



Challenge DV

Annual Report 2024

Acknowledgement

Challenge DV respectfully acknowledges the Traditional Custodians of the lands on which we work and live, and recognise their continuing connection to land, water and sky, community and culture. We pay respect to Elders past and present.

Chairperson's Report

Jane Hedger



Challenge DV continues to step up and speak loudly about the need for education and prevention to break the cycle of DV as we move into our 25th year of advocacy.

The relentless news cycle of violence and homicide, disproportionately experienced by women at the hands of intimate partners, is harrowing. Our communities keep asking why is there so little progress on these stats? We would argue - traditional approaches have not had enough focus on prevention. More promisingly, governments seem to be starting to move towards better investment in prevention and we are continuing to advocate for this at every opportunity.

Challenge DV has actively worked to pivot and explore new ways of engaging communities in courageous conversations. We have been making inroads into schools and sporting clubs to raise awareness and educate the next generations with a focus on changing thinking and making domestic and family violence unacceptable. It has been difficult for us as a very small organisation without any recurrent funding to navigate change and uncertainty whilst maintaining our core focus. We were very appreciative to receive a one-off grant from the Queensland Government over the 24/25 year which supports our new community training with schools and sporting groups. The training is being very well received and it's an exciting area of growth for our advocacy.

I would like to take this opportunity to thank our CEO Keith Tracey-Patte who led us into our groundbreaking work with boys and men and remains a passionate advocate for change. Keith oversaw great improvements in our programs and governance, and markedly raised the profile of Challenge DV across the community. After three and a half years we sadly farewelled Keith as he took up a fabulous new role elsewhere in August 2024. The Board has greatly benefited from his innovative thinking and advice during his tenure, and we recognise his numerous achievements. We know Keith remains a lifelong champion and supporter.

Following an interim CEO appointment of Samantha Saunders to review our staffing and cost models and oversee our massive tender engagement, the Board took this opportunity to restructure and appoint a General Manager to lead Challenge DV. Linda Smith was successful in stepping into this role and brings an energy and community connection to the leadership of Challenge DV that is infectious and compelling. She has significantly grown sponsorship investment and grant activity which has seen our deficit reduce pleasingly this year.

A highly successful Darkness to Daylight in 2024 helped counterbalance the reduction of our traditional workplace training pipeline as a result of the new State Government DFV Training Framework remaining on hold. This success and the growing sponsorship Linda has brought in will boost our 2025 event as well. We continue to develop new opportunities and partnerships for D2D.

My thanks to fellow Board Directors Aye Clarke, Cathy Rigby, Damian Topp and Leonie Vandeven who support and guide all that we do and remain deeply passionate about our mission. I want to extend a huge thanks to Keith, Linda and our small but incredibly mighty team of amazing staff and facilitators. We remain so grateful for the wonderful people who turn up to support and uplift our work, and for the community organisations and partners who walk with us to challenge domestic violence.

I want to acknowledge that generosity of all our partners and sponsors but particularly the ongoing support and engagement of our Foundation Partner MinterEllison who actively walk and work with us to end DFV.

General Manager's Report

Linda Smith



Despite a number of market and economic challenges over the past 12 months, Challenge DV built stronger partnerships across both the domestic and family violence sector and the corporate landscape which enabled us to improve our training programs, strengthen our networks and increase our overall impact, through expanding into community-based free training.

These collaborations have allowed us to extend our reach, enhance the quality of our programs, and deepen our overall impact. Our expanding relationships with corporate and community organisations have strengthened our training footprint, enabling us to deliver tailored, high-quality content to a broad audience, connecting with organisations spanning national corporates to grassroots sporting clubs.

During 2024, we proudly broadened our content offering, introducing new topic areas and more specialised face-to-face training. A continued and deliberate focus on workplace training has been complemented by the development and implementation of a targeted sales and marketing strategy. Challenge DV connected with a number of community philanthropy programs which supported our free community programs, ultimately amplifying our impact in early intervention and preventing domestic and family violence in local communities.

In 2024, Challenge DV was awarded the prestigious Diamond X Award for Excellence in Workplace Training, for our Respect at Work program.

We also celebrated a major milestone for our flagship community engagement initiative, Darkness to Daylight. The 2024 event saw a 11% increase in participants compared to the previous year, alongside a significant uplift in donations. It was our most successful event to date in terms of both sponsorship and fundraising.

