

SUPPORTING MULTICULTURAL AND FAITH COMMUNITIES TO PREVENT FAMILY VIOLENCE: 2021 GRANT PROGRAM

PROGRAM GUIDELINES

Submit your application at vic.gov.au/dffh/prevent-family-violence-2021-grant-program

Closing date is 2pm, Wednesday 21 April 2021.

Only one application per organisation will be considered.



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For more information, or help with your application, please contact the OPFVC.

Email: prevention.grants@dffh.vic.gov.au

Ph: **(03) 9595 2490**

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MINISTER'S FOREWORD



I am proud to share with you the 'Supporting Multicultural and Faith Communities to Prevent Family Violence: 2021 Grant Program' (the program).

The program will support the Victorian Government's vision to create a Victoria free from violence, where all Victorians experience equality and respect in all their relationships and live free from violence. We have underpinned this vision through the following Victorian Government policies:

- **Everybody Matters: Inclusion and Equity Statement**
- **Free from violence: Victoria's strategy to prevent family violence**
- **Ending family violence: Victoria's 10-year plan for change**
- **Safe and strong: A Victorian Gender Equality Strategy, and**
- **Victorian. And proud of it.**

The program provides three-year funding to organisations to build the capacity of multicultural and faith communities to address family violence and all forms of violence against women through innovative, culturally appropriate and tailored primary prevention and early intervention projects. It builds on the Victorian Government's previous investments in addressing family violence against these communities, such as the \$14 million package in 2017 to address family violence in multicultural communities and the 2020 'Multicultural COVID-19 Family Violence Program'.

Multicultural communities can face multiple forms of discrimination and barriers that reduce their ability to seek assistance and address family violence and all forms of violence against women. This increases the likelihood that victim survivors remain unsafe, unsupported and at a higher risk of violence. Since early 2020, these barriers have been further pronounced in the COVID-19 context.

It is vital we continue working with multicultural and faith communities to strengthen our collective and sector knowledge of how to effectively apply an intersectional approach to prevention. This is particularly true in relation to the links between gender and racial discrimination and disadvantage.

Victoria is proudly home to one of the most culturally diverse societies in the world. I look forward to seeing the positive change and results from activities in multicultural and faith communities to prevent family violence and all forms of violence against women.

The Hon. Gabrielle Williams MP
Minister for Prevention of Family Violence

GRANT PROGRAM OVERVIEW

The Victorian Government is providing funding to organisations over three financial years (from 1 July 2021 to 30 June 2024) through the 'Supporting Multicultural and Faith Communities to Prevent Family Violence: 2021 Grant Program' (the program).

The program will contribute to the Victorian Government's vision to create a Victoria free from violence, where all Victorians experience equality and respect in all their relationships and live free from violence. The program will strengthen the capacity of Victorian multicultural and faith communities to address family violence and all forms of violence against women through innovative, culturally appropriate, tailored primary prevention and early intervention projects.

All communities experience family violence and gender inequality in different ways. Culturally diverse and new and emerging communities have unique experiences of family violence and face differences often shaped by social attitudes and context, which create unique structural barriers to accessing the help that they need. Victorian multicultural women can also experience race-based discrimination and racism that, when intersecting with the gendered drivers of violence, increases the likelihood, severity and impact of all forms of violence against them.

These structural barriers are further exacerbated in the current COVID-19 context, as help-seeking is more difficult and the recovery phase is likely to see an increase in disclosures. The risk factors for new and emerging communities are heightened in regional and rural areas as isolation may be more pronounced and there are fewer services available. Further work also needs to continue to ensure awareness-raising and prevention initiatives address and consider the unique needs of multicultural communities.

The program uses *Change the Story: A Shared Framework for the primary prevention of violence against women and their children in Australia* as the knowledge base to guide the scope of prevention activity (you can view this document at ourwatch.org.au/change-the-story).

