



Australia's
CEOChallenge
Annual Report 2015-16



OUR BEGINNINGS

Since 1999 Australia's CEO Challenge has been working towards a vision of a world without domestic violence. As an organization we were inspired by the work of Dr. Jim Hardeman: the principal designer of Polaroid's workplace violence prevention policies and processes in the USA. Dr. Hardeman's work made Polaroid Corporation internationally recognised for its innovative workplace practices.

Based on this model, Brisbane Lord Mayor Councilor Jim Soorley took the advice of his Women's Advisory Council to establish an organisation to take action on domestic violence through the workplace. Led by Dianne Jeans, along with Lynette Palmen from Women's Network Australia, supported by several Brisbane based corporations, Australia's CEO Challenge was formed.

Australia's CEO Challenge was incorporated as a company limited by guarantee and started operations in its own right from November 2002.

Today Australia's CEO Challenge has grown into a passionate and influential organisation experienced in delivering workplace training programs to address domestic violence. Recognising that two thirds of women living with domestic violence are employed, our workplace Domestic Violence Prevention Program ensures employees are trained to recognise the signs and symptoms of domestic violence in the workplace, and how to respond and support those affected.

As well as programs Australia's CEO Challenge also creates partnerships between businesses and local domestic violence services so women and children escaping violent homes get quality support. Staff experience the power of contributing to the wellbeing of people in need as their understanding of the issue increases.

Everyone at Australia's CEO Challenge's is inspired by the long term potential of using workplaces as forums for social change. The combination of partnerships and workplace awareness not only transforms lives, it saves lives.

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1 CHAIR'S REPORT

The 2015-16 year has continued to present challenges, but it has also brought growth and opportunity.

I continue to be encouraged by the growing public awareness, widespread discussion and debate, and the strong focus on the need to stop violence against women.

At the same time as we are all talking about how unacceptable this behaviour is - the statistics would indicate that we are not making a difference in the overall incidence, and that many women and children are still victims of violence and in some cases their lives are taken by people who are meant to love them.

Our vision at CEO Challenge is for a world without violence against women and children - and we believe it is possible, but recognise it is a big task and we all have to play a part in changing the community culture that allows this to happen. Such things take time, and we cannot allow our focus to be distracted or overtaken by other issues. We need to maintain the momentum and public awareness at every opportunity.

This year in May, the Darkness to Daylight Run did its part in raising public awareness with over 1500 participants in the event at Southbank, supported by media partners Channel 10 and 97.3 FM. We are very proud of how this event has developed and look forward to seeing it grow in size and influence next year.

Within Australia's CEO Challenge itself, we are pleased with the continuing recognition of the value of workplace programs and partnerships with a number of organisations, across all sectors taking up the workplace programs and doing their part in community cultural change we need to inspire.

At CEO Challenge we have had staff changes with Amanda Sams leaving the position of CEO, and Carolyn Mason acting as our Interim CEO for a number of months. I would like to thank both Amanda and Carolyn for their contributions to the organisation over this period. We are excited to now have Jacque Lachmund as our CEO and she is building a fabulous team to take us into the next phase of growth and delivery. Thanks to each and every one of the team - both staff and volunteers for your dedication and support for the organisation.

Once again I would like to thank the Board of Directors and our company secretaries for their support throughout the year as we have moved through a number of changes. These directors contribute freely their time, expertise and wisdom which enable our organisation to keep on ticking and delivering on important programs and outcomes. I would like to particularly recognise Bob Shead, who resigned from the Board in May 2016, and thank him for the contribution he has made to the Board over the years and to wish him well in his new endeavours.

We continue the challenge.



Dianne Jeans
Chair, Board of Directors

2 YOUR WORKPLACE PARTNER AGAINST DOMESTIC VIOLENCE

“ *Our partnerships will provide the catalyst for harnessing the courage, the ideas and the resources we need to free Queensland communities from the scourge of domestic and family violence.* - **Michael Hogan**

2.1 Our vision

A world where families and workplaces, in all their diversity, are places of safety for all members.

2.3 We believe...

- Living without violence is a basic human right
- All sectors of the community can contribute to making our society safe
- The workplace is a key arena for social change and participation
- In mutual respect for the needs of our partners and our stakeholders

2.4 Our Purpose

Australia's CEO Challenge works with the business sector to address the issue of domestic violence in the workplace, because people affected by or who use violence are the same people employed in our workplaces and living in our community: they are our co-workers and employees, our customers and suppliers, and our friends, neighbours and family.

