation

- Women were the victims in 93 per cent of sexual assaults reported to the WA Police Force in 2020-21, with a total of 935 victim reports by women.
- The hospitalisation rate of adult women with injuries related to family and domestic violence in WA in 2021 was 11.1 per 10,000 (a count of 1,158).
- Aboriginal and Torres Strait Islander women account for 68 per cent of hospitalisations the highest since 2005 (72.1 per cent).
- In 2020-21, 45 per cent of women (40 per cent of men) reported feeling concerned about being a victim of physical assault in a public place in the next 12 months.

Workplace safety and discrimination

- In 2020-21, there were a total of 353 complaints in the area of employment to the Equal Opportunity Commission WA. Of these, 210 (59.4 per cent) were made by women.
- The most common grounds for complaint in the area of employment by women to the Equal Opportunity Commission WA in 2020-21 was sexual harassment, with 60 out of 72 (83.3 per cent) complaints made by women.

For more facts and statistics about family and domestic violence go to: [16 Days in WA - Facts and statistics.](#)

Do you know?

Family and domestic violence, as a form of violence against women, continues to be a driver of gender inequality, including in the areas of employment, participation and financial security.³ Gender roles and stereotyped constructions of masculinity and femininity are key drivers of violence against women.

Family and domestic violence is also the leading cause of homelessness for women and children⁴ and a significant factor impacting health, inclusion and participation for people with disability.⁵

Family and domestic violence is experienced at disproportionately high rates by Aboriginal and culturally and linguistically diverse women and children, people with disability and people who identify as LGBTIQ+.⁶

Technology-facilitated abuse is a form of domestic violence in which abusers control, stalk and harass their victims using technology.⁷

For many women, the COVID-19 pandemic coincided with an onset or escalation in frequency and severity of partner violence and abuse.⁸

The National Community Attitudes towards Violence against Women Survey (NCAS) found that:

- 1 in 5 Australians believe domestic violence is a normal reaction to stress, and that sometimes a woman can make a man so angry he hits her without meaning to.
- 1 in 3 Australians believe that if a woman does not leave her abusive partner then she is responsible for the violence continuing.
- 2 in 5 Australians would not know where to get outside help for a domestic violence issue.⁹

WA Government initiatives

Since last year's campaign, the Western Australian Government has continued to work on addressing the impacts of violence against women by:

- the 2022-23 State Budget investing:
 - > \$7.7 million boost for the Family and Domestic Violence Response Teams;
 - > \$7.5 million to fund a range of initiatives in the family, domestic and sexual violence sector, as part of Western Australia signing on to the Commonwealth's National Partnership on Family, Domestic and Sexual Violence Responses;
 - > \$14.7 million to create WA's third one-stop family and domestic violence hub in Armadale, building on the success of similar hubs in Mirrabooka and Kalgoorlie. Another family and domestic violence hub is also set to be established in the Kimberley; and
 - > \$4.5 million to help address family and domestic violence in the Kimberley through two programs – the Derby Family Violence Service and the Change Em Ways Kimberley Project.
- releasing a new Women's Report Card to show a snapshot of the status of women in Western Australia in 2022. For the first time it is complemented by an online data platform (The Women's Report Card - A report on WA women's progress www.wa.gov.au/government/document-collections/womens-report-card)
- Delivering on our \$1.65 million election commitment to expand the Safer Pathways program that supports women experiencing family and domestic violence remain safe and secure in accommodation – to reduce the risk of facing homelessness for women fleeing violence.
- Consulting the public on coercive control laws, an insidious form of prolonged abuse that undermines a victims autonomy and is a red flag for further violence.
- Finalising our Aboriginal Family Safety Strategy, in recognition of the disproportionate impact of family violence in Aboriginal communities.
- establishing the Mental Awareness, Respect and Safety (MARS) Program, a whole of government initiative aimed at improving the health, safety and wellbeing of workers and others in the mining industry.
- releasing the \$3 million Family and Domestic Violence Primary Prevention Grants Program for eligible organisations to deliver community programs addressing the drivers of violence to prevent it before it occurs.

Ending violence against women – it's everybody's business

Are you a manager or leader in your workplace? Or employee who wants to influence change in your organisation?

Our actions in the workplace, and the values and commitments of leaders shape the attitudes, behaviors and structures that drive violence against women. It can be difficult at times to understand how we can play our part. Below you will find guidance material and practical resources to help you understand how your organisation can better respond to, and prevent violence and harassment in the workplace.

Whether it's your first year getting involved in the 16 Days campaign or it's your sixth year there are resources to help you along the way - no matter where your organisation is at on its journey.

'Respect is Everyone's Business Toolkit' – Chief Executive Women

[Chief Executive Women](#) are a network of over 900+ members across Australia's largest private and public organisations. Through advocacy, research, targeted programs and scholarships, CEW helps to remove the barriers to women's progression and ensure equal opportunity for prosperity.