In September 2024, the Queensland Government issued a closed tender for the creation of a State-led Domestic and Family Violence Training Support and Coordination Service. This process provided an important opportunity to strengthen relationships across the sector and opened the door to future collaboration.

Our community outreach has also grown steadily across Brisbane. We delivered the Our Club Says No to DV program to local sporting groups, supported by strong community partnerships and local grant funding. Feedback from these sessions has been overwhelmingly positive, with participants reporting increased awareness and a greater understanding of how they can contribute to the prevention of domestic and family violence in their clubs, schools, and communities.

In the second half of the year, Challenge DV received funding from the Queensland Government to expand our community early intervention and prevention work.

Looking ahead, Challenge DV is positioned to scale our impact. With new opportunities on the horizon, we remain committed to strengthening our training, advocacy, and community engagement work, all in pursuit of a safer, more inclusive future for all.

About Us

Challenge DV is a domestic violence prevention charity driving change for a safer community. We stand with the Australian community committed to preventing violence.

Our Vision

A world without domestic violence.

Our Purpose

To educate and inspire everyone to step up and challenge for change to create safer communities.

Strategic Objectives

Connected Communities

Our partners make a meaningful difference in their organisation or community towards ending violence. We work across all sectors, providing customised solutions that reflect the unique challenges and environment.

Engaged Communities

Our events are opportunities for you to activate organisations and step up in support of a world without violence.

Educated Communities

Our impactful programs provide the tools to create safe places through recognising domestic violence, and how to respond and refer for support.

From schools to workplaces, sporting clubs to local businesses, we foster environments of physical and emotional safety.

A Voice for Change

We advocate and influence leaders, policymakers and the next generation to raise awareness and challenge for change.

Workplace and Community Training Programs

Challenge DV continued to expand its reach into workplaces across Australia this year, with a particular focus on large-scale national organisations. Our tailored approach, combined with updated and specialised content, has allowed us to deliver impactful training that meets the evolving needs of modern workplaces.

A key focus throughout 2024 was the review and enhancement of our core training modules. This included the introduction of specialised safety planning content for key partners such as Queensland Rail and Cleanaway, ensuring that our sessions are not only relevant but responsive to the unique challenges faced in different workplace settings.

We also refined our Active Bystander program to reflect current social and organisational dynamics, equipping participants with the confidence and tools to take safe and constructive action.

Our programs are designed to support the creation of healthier workplace cultures by reinforcing inclusive, respectful behaviours and building on existing positive practices. Across the year, we delivered domestic and family violence awareness training in over 25 organisation, empowering individuals to recognise the signs of DFV and offer appropriate support to colleagues who may be impacted – whether at work, in schools, or within their communities.

A standout highlight in 2024 was the recognition of our Respect at Work program, which was awarded the prestigious Diamond X Award for Excellence in Workplace Training. This honour reflects both the calibre of our content and our growing reputation as a leader in corporate education and wellbeing.



Workplace Training



Training feedback and evaluation

320 participants provided feedback on sessions:



eLearning

The RRR e-learning platform was delivered to 33 government and non-government workplaces, with a total of 61,137 e-licences purchased.



Darkness to Daylight 2024

Darkness to Daylight is Challenge DV's flagship education, awareness, and fundraising event and Queensland's largest community event focused on domestic and family violence prevention.

More than just a run, Darkness to Daylight is a powerful platform for connection, reflection, and action. It invites every participant to consider the role they can play in creating safer, more respectful communities.

With an 11% increase in participation, 16% increase in team registration and 49% increase in funds raised, compared to the 2023 event, Darkness to Daylight 2024 marked a significant milestone, underscoring our ongoing commitment to raising awareness and funds for domestic violence prevention.

The event's impact was applied through powerful, awareness-raising speeches, the presence of notable attendees, strong media coverage and exceptional social media engagement, enhancing its reach and impact, with more room to grow in this space.

A total of 2,678 participants and 118 teams descended onto the iconic grounds of Queensland Parliament House to do something physical and meaningful in the fight against domestic and family violence, gain a deeper understanding of the public health issue, and honour lives lost to abuse.

Together, we raised \$348,385 of our \$350,000 fundraising goal.





Darkness to Daylight 2024

The 2024 live event welcomed 2,678 participants, with teams and individuals from near and far uniting to take a stand against abuse.



