

# Annual Report

January - December 2018



Australia's  
**CEOChallenge**  
Your workplace partner against domestic violence



## ACKNOWLEDGMENT OF TRADITIONAL OWNERS

Australia's CEO Challenge recognises Aboriginal and Torres Strait Islander people as the traditional custodians of this land.

Australia's CEO Challenge respects and values Indigenous Australians' enormous and often unrecognised contribution to this country's cultural, social and economic development.

We commit to raising awareness and working with Indigenous Australians' to reduce the higher rates of domestic and family violence committed against Indigenous Australians.

# WELCOME

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# CHAIR'S WELCOME

It is a privilege to present this Chair's Report on behalf of all Directors on the Board of Australia's CEO Challenge.

The Vision of Australia's CEO Challenge is – "Our World Without Violence". Our purpose is "To Work with the Business Sector to Prevent Domestic and Family Violence". The Board and Management of Australia's CEO Challenge hold these aspirational expectations dearly within our corporate heart and worked as a team in 2018 towards these aspirations.

In my Chair's Report last year, I described 2017 as a year of change and a year of growth. Again in 2018, we built on existing strengths to take our organisation to a whole new level. The maturity and breadth of our programs and activities has grown such that Australia's CEO Challenge is the preeminent provider of workplace programs to prevent domestic and family violence in Australia.

Whilst other providers find their selective niche, we provide an eclectic suite of policies, programs, maturity models, accreditation arrangements, workplace shelter partnerships and events to educate and inspire the workplace and its leaders towards a better world.

Let me once again congratulate our CEO, Jacque Lachmund and her staff on the outstanding achievements of our organisation. Jacque has built a strong and engaged team to achieve our creditable operational and financial results. Jacque has used her leadership to hone the culture at Australia's CEO Challenge. This performance culture is edged with a genuine compassion for victims and respect for all individuals and organisations who work towards an end to domestic and family violence.

While the ACEOC team delivered almost 1,000 hours of program training within the workplace, the immense impact of this program delivery needs special consideration. Within that huge program delivery workload, the workplaces in Australia have benefited in so many ways – business leaders have shone a light on the damage caused by domestic and family violence and recognised their own roles in making a positive difference at the workplace level; victims have felt the support both from our organisation and the employers who chose to invest in a workplace domestic violence support program; bystanders have learned the value of "Recognise, Respond, Refer"; and those who use violence have heard a clear message that violence is not okay.

During 2018, ACEOC also built 18 strong partnerships between shelters and workplaces and delivered the highly successful CWRG Partnerships Forum, ensuring ACEOC is giving back to frontline services in a measurable and impactful way.

One of ACEOC's core strategies is to shine a light on domestic and family violence through promotion, marketing and events. In 2018, the core event was once again the Darkness to Daylight Challenge, which was held on 23-24 May 2018. This was a wonderful success with over 2,300 participants and over \$195,865 was raised to support the work of Australia's CEO Challenge. Again, the exposure of the domestic and family violence topic through this event and our campaign to prevent it, will have a dramatic social impact into the future.

The 2018 year was also a year where we improved our supporting operational and financial systems. We changed banking arrangements and honed the financial governance reports within the organisation.

Finally, I would like to thank all of the CEO's team at all levels, including all Directors on the Board, for their hard work and their professionalism. From an operational and financial perspective, the performance of Australia's CEO Challenge continues to excel, and our impact moves us closer to our vision of Our World Without Violence.

**John F. Minz**

Chair, CEO Challenge



*"Alone we can do  
so little, together  
we can do so  
much"*  
- Helen Keller.



# CEO WELCOME

Welcome to Australia's CEO Challenge (ACEOC), 2018 Annual Report. I am so proud to have been appointed to lead this incredible organisation and to be able to showcase to you, the work we have done towards achieving our vision of "Our world free from violence". I would like to acknowledge my committed and passionate Board, who have supported, guided and mentored me through a year full of incredible growth, positive change and exciting outcomes.

The passion and drive I have, comes from the opportunity I have been given to have a voice and to **#dosomething**. My journey was not alone, it was filled with a group of inspiring, dedicated and committed humans who see, that they too can make a difference. "Thank you", Matt, Donna, Elly, Catherine, Shan, Dominic, Hollie, Kat, our Facilitators, interns and volunteers. Although it sounds cliché, I absolutely know that we would not have achieved so much without you.

With each page you turn, you will see what we have achieved in workplaces, where supporting their employees is at the heart of why they engaged with us. The clear commitment and understanding that supporting those affected by domestic and family violence was the right thing to do. Knowing, that domestic and family violence is not ok and that someone in the workplace could be supported by the action that they take is "leadership". Thank you to all our workplace partners, for standing up, speaking out and committing to a world without violence.

I would like to acknowledge the continued commitment from the Queensland Government to putting an end to domestic and family violence through the Domestic and Family Violence Prevention Strategy 2016-2026. Their 3-year report card demonstrates that positive change is happening, and their actions and commitment makes me proud to be a Queenslanders.