2.5 Workplaces CAN make a difference

Australian workplaces are increasingly recognising that they must take action to address domestic violence. In summary, there are 8 reasons employers need to address domestic violence:

1. Domestic violence does affect employees in the workplace
2. Domestic violence costs money in terms of absenteeism, poor customer service, stress, search and hiring costs, retraining costs and loss of labour capacity
3. Domestic violence is a performance and productivity concern in the workplace for both victims and perpetrators, and has flow on effects to other staff in the workplace
4. Domestic violence is a security and liability concern
5. Domestic violence is a health care concern
6. Domestic violence is a management issue
7. Taking action in response to domestic violence works
8. Legislation requires workplaces to be informed and active with the inclusion of domestic violence clauses in the Fair Work Act in July 2013.

1 in 3

Australian women will experience some form of violence in their lifetime.

2/3

of Australian women experiencing domestic violence are employed.

2

Deaths a week from Domestic Violence. Mainly women and children.

3 HIGHLIGHTS

Addressing the Impact of Domestic Violence in the Workplace

- **Nine new workplaces** purchased the Workplace Domestic Violence Prevention Program. Taking the total number of workplaces engaged to 39, and potentially reaching 85,000 staff in Queensland and NSW.
- **Three workplaces implemented** a Workplace Domestic Violence Policy to support staff affected by domestic violence. This is a reduction on last year due to the implementation from Government of Policy Templates.
- **Delivered 147 training and awareness** sessions 2,427 staff across 32 locations.
- **Online training module** on Workplace Domestic Violence Prevention developed in partnership with the Department of Communities, Child Protection, and Disability Services and is available on our website through the E-learning portal.

Developing Awareness and Supporting Relationships between Workplaces and Services

- **Facilitated and supported** 9 partnerships between workplaces and local domestic violence shelters.
- **Workplaces contributed \$280,000** in cash, donated goods, in kind, pro bono and volunteer support to their partner shelters.

Contributing to Awareness

- 2-year funding grant from the Department of Communities, Child Safety and Disabilities services to support:
- Website Upgrade
- New Logo and Branding
- E-learning portal development
- Business Campaign
- Social Impact

Involving Leaders to Build Awareness of Domestic Violence

- **2015 CEO Challenge Race** raised almost \$65,000
- **Racers spread the message** to over 4 million people through all communication channels

Public Involvement against Domestic Violence

- **Over 1,500 people participated** in the Darkness to Daylight Challenge
- **Darkness to Daylight Challenge** raised over \$160,000.

4 WORKPLACE DOMESTIC VIOLENCE PREVENTION PROGRAM

4.1 Policy, Education & Training

The aim of ACEOCs Workplace Domestic Violence Prevention Program is to create workplaces that are appropriately and proactively responsive to staff affected by domestic violence. It provides:

- **A best practice domestic violence policy** document for workplaces to adapt to their particular situation.
- **Specialist training** for Human Resource and Management professionals on applying the policy to support staff experiencing domestic violence.
- **Domestic violence awareness training** for all staff on prevalence, signs and how to respond to domestic violence.
- **Opportunities to partner** with local domestic violence shelters and provide resources to support women and children who have escaped domestic violence.
- **E-learning** tool to has been developed which, covers both understanding domestic violence, and the impact of domestic violence in the workplace, as well as how to respond to staff and colleagues who may be impacted by domestic violence.

A best practice workplace policy takes into consideration all the ways domestic violence impacts the workplace, and outlines an appropriate and proactive response in line with the flexible work arrangements required by the Fair Work Act. It outlines a clear process for responding appropriately to victims, perpetrators and concerned colleagues. It takes into account important considerations such as confidentiality, safety in the workplace, flexible work arrangements, and performance management.

For example, for an employee at risk of injury, threats or harm from an abusive partner or ex-partner who is stalking, threatening or harassing them flexible work arrangements may be lifesaving. Flexible arrangements might include changes to work patterns and hours, desk or office location, and email address and phone number. These changes can protect both the employee at risk and her colleagues.

Training educates employees to understand the prevalence and nature of domestic violence, and the impact that it has in the workplace in terms of absenteeism, performance management, stress, and the flow on affect to other staff. It outlines ways to recognise the signs and symptoms of domestic violence, to know what to say and do, and how to support an affected person to seek help.



4 WORKPLACE DOMESTIC VIOLENCE PREVENTION PROGRAM continued

In 2015 to 2016 a total of 34 workplaces participated in the Workplace Program, potentially reaching 85,000 staff in Queensland and NSW.