Their [Respect Toolkit](#) provides information for each step of the journey – from getting sexual harassment on the board agenda, to guidance on developing policies or a quick list of resources to share with the team.

Workplace Equality and Respect - Our Watch

[Our Watch](#) is a national leader in the primary prevention of violence against women and their children in Australia. Our Watch has developed [a number of materials to support leaders to engage in issues of violence and harassment in the workplace](#). Workplace Equality and Respect offers a process of organisational change to prevent violence against women.

If you are a leader in your workplace – this can help you understand how you set the standard and drive change in your organization - [Practice guidance: Engaging leaders](#)

Handbook – Addressing violence and harassment against women in the workplace

[This handbook developed by UN Women](#) provide a comprehensive overview of the impacts of violence against women in the workplace and case studies from various sectors where women are more exposed to violence and harassment, including agricultural, transport and hospitality workers.

Follow my lead

As we raise awareness of family and domestic violence in the workplace, we create a safe space for people to share their experience. We must ensure we listen to people with lived experience and how they would like to be supported when they do share with us. [This resource explains some of the complexities of FDV](#) and how our responses can help or harm.

Being an active bystander

When I see or hear disrespectful / sexist / harassing actions or comments what should I say?

- If someone is acting inappropriately towards a woman **call it out**. Say something like “I think that kind of comment is offensive” or “that comment was out of line”.
- Don’t ignore locker room banter, jokes and sexism – **challenge it**. Say something like “you say it’s a joke but it’s offensive” or “Sorry, I don’t get it, can you explain the joke?”

What next?

What if someone challenges me? Learn how to deal with resistance or backlash.

- If you call out violence, some people may say:
 - > “Jokes are harmless.”
No they are not harmless as sexist jokes reinforce sexist attitudes.
 - > “What happens between a family is their business.”
Family violence needs to be addressed and you can express your concern when you see it or hear it and encourage someone to seek help.
- Preparing for resistance and examples of responses to diffuse a situation:
 - > Make a light-hearted comment to try to stop the situation, such as “What decade are you living in?” or “Sorry, what was that you said about women?”.
This may be said in private or with an audience.
 - > Leave a pointed silence or give a disapproving look.
This needs to be stronger than your normal ‘listening’ expression.
This may be more useful when you know the perpetrator or when you are worried about a power imbalance.

What if someone shares their experience of harassment or violence? Learn about disclosures.

- If you are concerned about a family member, friend or work colleague, be confident to ask if everything is okay and if they are safe at home.
- Access your organisation’s sexual harassment reporting system or other incident reporting system, or report to management.
- Report details accurately.
- Share as much of your identity as you feel comfortable with.

Visit [Our Watch](#) for more suggestions about doing something at work, online or in public situations or read about other ways bystanders can [Take Action](#).

16 ways to take action

1. Host or participate in an **event or activity** to raise awareness. Check out page [11](#) for inspiration.
2. Share 16 Days in WA campaign messages on **social media**. See page [11](#) for more suggestions.
3. **Wear something orange** throughout the duration of the 16 Days in WA campaign to spark conversations about what you can do to help prevent violence against women.
4. **Get informed:** What is gender-based violence and why is it important to take a stand? Visit these websites to find out more:
 - [Our Watch](#)
 - [eSafety Commissioner](#)
 - [Partners in Prevention](#)
 - [White Ribbon Australia](#)
 - [ANROWS](#)

Watch these videos:

 - [What is domestic and family violence?](#)
 - [Let's Change the Story: Violence against women in Australia](#)
 - [Violence against women: Sport can help change the story](#)
5. **Volunteer** your time and professional experience to community organisations, services and groups that are supporting people impacted by family and domestic violence and sexual violence. Also visit the [Centre for Women's Safety and Wellbeing webpage](#) to see how you can **support their work**.
6. **Talk** to your sporting club or organisation about what they are doing to support the campaign and/or address broader gender-based violence issues. If these issues are not being addressed, **encourage action**.
7. **Donate:** support organisations that assist women, children and young people escaping family and domestic violence by putting together **care packs**. These can include personal care items or a toy for a child as some people can arrive at a shelter or refuge with nothing, having left their home in a hurry.
8. Be an **active bystander**: Speaking up can make a significant positive difference towards the safety and respect of women in our community. See page [7](#) for information on how you can be an active bystander.
Be safe. Calling out inappropriate language and behaviour can be difficult and result in necessary discomfort, but it should not come at the expense of your personal safety and dignity.