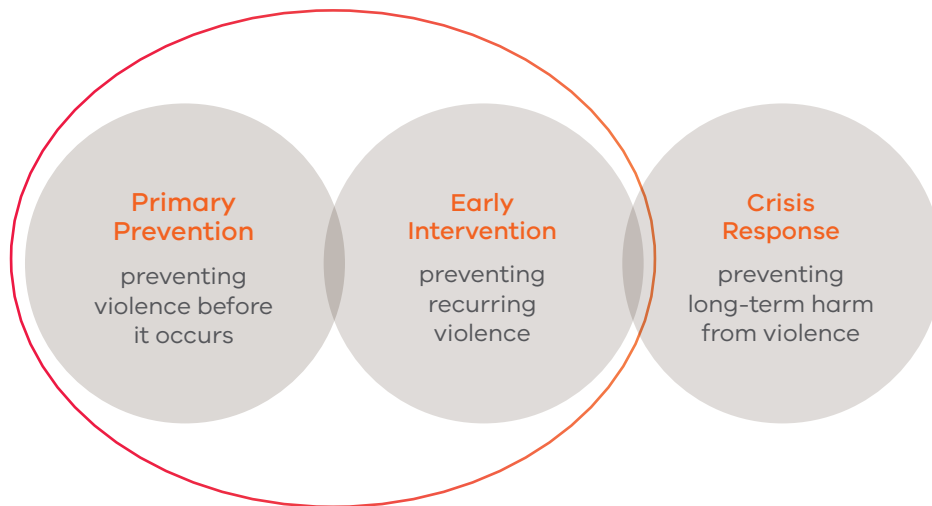
While we have a sound understanding of what works in the prevention of violence against women, we know less about what causes, and what works to reduce, other forms of family violence, including violence against people from multicultural and faith communities. The program will expand and build the understanding of what works to prevent family violence and all forms of violence against women, particularly against multicultural and faith communities.



PRIMARY PREVENTION AND EARLY INTERVENTION

The program is focused on the primary prevention and early intervention aspects of preventing family violence and all forms of violence against women (outlined in the diagram below).

Successful primary prevention and early intervention can avoid or reduce the harm caused by family violence, which produces improved health, social and economic outcomes for individuals, families and communities, as well as decreasing pressure on crisis response efforts.



Primary prevention and early intervention work to address the underlying gendered drivers of violence and the reinforcing factors that, when they intersect with the gendered drivers, increase the probability, frequency or severity of violence:

Gendered Drivers

- condoning violence against women
- men's control of decision-making and
- limits to women's independence in public and private life
- rigid gender roles and stereotyped constructions of masculinity and femininity
- male peer relationships that emphasise aggression and disrespect towards women

Reinforcing Factors

- condoning violence in general
- experience of, and exposure to, violence
- weakening of pro-social behaviour,
- especially harmful use of alcohol
- socio-economic inequality and discrimination
- backlash against social change (when male dominance, power or status is challenged)

Essential actions

- challenge condoning of violence against women
- promote women's independence and decision-making in public life and relationships foster positive personal identities and challenge gender stereotypes and roles
- strengthen positive, equal and respectful relations between women and men, girls and boys
- promote and normalise gender equality in public and private life

Supporting actions

- challenge the normalisation of violence as an expression of masculinity or male dominance
- prevent exposure to violence and support those affected to reduce its consequences
- address the intersections between social norms relating to alcohol and gender
- reduce backlash by engaging men and boys in gender equality, building relationship skills and social connections
- promote broader social equality and address structural discrimination and disadvantage



In this document, primary prevention and early intervention are sometimes grouped as "prevention", with all references referring to family violence and all forms of violence against women.

PROGRAM OBJECTIVES

- deepen and expand primary prevention and early intervention activity with multicultural and faith communities
- continue to build and enhance the collective knowledge of successful primary prevention and early intervention activity and intersectional practice
- strengthen the capacity of organisations working with multicultural and faith communities in primary prevention and early intervention activity, and
- improve the identification and response to victim survivors of violence by better joining primary prevention activity with early intervention activity in a wide range of settings.