This reminds me how important it is for ACEOC to drive community engagement through our workplace partnerships. Our focus on supporting frontline services has resulted in powerful and positive outcomes for our women, children and men. We all, can participate and engage in giving back to those doing it tough and our partnerships program is the driver of that change. I cannot express how this act of giving provides so much. Reading, seeing and hearing the stories I can only imagine how much more we could be doing.

For 17 years ACEOC has been supported in-kind by MinterEllison. This incredibly powerful commitment to supporting, not only a not for profit but what it stands for, is humbling. Trying to express our gratitude is hard. What can you say or do to communicate how their support has impacted those affected, influenced social change, educated and raised awareness in the workplace? We say, "Thank you" and continue to do what we are doing.

To each and every one of you, who have been a part of our journey this year, we couldn't have done it without you. We look forward to 2019 and invite you to continue the journey with us.

**Jacque Lachmund**  
CEO



# WORKPLACE PREVENTION PROGRAMS



# WORKPLACE PREVENTION PROGRAMS

## Face to Face Training

As you can see from the above statistics, 2018 was a monumental year for our ACEOC's DFV workplace prevention program.

Our external facilitation team has grown to 9! They have been an invaluable addition to ACEOC's Programs Division. Please welcome,

- Heather Ellis (featured page)
- Amy Stephens (featured page)
- Paula Johnston
- Davina Donovan
- Paul Montgomery
- Luana Gomes
- David Lees
- Andrea Kenny
- Karen Marsh

Each facilitator brings a wealth of diverse professional experiences that make every session slightly unique. We would like to welcome them to the team and 2018 would not have been what it was without their contributions.



# WORKPLACE PREVENTION PROGRAMS

## Face to Face Training continued

92.4% 

WERE HAPPY THAT THE  
**QUALITY** OF TRAINING  
MET THEIR **EXPECTATIONS**



90.6%

HAD **INCREASED** THEIR  
**KNOWLEDGE** OF DOMESTIC  
AND FAMILY VIOLENCE

87.2%

FEEL MORE **CONFIDENT**  
RECOGNISING **SIGNS** AND  
**SYMPTOMS** OF DOMESTIC  
AND FAMILY VIOLENCE

Programs is currently delivering four different programs to workplaces across Australia. They all use Recognise, Respond, Refer as an easy to understand framework for prevention and workplace intervention for DFV incidents. The statistics show that there has been more than a marked improvement in session participants' knowledge and an increase in their ability to recognise, respond and refer.

In addition to this, workplaces who undergo our training have often developed or consulted with ACEOC on improving their policies and procedures to better support staff impacted by DFV. This is nested within a wider community system to increase safety and accountability to all involved.

2018 saw the addition of statistics from the 2017 'ABS Personal Safety Survey' and the 'Pyramid of Violence' activity. The latter is designed for workplaces who are ready to have the difficult discussions about the gendered nature of DFV and how to flip the script to implement policies and protocols that support gender equality and promote diversity across organisations. We see programs as contributing to the ever-evolving community response to DFV.

*"An engaging presenter who managed to generate good discussion on a difficult subject. They were very knowledgeable, clearly experienced in the field, provided helpful and practical ways to deal with discussions around DFV and how to assist those who may confide in you."*

# WORKPLACE PREVENTION PROGRAMS

## Workplaces that participated in our DFV training program

86.6%

FEEL MORE **CONFIDENT**  
**RESPONDING TO SOMEONE**  
AFFECTED BY DOMESTIC  
AND FAMILY VIOLENCE

87.4% 

HAD **INCREASED THEIR**  
**KNOWLEDGE OF**  
REFERRAL PATHWAYS AND  
SUPPORT SYSTEMS

 92%

WERE HAPPY THAT THE  
**DELIVERY STYLE** MET  
THEIR **LEARNING NEEDS**

### Workplaces supported by ACEOC 2018

- Department of Education
- Department of Justice and Attorney General
- Department of Housing and Public Works
- Department of Natural Resources, Mines and Energy
- Department of Health
- Department of Premier and Cabinet
- Treasury
- Department of State Development Manufacturing Infrastructure and Planning
- Public Safety Business Agency
- Queensland Fire and Emergency Service
- Brisbane Housing Company Ltd
- Department of Environment and Science
- Department of Agriculture and Fisheries
- Unity Water
- Rio Tinto
- Scope Global
- CIMIC
- Fortescue Metals Group Ltd
- McCullough Robertson
- PwC
- Churches of Christ
- Metlife
- OnTalent
- Airbus
- Parramatta City Council
- Toowoomba Regional Council
- Transurban
- Queensland Rail
- Aurizon

# WORKPLACE PREVENTION PROGRAMS

## Face to Face Training continued

### ADDRESSING DOMESTIC AND FAMILY VIOLENCE IN A MALE-DOMINATED INDUSTRY - QUEENSLAND FIRE AND EMERGENCY SERVICES

#### TESS RABY – QFES

Principal Project Officer, White Ribbon Workplace Accreditation, Queensland Fire and Emergency Services (QFES)

In recent years QFES has made a commitment to addressing issues relating to gender equality and sexism in the workplace.