They include:

- Aurizon
- Channel10
- Clayton UTZ
- DATSIP
- Department of Communities, Child Safety and Disabilities
- Department of Natural Resources and Mines
- Department of Energy and Water Supply
- Department of Environment and Heritage Protection
- Department of Science, Information Technology and Innovation
- Department of National Parks, Recreation, Sports and Racing
- Department of Housing & Public Works
- Department of Transport & Main Roads
- Department of Education and Training
- DP World
- Heritage Bank
- Mackay Regional Council
- McCullough Robertson
- Morgans Financial
- Multicultural Development Association
- Ports North
- Prostitution Licensing Authority
- Public Service Commission
- Public Safety Business Agency
- Queensland Ambulance
- Queensland Corrective Services
- Queensland Fire and Emergency Services
- Queensland Police Service
- QSuper
- Smart Service Queensland
- St Vincent's Hospital Toowoomba
- Tourism and Events Queensland
- Southern Downs Regional Council
- Unitywater
- USQ
- Workcover Queensland

5 WORKPLACE DOMESTIC VIOLENCE PARTNERSHIPS

5.1 Workplaces Supporting Local Women's Shelters

As part of its Workplace Program ACEOC creates and supports partnerships between workplaces and local domestic violence services so that services are better resourced to support women and children.

Partnerships provide acknowledgment of the essential role of domestic violence services in supporting women and children at a critical time. They recognise and give support and encouragement to the staff of the services and builds understanding of the work they do.

Employees 'adopt' a local service, formalised in a Partnership Agreement. Staff actively provide support in the form of donated goods, cash, in kind, volunteering and pro bono contributions to help women and children they will never meet, but whose lives have been devastated by domestic violence.

In exchange, workers from the shelter provide information, advice and anecdotes to the workplace so that staff have a 'real' experience of making a difference, and the issue of domestic violence is kept alive in a positive manner. Partnering workplaces and domestic violence shelters include:

- Clayton Utz and Jebb (Save the Children)
- Department of Transport and Main Roads and Gareema (Save the Children)
- Department of Transport and Main Roads (Toowoomba) and Ada's Haven (Save the Children)
- Department of Natural Resources and Mines and Mary and Martha's
- Department of Energy and Water and Windana House
- Dimension Data and Windana House
- GHD Brisbane and Koolkuna & Koolkuna (Lifeline Community Care)
- GHD Gold Coast and Macleod Accommodation Service
- GHD Sunshine Coast and Sonshine Sanctuary
- Mackay Regional Council and Lowanna House
- Public Service Commission and Madonna House (Ozcare)
- St Vincent's Hospital Toowoomba and Manna House (Ozcare)
- Smart Service Queensland and Koongoora
- Unitywater and Lions Emergency Accommodation Service



5 WORKPLACE DOMESTIC VIOLENCE PARTNERSHIPS continued

5.2 E-Learning

This innovative online training program was developed in collaboration with the Queensland State Government and Australia's CEO Challenge (ACEOC). This program provides an overview to understand domestic violence and its impact in the workplace, and outlines the three principles of how to **recognise** the signs, **respond** appropriately in the workplace, and **refer** people affected by domestic violence to assistance and services as needed.

The online program follows similar content to the one-hour face to face general awareness training provided by ACEOC, with interactive scenarios to support the dynamics of face-to-face facilitation.

The program:

- increases understanding of domestic violence issues in our society
- presents in an interactive way, the impact of domestic violence in the workplace for employees & managers
- includes activities and scenarios that present practical and effective ways to recognise, respond and refer employees in the workplace who are affected by domestic violence
- takes up to 60 minutes to complete including filling in activity sheets, which can be downloaded and printed

In addition to accessing our online learning product we strongly recommend that organisations engage ACEOC with the following:

- Developing a Domestic and Family Violence Policy, Principle or equivalent
- General Awareness sessions for frontline staff
- Specialist Training sessions for Management and Human Resources staff

6 SPEAKING OUT ABOUT DOMESTIC VIOLENCE

6.1 The 2015 CEO Challenge Race

The annual 'CEO Challenge Race' is a competition where CEO's, senior business executives, highly ranked and influential people and prominent community leaders compete against each other across a period of 6 months to promote awareness of domestic violence and its impact on the community – and while doing so raise funds to support the work of Australia's CEO Challenge.

These opinion leaders can instigate real change—what they think and do influences their networks, staff, suppliers, customers and the community to say “no” to domestic and family violence. Encouraged to use the time, resources and ideas of their team, staff and other stakeholders, Racers are free to choose any awareness and fundraising strategies, so long as they are ethical and legal.