PROGRAM STREAMS AND FUNDING

The program is a three-year, merit-based grant program administered by the Office for Prevention of Family Violence and Coordination (OPFVC) in the Department of Families, Fairness and Housing (DFFH). There are two different program streams available to support organisations with different levels of experience with prevention and/or early intervention of family violence and/or all forms of violence against women.

Stream 1

Funding of **up to \$200,000** (excl. GST) per organisation, per year to 30 June 2024, for:


- the design and delivery of prevention of family violence and all forms of violence against women activities with multicultural and faith communities at a state-wide, regional and/or local level, delivered by **organisations with demonstrated experience in prevention of family violence and all forms of violence against women**
 - **this may include** working in partnership with other organisations and/or community groups in scaling-up or embedding existing work or testing new and innovative ideas in prevention.

Stream 2

Funding of **up to \$100,000** (excl. GST) per organisation, per year to 30 June 2024, for:

- the design and delivery of prevention of family violence and all forms of violence against women activities with multicultural communities at a local level, delivered by **organisations with new or limited experience in prevention of family violence and all forms of violence against women**
 - **this may include** partnering with organisations with established experience; and/or*
- capacity building of **an organisation with new or limited experience in prevention** (particularly through a partnership with organisations with established experience in the prevention of family violence and all forms of violence against women).

* When applying for Stream 2, applicants need to identify whether they seek to design and deliver prevention activities, focus on capacity building elements, or conduct both.

 See the Assessment Criteria below for greater detail of what is required in Streams 1 and 2.



TYPES OF ACTIVITY

Organisations can propose any type of primary prevention of family violence and all forms of violence against women and/or early intervention activity with multicultural and faith communities.

Activity focused on the following will be highly regarded:

- the essential actions (listed in the table above), such as challenging gender stereotypes and roles, and strengthening positive, equal and respectful relationships
- prevention of all forms of family violence, including coercive control, financial abuse, sexual violence and dowry abuse
- intersectional practice and inclusivity
- new and emerging multicultural communities, including migrants, refugees and temporary residents
- regional or rural areas in Victoria
- community-led initiatives
- youth-led activity and youth engagement, and/or
- multicultural or faith communities that have not received Victorian Government funding in family violence prevention and early intervention.

Key settings for where this activity could occur, but are not limited to, are:

- religious and faith-based settings
- sport and recreation settings
- youth settings
- arts and cultural settings
- legal and justice settings
- workplace settings, including those with strong engagement with clients and customers
- healthcare settings, and
- early childhood settings.

Examples of activities that will be funded include:

- community awareness and education programs, such as those focusing on the essential actions and intersectional practice, delivering community engagement activities using arts and theatre or sport to challenge stereotypes or engaging with men and boys in primary prevention
- online communication and engagement activities that are technologically and linguistically accessible and include written, audio and video communication (although activity focused solely on a communications campaign is not desirable)

- community mobilisation and strengthening programs working with community or faith groups (rather than individuals), including strengthening identified protective factors and addressing risk factors. This may involve creating opportunities for women to hold formal leadership roles or ensuring the opportunity for women to contribute to the design and delivery of interventions.
- economic empowerment activities focused on strengthening women's financial literacy and business knowledge and skills
- peer education programs (including bystander skills training) supporting young people to engage and educate peers to challenge gender stereotypes and roles, and strengthen positive, equal and respectful relationships
- parenting programs building parents' knowledge and skills in gender equal parenting
- connection-building between multicultural and faith communities and community groups and Victorian specialist family violence and sexual assault services, particularly for early intervention
- building practitioner understanding and capacity in family violence early intervention to effectively identify, respond to and refer victim survivors and perpetrators of violence to specialist family violence and sexual assault services, such as through the *Identifying and Responding to Family Violence Risk* accredited course, which is part of the Multi-Agency Risk Assessment and Management (MARAM) training package, and
- contributing to salaries or organisational costs that support proposed activities.

Stream 1 activities only:

- scaling up and/or embedding existing work in primary prevention of family violence and/or all forms of violence against women within various settings, and
- organisational development processes to identify, address and/or strengthen organisational structures, practices and policies contributing to gender inequality and violence against women and family violence.