In particular, high-level decisions were made to undertake the White Ribbon Accreditation (WRA) process. A large component of WRA is training of management and staff to be alert and responsive to DFV, gender inequality and sexual harassment. This is where the collaboration between ACEOC and QFES has really taken off.

From glowing feedback received, QFES sessions have been some of the most positive, filled with robust powerful discussions. ACEOC enjoys the opportunities with workplaces who are willing to engage and share their different points of view on the topic.

Tess Raby, Principal Project Officer for White Ribbon Workplace Accreditation at QFES describes her work with ACEOC as being, “a very positive experience.”

Ms Raby said she had been very impressed with “how knowledgeable and professional ACEOC’s team and workplace trainers are.”

“QFES has invested in training across the organisation to support staff who might be impacted by DFV and this would not be possible without the work of ACEOC.”

ACEOC’s workplace DFV training has resulted in more organisational awareness of DFV and gender equality issues. Staff and volunteers on all levels have shown a keen interest in being able to access ACEOC’s training. QFES’ story goes to show how a willingness to do things differently can create big shifts towards creating safer and more equitable workplace cultures.

*“This training session was better than expected. Rather than making people feel bad about the way people, particularly women can be treated, the training was generalised and pointed only where required. Good statistics, open conversation and a relaxed vibe. Well done”*  
– QFES employee



# WORKPLACE PREVENTION PROGRAMS

## Face to Face Training continued

### ADDRESSING DOMESTIC AND FAMILY VIOLENCE IN A MALE-DOMINATED INDUSTRY - RIO TINTO

#### ELISE NANCARROW – RIO TINTO

Principal Adviser, Technical Capability | Growth & Innovation, Rio Tinto.

Over the past year ACEOC has facilitated DFV training for Rio Tinto leaders across Australia. ACEOC's engaging course delivers practical skills and outcomes that can support social change in the regions in which we work.

The delivery by expert facilitators has empowered leaders in corporate offices and regional operations, equipping them with tools, contacts and the skills to support people impacted by this complex topic.

*"An engaging presenter who managed to generate good discussion on a difficult subject. They were very knowledgeable, clearly experienced in the field, provided helpful and practical ways to deal with discussions around DFV and how to assist those who may confide in you."*



*"I really enjoyed attending this training, I believe everyone could get something out of knowledge around the subject. If one person can be helped from the training it is worth every minute."*



# WORKPLACE PREVENTION PROGRAMS

## E-Learning

### GO1'S STORY: TECHNOLOGY DELIVERING DFV TRAINING TO MORE BUSINESSES

Like ACEOC, Go1 started as a small grassroots operation, which skyrocketed from its humble beginnings to an international industry leader in online education.

Vu Tran, the company's co-founder and Chief Growth Officer, was so inspired when he heard Jacque Lachmund's story he jumped at the opportunity to collaborate with ACEOC to deliver DFV training to workplaces across Australia.

Since that first meeting, both ACEOC and Go1 have not looked back finding new and innovative ways to deliver DFV prevention training in a series of interactive online modules.

Vu's passion for ending violence stems from his ongoing work as a doctor at The Royal Brisbane and Women's Hospital. In this role, he sees firsthand the devastating impacts of DFV on his patients and the flow-on effect to the people he works alongside.

Medical staff often have the difficult job of being one of the first contacts with people impacted by DFV. Being on the frontline not only means treating any physical or emotional harm, but also the critical task of working out how to intervene and prevent future violence.

This is where Vu's passion for medicine and education aligns with ACEOC's specialist DFV knowledge.



*"Our partnership with Go1 has been helping reach more Australians and cementing the importance of responding to DFV in the workplace."*





# WORKPLACE PREVENTION PROGRAMS

## E-Learning continued

### MODULE 5: THE LINK BETWEEN DFV AND GENDER CAN NO LONGER BE IGNORED

In 2018, ACEOC took on addressing the gendered nature of DFV with the launch of our Module 5 e-learning training.

Gender inequality has long been recognised as a primary driver of DFV and violence against women, but has often been viewed as "too hard to deal with" in the workplace.

With this in mind ACEOC developed Module 5; an easy-to-understand e-learning module that delves into the complex causes of gendered violence and harmful attitudes towards women.

The process of developing Module 5 included extensive consultation with key stakeholders who fed passion, expertise and feedback into the project.

Through storytelling and case studies, Module 5 gives employees an opportunity to look at DFV from different perspectives. These narratives help to break down walls and identify practical solutions that employees can implement at work.

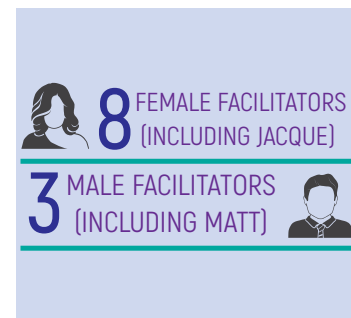
ACEOC is unafraid to challenge problematic workplace practices, but to be successful it must be done in an inclusive and engaging way – and module 5 is testament to that vision.