Three prominent leaders took on the Challenge in 2015:



Andrew Mills
QGCIO

Department of Science,
Information Technology and
Innovation



Neil Scales
Director General

Department of Transport & Main
Roads



Shaan Ross
District Manager

Queensland Corrective Services

6 SPEAKING OUT ABOUT DOMESTIC VIOLENCE continued

Together the Racers sent out domestic violence prevention messages that reached over 4 million people via social media, traditional media, emails, letters and public speaking; and raised almost \$65,000.



6 SPEAKING OUT ABOUT DOMESTIC VIOLENCE continued

Four leaders have taken on the 2016 CEO Challenge. They are:



Neil Scales
Director General
Department of Transport &
Main Roads



Glenn Walker
Managing Director
Gravelroad Group



Chris Mills
Managing Director
Strategenics



Ian Smith
Vice President
Government
Optus

6 SPEAKING OUT ABOUT DOMESTIC VIOLENCE continued

6.2 The 2016 Darkness to Daylight Challenge

The third 110km Darkness to Daylight overnight run saw 1,503 people participate, running or walking the course. The 110 kms represent 1 km for every woman and child who dies as a result of domestic violence each year in Australia.

Once again, the Australian Defence Force provided support with personnel patrolling the course, and the Queensland Police ensured a police presence throughout the 15-hour event.

Coordinated with volunteers from law firm Minter Ellison, the 2016 Darkness to Daylight Challenge received significant media attention, raised the profile of Australia's CEO Challenge, increased awareness of domestic violence to new sectors of the public, and raised over \$160,000.



7 OUR BOARD, STAFF AND SUPPORTERS

7.1 Board of Directors



Chair of the Board

Dianne Jeans LLB, B.Comm, Grad Dip (Law & Policy), Grad Cert (Management), Grad AICD
Founding Director and was appointed Chairman of the Board in October 2002.



Deputy Chair

Robert Reed BA, LLB (Hons)
Appointed to the board in July 2003. Rob is Special Counsel at MinterEllison



Board Member

Deborah Wilson FAICD, Dip Management, Master of Organisational Leadership
Appointed to the board in September 2010 and is the Executive Director at Trevor-Roberts



Board Member

John Minz BCom, GradDip Commercial Computing, GCertBankFin,
Appointed to the board in November 2013. John is the former CEO of Heritage Bank



Company Secretary

Stephen Knight B Bus (Management), B Law (Hons 1), GradDip Legal Practice,
Skills and Ethics, Master of Laws
Appointed as Company Secretary in September 2011 and is a Partner at MinterEllison

7 OUR BOARD, STAFF AND SUPPORTERS continued

7.2 Staff



Amanda Sams

CEO

from January 2015



Jacque Lachmund

CEO

appointed May 2016



Angelica Gapusan

Administration Manager

appointed April 2015



Wendy Reid

Facilitator

from January 2015

7.3 Major Corporate Partner

Our corporate partner MinterEllison is one of Australia's leading law firms. Under the guidance of Special Counsel Rob Reed, who manages MinterEllison's Community Investment Program in Brisbane, the firm contributes office space and overheads, IT support, meeting rooms, function facilities and catering, and pro bono legal support to Australia's CEO Challenge. Rob Reed is a long term Director on the Board of Australia's CEO Challenge, and the Board is also provided support through minute taking and secretarial support. This partnership is valued at \$150,000 each year.

MinterEllison

7 OUR BOARD, STAFF AND SUPPORTERS continued

7.4 Government

The Queensland Government supported our work with the following activities :

- In partnership with the Department of Communities, Child Safety & Disability Services, development of an e-learning module on a Workplace Response to Preventing and Responding to Domestic Violence.
- Support from the Public Service Commissioner and the Premier for all Departments to take up the Workplace Domestic Violence program, resulting in 15 Departments purchasing the Program.
- Departmental support of domestic violence services including Smart Service Queensland with Koongoora Women's Shelter; Public Service Commission with Madonna House; and Transport and Main Roads with Gareema Women's Refuge.
- A grant of \$6,050 through the Community Benefit Fund to purchase handbag brooches for fundraising.
- The following Government Agencies supported our event, Darkness to Daylight by taking out corporate registrations:
 - Department of Transport and Main Roads
 - Department of Science, Information Technology and Innovation
 - Department of State Development
 - Department of Health
 - Department of Communities
 - Department of Housing and Public works
 - Public Service Commission
 - Brisbane City Council
 - Queensland Police Service
 - ARMY