2,678
participants

807 walked 3km
826 walked or ran 10km
404 walked or ran 110km
621 virtual participants
20 non-participating
team captains



108
teams

73 workplaces
45 community groups
39 government teams
14 corporates
11 schools
8 charities
1 university



\$348,385
funds donated

Just short of our
\$350,000 target.

This marks a 49% increase
from 2023's \$231,702,
and only 15% less than the
record of \$402,261 in 2022.

Community Engagement and Impact

Creating Safer Communities:

Men's Role in Preventing Gender-Based Violence

LIVE WEBINAR | FRIDAY 6 DECEMBER 10AM (AEST)

FACILITATED BY



Prof Patrick O'Leary
Griffith University

EXPERT PANEL



Dr Brian Sullivan
SICURA, Red Rose Foundation



Dr Joe Liang
Griffith University



Trent Larkman
Prevention practitioner



Juliana Mantilla
Challenge DV

Our Workplace Programs Manager, Juliana Mantilla, hosted a domestic and family violence awareness webinar with Professor Patrick O'Leary, hosted in collaboration with Griffith University during 16 Days Of Activism 2024, to explore the crucial role men can play in preventing violence against women. Guest speakers included our Training Practitioner, Trent Larkman, Dr Brian Sullivan of SICURA and Red Rose Foundation, and Dr Joe Liang, Griffith University Senior Lecturer.

In December 2024, Challenge DV partnered with GaWun Supplies, Black Coffee Indigenous Business Network, BLAQ Diamonds Women Empowerment and Waddi Spring Water & Specialty Coffee for the first Christmas Toy Drive, to provide support to families impacted by domestic and family violence over Christmas.



Beyond DV We were blown away by the generosity of everyone who donated toys, back-to-school supplies, and gift cards. These much-needed items have been delivered to Beyond DV families and brought hope and joy to families experiencing domestic and family violence during the holiday season.



Challenge DV was nominated as a Charity Partner for Celebrate for a Cause, and Port of Brisbane, both within the Bayside community.

The funds raised for Challenge DV directly supported our programs into local sporting and community clubs through the 'Our Club says No 2 DV' program. Challenge DV has built strong partnerships with multiple clubs in the Bayside region to deliver ongoing training.



Community Sport Engagement

Our Club Says No 2 DV

Through our tailored program “Our Club Says No to DV”, we deepened our engagement with community sporting groups - working closely with staff, volunteers, coaches, and players to raise awareness and equip them with practical tools for action.

A highlight of this work was our partnership with the Wynnun Manly Seagulls, where we delivered a series of customised sessions. These not only enhanced understanding of domestic and family violence but also reinforced the role of sporting clubs as influencers of cultural and behavioural change.

Post-session feedback showed strong impact:

91%

agreed their club has a role to play in ending domestic and family violence

87%

felt confident calling out sexism, racism, or unfair treatment

70%

reported increased knowledge and confidence to make positive changes in their personal lives and within the club

Together, these programs reflect the powerful ripple effect of community engagement – changing minds, shaping cultures, and creating safer futures.

Key learnings identified by participants:

Awareness of Prevalence:

Many were shocked by domestic violence statistics and acknowledged how widespread the issue is.

Power of Language and Behaviour:

Participants recognised how everyday words and actions can cause harm or promote change.

Empowerment to Act:

The workshop gave participants confidence to speak up, challenge harmful behaviour, and stand against gender inequality.



Strategic Partnerships

Brisbane Broncos charity partnership

In September 2024, Challenge DV was announced as one of the Brisbane Broncos' official charity partners for 2025; a milestone partnership that has significantly elevated our visibility and engagement within the Queensland community.

Key highlights of the sponsorship included:

- Charity Match Day, Challenge DV was featured as the official charity partner at a Broncos home game, raising vital funds through the 50-50 charity raffle.
- Darkness to Daylight support
- Ongoing collaboration: we are in active discussions to deliver tailored domestic and family violence awareness training to Broncos players and staff. This initiative has the potential to expand into wider QRL networks, reinforcing the powerful role of sport in shifting culture and attitudes.

This partnership has provided a valuable platform for engaging new audiences and building long-term advocacy around domestic and family violence prevention.



Nomads Golf Day partnership

In May 2024, Challenge DV proudly partnered with the Nomads Golf Club Brisbane to promote a culture of non-violence, highlighting the united efforts of men who are actively engaged in driving positive change.

Through this partnership, Nomads generously raised funds to support Challenge DV's long-term domestic and family violence prevention programs, helping us expand our impact across the community.



Challenge DV