*"It is as a collective group we can make a difference and change the outcomes of lives falling apart by domestic violence giving them the tools to change many lives in our community."*

# WORKPLACE PREVENTION PROGRAMS

## Facilitators



### HEATHER'S STORY

In our training workshops we come across people from all backgrounds, each with their own life experiences. This can often impact how people interact and engage in the sessions. Particularly, when you are asking people to think about DFV - a difficult topic that once was considered taboo. It's in these moments that ACEOC facilitator Heather thrives and her knowledge shines.

Instead of seeing this as a negative, Heather sees this as an opportunity to create real change. Her passion for this work is unwavering when she says, "people often ask me why would you do this work?"

"I just think, why wouldn't you do this work!"

Heather doesn't deny the difficulty and courage required for many people to call out unhelpful behaviour in the workplace, but she loves seeing people rise to the challenge.

Heather is grounded by the experiences people share in her sessions and proud of the difference ACEOC training makes in people's lives.

"I find there's a lot you can do in three hours to open people's minds to a new way of thinking, which I hope leads to a safer and more compassionate world."

*"A fantastic facilitator for a difficult subject. In a room dominated by generally older men, several in orange shirts, she did a great job of not alienating the men but helping them see this is something they should be aware of and comfortable dealing with even if they work in an all-male environment."*



# WORKPLACE PREVENTION PROGRAMS

## Facilitators continued

### AMY'S STORY

Seeing a family impacted by DFV as a former director of a child care centre, Amy was inspired to go back to university to obtain a degree which would allow her to help women and children fleeing DFV.

In every job Amy has taken since leaving university – from a child protection worker to a working in a refuge – the safety of women and children has been at the forefront of her work. It wasn't until she met Di Jeans, long-time ACEOC board member, that she heard about ACEOC's work. Amy was inspired by our vision and ability to raise awareness of DFV in a corporate setting.

But Amy has never forgotten the harrowing experiences of hiding women and children in basements or wherever safety was found. These are the stories that now drive Amy's work as an ACEOC facilitator.

Currently undertaking her PHD on DFV in the public health system, Amy has found that people impacted by DFV often turn to their colleagues to reveal the impact of DFV on their life. It's this knowledge that motivates Amy to ensure people know how to respond to helping their colleagues at work who may be experiencing DFV.

People often share their personal stories during Amy's training sessions, which shows incredible strength and bravery.

One memorable moment in Amy's work with ACEOC was when one man stated that the training gave him the courage to have a much-needed conversation with his teenage daughter about DFV.

These are powerful examples of flow-on effects that enhance our community's safety, strengthening connections and fostering healthy relationships.

*"This is an important topic to bring out of homes and into everyone's lives. I am proud to be part of an organisation that commits to reducing domestic and family violence by making us all a part of the solution."*

*"The training is extremely beneficial and I felt as a someone who has been a victim it was enlightening seeing it from the other side and that they require support too."*



# WORKPLACE PREVENTION PROGRAMS

## Challenge Zero

### WHAT IS CHALLENGE ZERO?

Challenge Zero utilises our workplace maturity matrix allowing you to assess your organisations current DFV maturity and develop an action plan. This plan enables your organisation to engage in a collaborative process to increase overall maturity. The maturity matrix consists of five elements which are;

- Compliance and Governance
- Capability
- Culture
- Commitment
- Community Connection

We see this as an organisational journey that will take time and engagement from all areas of the business.

### CHALLENGE ZERO SHOWCASED

Redland City Council has partnered with Australia's CEO Challenge and made a commitment to be a part of the Challenge Zero Campaign. The Challenge Zero Campaign is a 3-year partnership that focuses on working collaboratively with businesses to mature their organisational response to domestic and family violence in the workplace and broader community.

In 2018 we focused on an inclusive approach of engagement through workshops, which invited employees and leaders to be a part of the solution. During these workshops they participated and contributed to the organisations self-assessment against our DFV Maturity Matrix. The outcomes from the self-assessment provided a benchmark to begin the journey.

Following on from the self-assessment an independent assessment was conducted. We engaged with Dianne Martell, Managing Consultant for HR Solutions & Strategies. 2019 will see the implementation of the action plan now being developed with priorities, resource allocation and commitment.

We conducted a "Call to action" and received a high level of passionate and committed staff and leaders who wanted to be a part of the change. We recruited, Champions (Key business leaders) and Advocates (Volunteer staff from across the business) and conducted specialist DFV Training. As a response to their engagement and feedback, support materials, resources and tools were created. In addition, we are creating Champion and Advocate bio's with a photograph in order for staff to get to know who they are and to understand that they are there to support, respond and refer someone who may be impacted by DFV.

We are excited to continue to support Redland City Council in 2019 to mature their response to those affected by DFV in their workplace.