9. Talk to your children and other young people in your life about **respectful relationships** and check out the [Respect Checklist](#).
10. Think about how you would deal with a **disclosure** from a victim/survivor of family and domestic violence if it came from a family member, friend or work colleague by considering the following:
- Believe them and take their fears seriously – offer support, not suspicion.
 - Listen patiently without interrupting or judging and don't ask too many questions about what has happened, as this can be re-traumatising.
 - Make sure the person knows it is not their fault and that they are not to blame for the abusive behaviour.
 - Don't make excuses for the person who has hurt them or blame alcohol, other drugs or mental health issues for the abuse.
 - Understand that they may not be ready or it may not be safe for them to leave. Don't push them to take action.
 - Have [helpline numbers](#) on hand to provide.
 - Offer to help them explore [Supports Services and Resources](#).
- What if someone discloses that they use violence?
- Offer [helpline numbers](#) and encourage them to speak to someone who can help with changing their behaviour.
11. Get to know more about **financial abuse** and the resources and services available to assist people in these circumstances. [Your toolkit](#) is a good starting point.
12. Take the [Healthy Relationships quiz](#) or develop your own questionnaire.
13. Think about what your **workplace** could do to support victims/survivors of family and domestic violence to stay safe and connected to work. A good starting point could be developing a workplace policy that provides additional leave for staff experiencing family and domestic violence.
14. Develop or get involved in a **local awareness raising campaign** to make it clear that sexism, disrespecting women and violence will not be accepted in your community. These are some great WA examples: [Geraldton's Community Respect & Equality](#); [Peel Says No to Violence](#); and [Albany Family & Domestic Violence Action Group](#).
15. [Support a local sports club](#) to develop policies and procedures that ensure women and children have equal access to resources and facilities to support their **participation in sport** and related community-based activities.
16. Remember changing perceptions is everybody's business – **model respectful behaviour** in your family and among your peers.

Importantly, think about how you can continue efforts to end gender-based violence year-round.

Social media

You are encouraged to show your support for the campaign on social media.

A selection of **infographics** and other social media tools, to be shared on your social media feeds, will be available on the [16 Days in WA webpage](#).

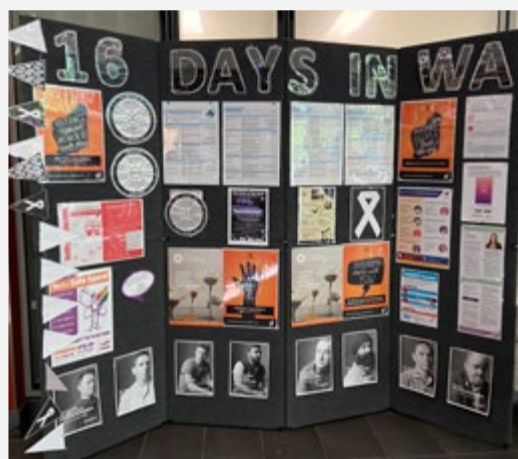
Make sure you use the campaign hashtags when you post about 16 Days in WA - #16DaysInWA #StopTheViolence

Host an event

- Hold a **morning tea**, roundtable discussion or 'lunch and learn' session to raise awareness of the issues of gender-based violence. You may also want to screen one or more of the videos included in our 16 ways to take action list on page 9.
- Host a **fundraising activity** to raise money for a non-profit organisation that supports women and children to be safe and recover from family and domestic violence.
- Establish a **pledge wall** at your workplace, sporting club or other organisation, encouraging staff and members to show their support to stop violence against women.
- Hold a **dedicated sporting game** – ask your local sporting club to dedicate a game to raising awareness of the issues of gender-based violence.
- Hold a **book club session** focused on works dealing with issues of gender-based violence. The 16 Days in WA Book Club List will be available on the [16 Days in WA webpage](#).
- **Invite someone** who works with a domestic violence service to speak at your event – the [Centre for Women's Safety and Wellbeing](#) or [Stopping Family Violence](#) can assist with ideas for speakers.
- **Respect challenge** – find a contemporary film, song, image or famous icon that rejects gender-based violence and share the message with peers.



How will YOU show your support for 16 Days in WA in 2022?



Resources

A range of resources has been created for use throughout the 16 Days in WA campaign.

This includes infographics, an email signature block, posters to share on display boards and video content.

Visit the [16 Days in WA webpage](#) closer to the campaign launch to find out more.

Information, services and supports

If you or anyone you know is experiencing family and domestic violence, there is help available.

Call 000 if you or someone you know is in immediate danger.

For a comprehensive list of State and national helplines, please visit the State Government's [Family and Domestic Violence Help page](#).