7.5 Corporate Supporters

Datacom
ARUP
McCullough Robertson
Brisbane Catholic Education
Accenture
GHD
Optus
Glentworth

7

OUR BOARD, STAFF AND SUPPORTERS continued

7.6 Media Partners



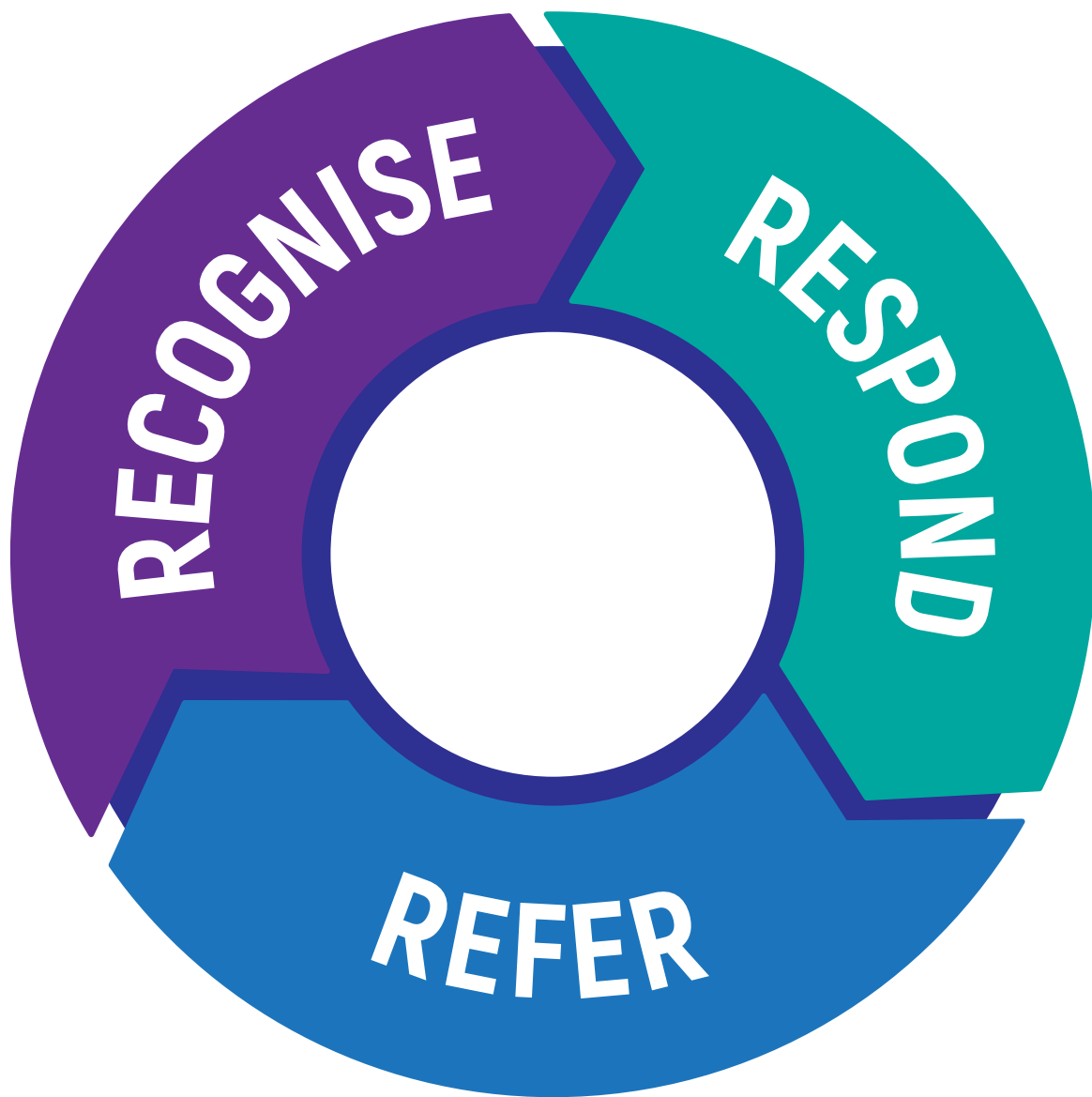
7.7 Corporate Sponsors

Darkness to Daylight Event



ICT Trivia Night Event







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Waterfront Place QLD 4001

Address: Level 22, 1 Eagle Street
Brisbane QLD 4001

australiasceochallenge.org