*"Redland City Council has partnered with Australia's CEO Challenge and are on a 3-year journey to mature as an organisation in our response to those affected in our workplace."*

*- Andrew Chesterman*

*Chief Executive Officer*

*Redland City Council*





# WORKPLACE PARTNERSHIPS

# WORKPLACE PARTNERSHIPS



## STORY ON THE CWRG FORUM

In 2018, ACEOC ensured a portion of Darkness to Daylight donations went towards the remarkable women who work in these frontline refuges. These women are the quiet heroes caring for thousands of women and children in their time of need.

Being a support worker for women and children living in refuge is both a rewarding and challenging role. The support workers are dealing with emotionally difficult situations on a daily basis, but remain unwavering in their dedication and care.

Last year marked the 40th anniversary of the Combined Women's Refuge Group (CWRG). So when we wanted to do something to recognise and celebrate these amazing women, we asked the members of the CWRG what would most benefit them. Their response? Training, networking and an opportunity to be together as a group.

And thanks to the generous donations made at Darkness to Daylight 2018, we were able to achieve all of this and much more.

ACEOC, with the support of MinterEllison, hosted a two day training and partnership forum with 67 refuge support workers from across South East Queensland. For many of the women, this was the first time in their lives they had access to professional development training to grow their skills and support their emotional wellbeing.





# WORKPLACE PARTNERSHIPS continued

## **HERE IS A SNAPSHOT OF THAT FEEDBACK:**

"On behalf of the Combined Women's Refuge Group please accept our sincere thanks for the amazing event celebrating our 40th anniversary. We were truly speechless. What an amazing event! From laughter to tears and back again (there were some fantastic photos that particularly captured all the emotions of the day!).

The whole event was such a beautiful celebration of our amazing refuge sector as a whole, and of the bold women who came before us and we couldn't have been happier with the outcome.

We saw the 2 days of training in particular to be a key investment in the workers of our sector, and served to show them they are valued in our community. The forum was particularly key in bringing refuge workers together with corporate partners, and I know many will remember the stories they heard that afternoon for a long time, and will continue to strive to fight for these most vulnerable members of our community.

We are incredibly appreciative of the support of Australia's CEO Challenge and MinterEllison in helping us to celebrate 40 years of the CWRG, and we look forward to partnering with you as we work together towards eradicating domestic and family violence." – CWRG Member



# WORKPLACE PARTNERSHIPS

## PARTNERSHIP STORIES:

### JEBB AND UNITYWATER

A mural depicting underwater marine life will help brighten the lives of young people staying at a Save the Children refuge in the greater Brisbane area.

The artwork was organised by Unitywater to mark the beginning of their partnership with Save the Children to support women and children impacted by DVF in the Moreton Bay region.

Australia's CEO Challenge Chief Executive Officer, Jacque Lachmund acknowledged the work of artist Scott Nagy who created the incredible mural for the refuge.

"It's inspiring that an organisation like Unitywater has gifted something so uplifting to a refuge that looks after women and children going through a really rough time," Mrs Lachmund said.

"Some of the children at the refuge assisted with the painting and they were beyond thrilled to take part.

"These kids have been affected by DFV and this is a wonderful way to engage with them.

"This gift from Unitywater shows that there are so many ways businesses can help those affected by DFV and all it takes is a little bit of money and creativity to make a huge impact in women and children's lives."

Save the Children's Domestic and Family Violence Program Team Leader Stacey Larkin said the partnership with Unitywater had been incredible.

"While Unitywater's partnership provides funding for essential services for the families staying at the shelter, this activity demonstrates the level of commitment and care the team at Unitywater has towards assisting those fleeing DFV," Ms Larkin said.

"Unitywater's first year of support has enabled the refuge to purchase washing machines for the onsite units. Prior to this, the women in the refuge shared a washing machine in a communal laundry. Being able to do the family washing in a private and convenient place makes an emotional and stressful time just that little bit easier."

This support has subsequently enabled the refuge to refurbish the former laundry room into a dedicated youth space for teenagers, which now houses the mural and will soon be equipped with beanbags, mats, small pieces of furniture and extra paint to freshen up the remaining walls.

*"Thanks to Unitywater this designated youth area is now a welcoming and vibrant place for the older children in refuge to spend time in and be together,"*  
- Ms Larkin said.



# SECTOR PARTNERSHIPS

## Formal Partnership between ACEOC and Unity Training Services WA.

Australia's CEO Challenge and Unity Training Services this year formally partnered to bring DFV workplace training to more WA organisations

For 30 years Unity Training Services (UTS) have been working alongside WA workplaces to develop vital health and safety policies complimented by their expert training to support businesses to learn and assist management to implement change.

Ms Erin Gisborne, Training Manager at UTS said that the decision to partner with ACEOC was informed by the need to raise the profile of DFV workplace training and to improve reach and promote their message of health and safety across the state.

"Businesses play a critical role in recognising and responding to DFV. We know responding appropriately could change or even save a life". Ms Erin Gisborne, Training Manager, Unity Training Services.