1800RESPECT

The National Sexual Assault, Family and Domestic Violence Counselling Service is a free and confidential telephone and online counselling service for any person, regardless of age or gender, who has experienced or is at risk of domestic and family violence and/or sexual assault, and their family and friends. 1800RESPECT (1800 737 732) or www.1800RESPECT.org.au

The Centre for Women's Safety and Wellbeing

Western Australia's peak body for women's specialist domestic and family violence, community-based women's health and sexual assault services, have established a comprehensive online directory of services. The Directory allows you to search by the type of service or your location. You can access the Directory here: csws.org.au/directory

Crisis Care

An information and counselling service for people in crisis needing urgent help. Telephone 1800 199 008.

Women's Domestic Violence Helpline

The Women's Domestic Violence Helpline is a Western Australian 24-hour helpline to support women experiencing family and domestic violence. It provides support and counselling, including referrals to women's refuges. Telephone 1800 007 339.

Men's Domestic Violence Helpline

The Men's Domestic Violence Helpline provides counselling and referrals for male perpetrators, as well as male victims of family and domestic violence. Telephone (08) 9223 1199 or free call 1800 000 599.

Sexual violence

The Sexual Assault Resource Centre is a 24-hour emergency line that provides a range of free services to people affected by sexual violence. Telephone (08) 6458 1828 or free call 1800 199 888.

Young people

Kids Helpline is Australia's free private and confidential 24/7 phone and online counselling service for children and young people aged 5 to 25 years. Telephone 1800 551 800 or visit www.kidshelpline.com.au

Men seeking support

MensLine Australia is a 24/7 support service for men and boys dealing with family and relationship difficulties and/or concerned that their behaviour is hurting the people they care about. Telephone 1300 78 99 78 or visit www.mensline.org.au

Services for culturally and linguistically diverse people

Women's Health and Family Services promotes the safety of women from migrant, refugee or culturally and linguistically diverse backgrounds. Outreach services are in Rockingham/Fremantle, Gosnells, Mirrabooka and Northbridge. Phone: (08) 9328 1200 or visit [Multicultural Women's Advocacy and Support](#).

A range of other services for culturally and linguistically diverse people are available [online](#).

Services for Aboriginal and Torres Strait Islander people

A range of culturally appropriate services for Aboriginal and Torres Strait Islander who may be experiencing family violence are available [online](#).

Staying safe online

Abuse does not always come in the form of physical violence or intimidation. Online abuse covers a range of behaviours an abusive person can use to control, frighten or humiliate a partner, ex-partner or family member using technology.¹⁰

When communicating online using social media, gaming platforms or other forums, there are ways to keep safe if someone is using these mediums to make you feel scared, unsafe or threatened.

Every situation is different. Use the '[what are the warning signs](#)' checklist to learn how to recognise technology-facilitated abuse, including online abuse.

Find out more from the [Student Wellbeing Hub](#) website. Also check out the [Office of the eSafety Commissioner](#) website.

A comprehensive list of additional support services and emergency contacts for those experiencing family and domestic violence is available [online](#).

Endnotes

- 1 <https://16dayscampaign.org/>
- 2 Duncan, A., Kiely, D., and Salazar, S., (2022), 2022 Women's Report Card: An indicator report of Western Australian women's progress, Summary Briefing Note - Safety and justice; Bankwest Curtin Economics Centre, August 2022. A report prepared by the Bankwest Curtin Economics Centre for the Department of Communities, Government of Western Australia, 2022. Available at: BCEC-Dept-Comms-Safety-and-Justice.pdf (www.communities.wa.gov.au)
- 3 Our Watch 2015, Change the Story: A Shared Framework for the Primary Prevention of Violence against Women and their Children in Australia, Our Watch, Melbourne.
- 4 Australian Institute of Health and Welfare 2017, Specialist Homelessness Services 2016–17, AIHW.
- 5 Australian Institute of Health and Welfare 2018, Family domestic and sexual violence in Australia, AIHW.
- 6 Australian Institute of Health and Welfare 2018, Family domestic and sexual violence in Australia, AIHW.
- 7 eSafety Commissioner
- 8 Boxall H, Morgan A & Brown R 2020. The prevalence of domestic violence among women during the COVID-19 pandemic. Statistical Bulletin no. 28. Canberra: Australian Institute of Criminology.
- 9 Webster, K., Diemer, K., Honey, N., Mannix, S., Mickle, J., Morgan, J., Parkes, A., Politoff, V., Powell, A., Stubbs, J., & Ward, A. (2018). Australians' attitudes to violence against women and gender equality. Findings from the 2017 National Community Attitudes towards Violence against Women Survey (NCAS) (Research report, 03/2018). Sydney, NSW: ANROWS.
- 10 [Online abuse | eSafety Commissioner](http://www.esafety.gov.au) – www.esafety.gov.au

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Translating and Interpreting Service (TIS) – Telephone: 13 14 50

If you are deaf, or have a hearing or speech impairment, contact us through the National Relay Service. For more information visit: www.communications.gov.au/accesshub/nrs