ACTIVITIES NOT FUNDED

- family violence crisis response activities, such as case management of victim survivors and perpetrator accountability and behaviour change programs
- projects that are primarily focused on the training and development of specialist family violence, sexual assault services and universal services to provide culturally sensitive and inclusive services to multicultural communities
- standalone research or projects primarily focused on building the evidence base solely through research (employing research to guide activity is suitable – action research methodology)
- individual evaluation of an organisation's activities (funding to support effective monitoring and the collection of data is allowed, as the OPFVC will evaluate all funded activities in the program; as well as support communities of practice-related work through separate funding)
- activity already funded by the Victorian Government, including by another grant program (extending or adding to existing activity is suitable, if the need can be demonstrated)
- activities that are primarily for political or religious purposes
- advertising or fundraising activities, or
- travel outside of Victoria or funding for visitors from outside of Victoria.

ELIGIBLE APPLICANTS

This grant program is **aimed** at:

organisations working with multicultural and faith communities in Victoria, including but not limited to:

- ethno-specific organisations
- faith-based organisations and institutions that are part of a multicultural community
- settlement organisations
- family violence primary prevention and early intervention organisations
- organisations with established experience in prevention of family violence and all forms of violence against women (for Stream 1), and
- organisations with new or limited experience in the prevention of family violence and/or violence against women (for Stream 2).

i See the Assessment Criteria below for greater detail of what is required in Streams 1 and 2.

Your organisation **must**:

- have a current Australian Business Number (ABN), and
- have no outstanding accountability reports or final reports for any grant managed by DFFH or the Department of Premier and Cabinet (please contact the OPFVC if you are unsure if this is applicable to your organisation).

Your organisation **must be one** of the following entity types:

- incorporated associations (incorporated under state legislation, commonly have 'Association' or 'Incorporated' or 'Inc.' in their legal name)
- incorporated cooperatives (also incorporated under state legislation, commonly have 'Cooperative' in their legal name)
- a not-for-profit entity registered under the *Corporations Act 2001* (Cth) or the *Associations Incorporation Reform Act 2012* (Vic)
- a social enterprise incorporated under the *Corporations Act 2001*, or
- a Local Government Authority, but only in support of another organisation.

INELIGIBLE APPLICANTS

- individuals and sole traders
- organisations proposing activity outside of Victoria
- a Local Government Authority as a lead or independent applicant, and
- entities that have failed to comply with the terms and conditions of previously awarded grants.



ASSESSMENT CRITERIA

STREAM 1

- demonstrated experience, capacity and capability to engage with multiple multicultural and/or faith communities in primary prevention and/or early intervention of family violence and/or all forms of violence against women (for example, demonstrating a workforce with lived multicultural and faith experience, and outlining experience in designing and delivering community-based or community-led projects in this space, including at a state-wide or regional level)
- comprehensive plan to work with multicultural and/or faith communities in primary prevention and/or early intervention of family violence and/or all forms of violence against women (for example, outlining the needs to be met, benefits to the community, and value for money in conducting the activity)
- plan for dealing with disclosures of violence and resistance and backlash, and
- proven track record in the effective design and delivery of Victorian Government grants of similar scope, size and nature.

Desirable:

- plan to test and trial new and innovative prevention activities
- plan to partner with other relevant organisations and/or community groups, and/or
- plan to conduct highly regarded activity (as listed above).



STREAM 2 (PREVENTION ACTIVITY)

- demonstrated willingness and readiness to engage multicultural and/or faith communities in primary prevention and/or early intervention of family violence and/or all forms of violence against women (for example, outlining experience in working with multicultural and/or faith communities to address and prevent complex social issues that may or may not involve family violence)
- comprehensive plan to work with multicultural and/or faith communities in primary prevention and/or early intervention of family violence and/or all forms of violence against women (for example, outlining needs to be met, benefits to the community, and value in conducting the activity), and
- plan for dealing with disclosures of violence, and resistance and backlash.