This partnership will connect ACEOC and UTS to potential stakeholders and organisations who are willing to take the vital steps towards undertaking DFV workplace training. Part of this work is good old-fashioned DFV consciousness-raising at the coal face in communities that are diverse and geographically remote.

Australia's CEO Challenge is looking forward to developing this partnership in 2019.

*"We're really excited about this partnership because our aim is to make DFV training as common place as occupational health and safety training because ultimately DFV is a safety issue, costing Australian businesses \$1.9 billion annually,"*  
- **Jacque Lachmund, CEO, ACEOC**



And it's now official ACEOC and Unity Training Partnership Launch in WA. Thanks to Rikki Hendon, General Secretary CPSU/CSA, Meredith Hammat, Secretary UnionsWA, Angela Hartwig, Chief Executive Officer Women's Council for Domestic and Family Violence Services (WA) & Karma Lord, Assistant Secretary United Voice for attending our launch.

# SECTOR PARTNERSHIPS

## Collaborating and Working Together

A key part of what we do as an organisation is collaboration and partnerships. Working together with sector organisations who are at the frontline and making a difference. We are extremely proud to be working alongside and supporting where we can. It is only when we work together that we can really make a difference.



The Combined Women's Refuge Group of QLD



Candle lighting Vigil May 2018 – Australia's CEO Challenge, The Red Rose Foundation, DVConnect, Brisbane Domestic Violence Service.



Red Rose Rally





# SECTOR PARTNERSHIPS

## Collaborating and Working Together



Glenala State School – DFV Symposium




Christmas Drives



Beyond DV





# ADVOCACY AND ENGAGEMENT



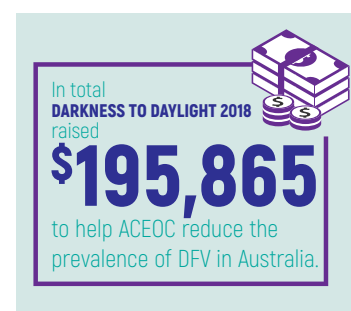
# ADVOCACY AND ENGAGEMENT

## Darkness to Daylight

### THE HISTORY

In 1995, Robert Reed participated with 100 other people in the American Indian Movement Sacred Run, held in Japan to commemorate the 50th anniversary of Hiroshima and Nagasaki. The run covered a distance of 4,000km over 50 days and was undertaken in a relay fashion. Through this experience, Rob learnt about running to carry a message and running as a symbolic way to raise awareness of issues that affect our community.

Inspired by the run, Rob returned to MinterEllison in Brisbane where he was instrumental in establishing the Community Investment Program to coordinate the pro bono and community engagement efforts of the firm. One of the first CIP partnerships that was developed was with Australia's CEO Challenge, an Organisation which addresses the issue of DFV by raising awareness (particularly the way it impacts the workplace), providing training to workplaces and coordinating businesses to provide practical assistance to refugees. Rob has managed the partnership between MinterEllison and Australia's CEO Challenge for over 15 years and is on the Board. He became emotionally connected to the DFV issue when he heard recordings of 000 calls related to a DFV death.

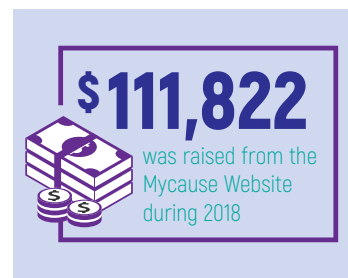


# ADVOCACY AND ENGAGEMENT

## Darkness to Daylight

In 2012, Rob decided it was time to bring his learnings from the Sacred Run to his work with Australia's CEO Challenge. He ran overnight from Sunshine Coast to Brisbane to raise awareness of the silent issue of DFV and to raise funds for Australia's CEO Challenge. It was a very symbolic run. The overall distance of 110km represented one kilometer for every life lost to DFV in Australia in the previous year. He ran essentially alone through the night, representing the dark and lonely life of the person in a DFV relationship – not knowing if they are going to make it through the night. He ran the last 10km in the morning with a large group of runners and this symbolised the escape from the darkness of an abusive relationship and hope provided to people in DFV relationships by refuges and organisations like Australia's CEO Challenge. It was a physically and mentally challenging project, but it was a great way to get the message out about DFV and almost \$12,000 was raised.

In 2013, this became a public event along South Bank where anyone can join the challenge of carrying the message that DFV is not OK, through the night and into the morning. Participants can run through the night as an individual, put together a relay team, run the last 10km or walk the last 3km. The options are endless. Together we are literally bringing the issue of Domestic and Family Violence out of the Darkness and into the Daylight, with the support of the community around us.



# ADVOCACY AND ENGAGEMENT

## Darkness to Daylight

### DADBODS' STORY

The below story was written by Toby Vann, founder of DadBods and enthusiastic supporter of ACEOC.

The DadBods movement is dedicated to helping families, workplaces and communities benefit from men who prioritise their own physical, mental and social health. We aim to foster better relationships for men, with themselves and their loved ones, through education and facilitation of a holistic approach to health and happiness.

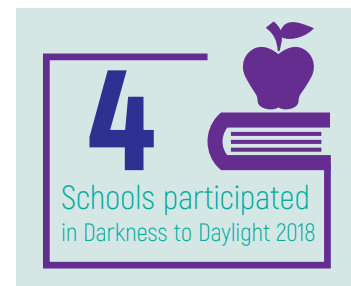
As such, getting behind the 2018 Darkness to Daylight Challenge seemed like a natural choice for the DadBods crew!! A bunch of men getting together to raise funds and awareness for the victims of domestic and family violence, one step at a time!

We championed the Virtual 110km Challenge throughout Domestic & Family Violence Month to allow our DadBods Members to complete their km's anytime, anywhere. And boy did those DadLegs feel those km's!!

We were given the amazing opportunity to lead the final charge to the finish line ... even if we were then overtaken quickly by some slightly more athletic supporters!!

We were blown away by both the amazing efforts of the organisers to run such a powerful and well attended event, and the solidarity between all of those who were there pounding the pavement for the cause.

The DadBods are looking forward to gearing up again for the Darkness to Daylight Challenge in 2019 to do their part in helping put an end to domestic and family violence.



# ADVOCACY AND ENGAGEMENT

## Darkness to Daylight

### QSUPER TESTIMONIAL

The Darkness to Daylight Challenge is a deeply moving, meaningful, and symbolic event that brings together people who are passionate about putting a stop to domestic and family violence.

With so many members supporting victims in their roles as police, nurses, emergency services, and teachers, we at QSuper are proud to stand shoulder-to-shoulder with them to make a meaningful difference.



570 participants  
registered to run the

**110km**

Running approx.

**62,700km**

in total

872 participants  
registered to run the

**10km**

Running approx.

**8,270km**

in total

964 participants  
registered to run the

**3km**

Running approx.

**2,892km**

in total

**73,862km**

run in total through the night



# ADVOCACY AND ENGAGEMENT

**A big thanks to our Darkness to Daylight Sponsors for 2018**

MinterEllison



# ADVOCACY AND ENGAGEMENT

## Black and White Party- a year in review

This year ACEOC used the black and white cocktail evening as an opportunity to showcase what we had accomplished in 2018, and the big plans we have for 2019. The event was a huge success creating buzz and excitement for upcoming fundraisers including Darkness to Daylight and Chats4Change. The guests were blown away with how far we have come in the past 12 months, and how much growth is in the pipeline for 2019.

At the event, ACEOC formally launched the Module 5 program, along with our new Chats4Change fundraiser. It was great to share this exciting news first with our biggest supporters.

Both were warmly welcomed and created a great conversation starter. It was also a wonderful opportunity to thank our sponsors, supports and all those who have helped us the past 12 months to grow as an organisation and help those affected by DFV.

Without the generosity and support from the team at MinterEllison, ACEOC would not be able to host events and bring greater awareness to our work and the importance of ending DFV.





# ADVOCACY AND ENGAGEMENT

## Chats 4 Change

Chats4Change supports community leaders to start conversations in the workplace about domestic and family violence - breaking down stigma and raising funds for those affected - all while having fun!

### 1. MINI-CHALLENGE EACH MONTH

To help you raise awareness, each Chats4Change mini challenge is designed to encourage and spark chatter with friends, family and work colleagues as well as raise funds with smaller, ongoing fundraising activities across the three month campaign.

### 2. MAJOR FUNDRAISING EVENT

The goal of this event is to bring in as much of your fundraising money as you can. The event can be anything you like from a cocktail party, trivia night, auction, corporate golf day, bingo night to a full gala ball.

Silent auctions, games and table raffles are fantastic ways to raise additional funds. Another way to make your event a bit of extra fun is to theme it. Ideas are endless, but some favourites include masquerade, black and white or Halloween.

### 3. END OF CAMPAIGN CELEBRATION EVENT

At the end of the three-month fundraising campaign, ACEOC will host a celebration event where you will have the opportunity to showcase the creativity of your Chats4Change campaign.



**CHATS 4 CHANGE**  
every conversation counts

# PEOPLE AND CULTURE

## TEAM BUILDING

ACEOC regularly hold team building days for all staff.

Completing team building activities together helps to better understand each other's strengths, weaknesses, and what drives our dedication to our work. This understanding helps us work even better as a team to continue to deliver our important work.

During 2018, team planning days included a city-wide scavenger hunt, bringing out our competitive natures and helping to find new ways to work together to achieve success. Other activities included lawn bowls, our annual Christmas party and a non-traditional game of Secret Santa.



## EAP SUPPORT FOR ACEOC STAFF

ACEOC signed up to an EAP (employee assistance program) in 2018 to ensure the continued wellbeing of all staff members.

EAP helps employees deal with work-life stress, family issues, financial concerns, relationship problems, and even drug or legal concerns.