Desirable:

- plan to partner with organisations with established experience in delivering prevention activities (outlining relevant established partnerships and the value in the proposed partnership)
- plan to conduct highly regarded activity (as listed above), and/or
- experience in the effective design and delivery of a Victorian Government grant.

STREAM 2 (CAPACITY BUILDING)

- comprehensive plan to build the capacity of your organisation to work with multicultural and faith communities in prevention of family violence and all forms of violence against women (outlining needs to be met, benefits to the community, and value in conducting the activity), and
- plan to partner with organisations with established prevention experience to assist in building the capacity of your organisation.

HOW TO APPLY

Submit your application at:

The OPFVC prefers that applications are submitted online. If you are unable to submit your application online, please contact us to request a hard copy application form.

Applicants **must** attach the following supporting documentation with their application, or it will be considered ineligible and not assessed:

- a project plan and project budget using the templates provided on the [grant webpage](#)
- the organisation's most recent Annual Report and financial statement

- evidence of the number of FTE employed at the organisation and/or regular hours contributed by volunteers, and
- evidence of your work, for example, a program or activity report, a copy of your organisation's most recent publication, or a link to your website.

Applications will be assessed against the program objectives, eligibility requirements and statements against the assessment criteria.

Applications will be assessed by a panel that includes representatives from the Victorian Multicultural Commission, Family Safety Victoria and Fairer Victoria in DFFH. The Minister approves successful recipients based on recommendations provided by the OPFVC and the assessment panel.

**Closing date is 2pm, Wednesday 21 April 2021.
Late admissions will not be accepted.**

Only **one** application per organisation will be considered.*

* This relates to the lead organisation; organisations can appear on multiple applications as partners of various lead organisations.



FUNDING AGREEMENT

In May 2021, the Minister will announce the successful applicants and they will be published on the [grant webpage](#). The OPFVC will then send an Offer of Funding to each successful organisation. Upon receiving the offer, **organisations have 30 business days (only) to enter into a Victorian Common Funding Agreement (VCFA)** with the OPFVC, which outlines:

- the grant's terms and conditions (including use of funds)
- agreement terms (including participation in a Community of Practice, capacity building work and formal evaluation), and
- all reporting requirements.

If you do not think you can return the VCFA in this time, immediately contact the OPFVC to discuss.

FUNDING CONDITIONS


- **funding is only available in the financial years as stated in the VCFA.** Any funding will not be carried forward or be available for incomplete project activities in following financial years
- grantees may be prescribed under the Multi-Agency Risk Assessment and Management Framework (MARAM), the Child Information Sharing Scheme and the Family Violence Information Sharing Scheme. For more information, please refer to the *Guidance for applicants* document available on the [grant webpage](#).
- the applicant must ensure that the project activity complies with relevant legislations, regulations, by-laws, mandatory codes and requirements of any Commonwealth, State, Territory or Local Authority. It is your responsibility to be aware of laws and protocols that regulate the way you must conduct your work

- public liability insurance, and any other insurance category appropriate to the activities of the project, are the responsibility of the applicant, and
- Government contributions to the project must be acknowledged in any relevant publication, promotional material or news release. Successful applicants will be advised of this requirement.

PAYMENT OF GRANT FUNDS

Successful organisations will be paid on completion of agreed project milestones and deliverables. The final financial milestone will not be processed until all requirements outlined in the agreement, including the final report, are completed to our satisfaction.

Milestone payments are made via Electronic Funds Transfer (EFT) once deliverables are met, in line with the VCFA. If your organisation is registered for GST, you will be paid GST on top of the amount awarded; and if your organisation is not registered for GST, you will only receive the amount awarded. The Australian Taxation Office (ATO) considers grants as taxable income.

 *This program is a competitive, merit-based package. All decisions by the OPFVC or the Minister in relation to any aspect of the funding application and assessment process, including any decision to offer or award a grant, or to withdraw the offer or cancel the grant funding agreement, are final.*