Confidential counselling services by qualified counsellors are made available to help employees resolve issues and stress before they become overwhelming.

The services are made available to both employees and their families to help workers remain productive at work and makes for happier employees at home and in the workplace.



# DEBORAH WILSON

## Thank You

### Deborah Wilson

Deborah Wilson joined Australia's CEO Challenge Board of Directors in September 2010 and resigned from the Board during 2018.

We would like to take this opportunity to thank Deborah for her commitment, passion and huge contribution as a Director and CEO Racer (two time winner of the Race). Her contribution across many areas of governance was substantial and Deborah has left large shoes to fill. Thank you, Deborah – John Minz Chair

In 2009 Deborah ran her first CEO Race. Deborah's passion and talent for communication allowed her to almost single-handedly raise over \$10,000 for our cause. Deb did this by raising awareness through her extensive networks – her friends, family and business colleagues and acquaintances who all rose to the challenge and gave generously. There was also a trivia night, a raffle which was circulated throughout several businesses, as well as business forums and presentations.

As a Racer and CEO, Deborah had first-hand experience with DV in 2009 and this motivated her to become a CEO Racer for a second time. Deborah won the CEO Race 2014.

*"For me this is the continuation of a journey started in 2009 and one that will continue past the 21st November 2014"*

Part of Deborah's 2014 Race was her "More than a handbag" initiative. Deborah wanted to have a legacy which was to create something that could continue in to the future. Deborah understood that for women escaping domestic and family violence they sometimes only leave with just their handbag. Deborah turned this fact into a legacy item known now as our Handbag brooches.



*"Well what a fantastic journey this has been. My learning about a very tough and sensitive issue has been steep and one that will stay with me forever. My objective was to spread the words "Not Violent No Silent" and to alert the communities for which I am involved in, of the serious issues that exist in our community with domestic violence, and will continue to exist if we don't take action. We have to speak out!"*

**-Deborah Wilson**

**Trevor-Roberts Associates**



# OUR BOARD



**John Minz**  
Chair of the Board



**Suzanne Marlow**  
Company Secretary



**Sarah Kirk**  
Treasurer



**Robert Reed**  
Board Member



**Dianne Jeans**  
Board Member



**Deborah Wilson**  
Board Member



**Shane Klintworth**  
Board Member



**Scott Reid**  
Board Member



**Marnie Went**  
Board Member



**Jane Hedger**  
Board Member



# OUR STAFF



**Jacque Lachmund**

CEO



**Matt Pronger**

Programs and Partnerships Manager



**Donna Harvey**

Operations Manager



**Elly Desmarchelier**

Marketing and Communications  
Manager



**Hollie Brown**

Event and Fundraising Co-ordinator



**Dominic Golding**

Administrator



**Shan Corrigan**

Research Officer



**Kat Baulch**

Training and Development  
Co-ordinator



**Catherine Lamb**

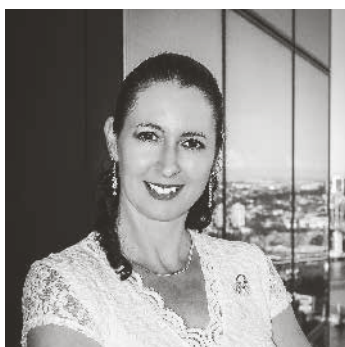
Partnerships Manager

## OUR STAFF continued



**Zuzanna Napieralski 2017-2018**

Marketing and Communications  
Manager



**Janine Gardner 2017-2018**

Fund Raising and Events Co-ordinator



**Lorraine Adams 2017-2018**

Partnerships Coordinator



# OUR SUPPORTERS

We are extremely grateful for the continued and incredible support of the following organisations.

## Major Corporate Partner

### MinterEllison

MinterEllison have for seventeen years supported Australia's CEO Challenge. This partnership is not only longstanding but unheard of for a not for profit organisation. We value and thank you.

MinterEllison

### Government

The Queensland Government have and continue to be such a strong leader in their response to Domestic and Family Violence in the workplace. We understand that it is going to take time, commitment and leadership for real change to happen. We would like to acknowledge and thank the Queensland Government for their response to the "Not now, not ever" recommendations and for their continued support of Australia's CEO Challenge.



The Queensland Government has supported ACEOC in the following ways:

- Continuation of a partnership with the Queensland Government for ACEOC to provide all government agencies access to various offerings under a workforce capability development program, including a new e-learning portal. This partnership is for a 3-year period.
- Collaboration and support in the development of our brand-new e-learning module on the gendered nature of Domestic and Family Violence.

## Media Partners

We were very thrilled to have Network Ten and 97.3FM once again committed in helping to promote, broadcast and support the Darkness to Daylight event as our Media Partners.



## Corporate Supporters 2018

We formed three Alliance partnerships with organisations that are aligned and supportive of the work we do and who have contributed to our growth. We would like to thank:

Strategenics

G01

Unity Training





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Brisbane QLD 4001

[www.australiasceochallenge.org](http://www.australiasceochallenge.org)