



# Challenge DV

YOUR WORKPLACE PARTNER TO END  
DOMESTIC & FAMILY VIOLENCE

## ANNUAL REPORT 2021

# Challenge DV

### Acknowledgement

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

# Board Chair

2021 was a whirlwind year of growth and change. We began with an exciting new executive leadership team, a new-look Board and mid-year we reviewed, regrouped and relaunched to become Challenge DV. I want to thank our Board, our Sub-committees, Jacque, Keith, Jacinta and all of the team for delivering a transformational program of work.

Our new name has resonated well across the industry and with our partners. We feel that it captures what we do and what we facilitate in the workplaces who participate in our training. We hope that you are following us on social media and receiving our regular emails.

Training continued to be affected significantly by COVID induced uncertainty this year. We have finally started to see bookings gaining some momentum and we finished the year in a slightly better financial position. Our strategic planning set us some ambitious strategies and measurement targets for the next 3 years and we believe we are more than up for the challenge.

The success of Darkness to Daylight has allowed us to continue to develop and deliver projects that make a real difference. Supported by QBE, Challenge DV undertook face to face trauma-informed training to 20 front-line First Nation service workers based in North Queensland regional and rural communities. With the help of Go1, we produced additional online learning training modules to allow us to reach even more front-line service workers in rural and regional communities.

This year we also worked to find ways to engage small to medium businesses and facilitate access to training for smaller workplaces. We also put significant investment into updating our online content. If it's been a while since your workplace has engaged with us, we'd invite you to talk to the team about our impressive new award-winning e-learning packages!

Since the introduction of COVID-19, the reported frequency and severity of DFV cases has continued to increase. Nationally we are seeing conversations around sexual harassment, violence and abuse in workplaces, that are very congruent with the discussions we have been facilitating for over 21 years. We see opportunities in these for real collaboration between all parties to progress towards a world without violence.

We would like to acknowledge again this year the ongoing and immeasurable support of our Foundation Partner MinterEllison. MinterEllison provides our brilliant workspace, critical counsel, local administration and facilities, and support from across their national team.

Finally we pay our respects to all those who lost their lives to DFV this year. You will not be forgotten. As a community, we will not stop until violence and abuse stops.

On behalf of the Board, and the wider community we are all working to effect change in, thank you for your support.



Jane Hedger  
Board Chair

# Executive Leadership Team

Jacque Lachmund, Keith Tracey-Patte, Jacinta Messer

In 2021, we relaunched from Australia's CEO Challenge to become Challenge DV. As a business, we understand that in order to grow and evolve, we must embrace change willingly and bravely. It is with a renewed passion we move forward – excited for what is to come and humbled by the unwavering support of our partners, supporters, clients, and community.

We reflect on the impact that we have had over the past year. A new name. A new brand. But a continued clear focus on our vision of a world without domestic and family violence.

This year we developed and implemented a strategy to rebuild as the COVID pandemic continued to challenge our face to face business model. We began the year with a new Executive Leadership Team that is driving growth in workplace training, building our capacity for advocacy and maturing our partnerships with Government and businesses.

As more of the workforce shifts online, it is pleasing to see our e-Learning program awarded the Gold LearnX Award for Best Pandemic Response. We also launched our new module, The Gendered Drivers of DV. We thank the Queensland Government for its continued support in the development of this new module. We are excited that in 2021 we signed a new contract which will give every Queensland Government employee - approximately 300,00 staff across the State – access to this award-winning training.

Darkness to Daylight looked a little different in 2021 and it was deeply moving to unite as a community once again. Led by Darkness to Daylight Founder, Rob Reed, we were overwhelmed by the number of people that turned out at 'far too early' o'clock to join our movement to end DFV. This event is not possible without our sponsors, supporters, volunteers, and participants and we sincerely thank you for your steadfast support.

Our partnerships program continues to make real change, matching generous government departments or businesses with women's refuges, shelters, or behavioural change programs. These partnerships deliver benefits to the front-line services that are supporting women and children fleeing from DFV and also benefits our government or corporate partners.

Challenge DV finished the year with an improved financial position. This is a very pleasing improvement from 2020 where substantial support from Jobkeeper and a one-off grant by Rio Tinto were needed for survival. Our sights are set for a stronger year in 2022 so that we can continue to make a real difference in the lives of those affected by DFV.



Jacque Lachmund  
Chief Executive Officer



Keith Tracey-Patte  
Chief Operating Officer



Jacinta Messer  
Chief Communications &  
Partnerships Officer

# About Us

## WE KNOW ENDING DFV STARTS IN THE WORKPLACE

Founded in 1999 by Dianne Jeans and Lynette Palmen with support from the sitting Lord Mayor Jim Soorley, Challenge DV understands workplaces are powerful places to create social change and provide meaningful support. For more than 20 years Challenge DV has been empowering CEOs and industry leaders to be proactive in breaking the silence and the cycle of domestic and family violence (DFV). At its core Challenge DV does this by providing far-reaching education programs in workplaces and advocating to end DFV.

## Our Strategy

### Our Vision

A world without domestic and family violence.

### Our Purpose

We believe that workplaces are powerful places to challenge for change. We partner to educate, advocate and empower people to end domestic and family violence.

### Our Values

Challenge DV values are:

- Excellence
- Integrity
- Respect
- Partnership

### Strategic Goals

Challenge DV's strategic goals focus around:

- workplace solutions
- strategic partnerships
- sustainable social enterprise
- people and culture
- advocacy



# Workplace Programs

Challenge DV's Domestic and Family Violence Training Programs provide the tools to recognise, respond and refer employees impacted by DFV. Through a coordinated approach integrating all levels of management, Challenge DV's workplace partners develop the knowledge, confidence and skill set to manage DFV.

## 2021 Results

2,195

participants empowered to recognise, respond through workplace training



89% of participants confident in their ability to recognise the signs of DFV



30

workplaces committed to ending DFV by delivering training for team members



e-Learning won Gold Award for eLearning program LearnX Award

Launch of new e-Learning module: The Gendered Nature of Violence.



37,366

people were able to access online training via the e-learning portal



6

facilitators delivered DFV prevention training across Australia

"I really appreciated the simple adult-learning techniques used in this workshop. Active participation is required and means the training is thoroughly engaging. Great facilitator."

Overcoming lockdown limitations with over 1,000 participants learning to recognise, respond and refer to DFV through virtual facilitated learning sessions

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# First Nations Trauma Training

## Project Background

The Combined Women's Refuge Group advised Challenge DV many of the domestic and family violence (DFV) frontline services workers based in Far North Queensland and First Nations communities had not received any trauma training as part of their professional development. With the financial support of QBE, Challenge DV engaged a trauma specialist to develop a plan to address this gap and help those working in regional and remote communities.

## Project Overview

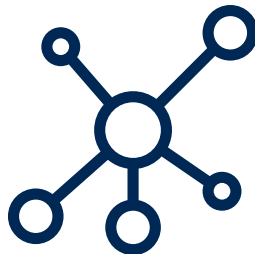
The purpose of the project was to deliver trauma-informed training for DFV frontline workers and ensure the training was accessible to the community by creating online training modules. Educating DFV frontline service workers to understand what trauma is, what causes trauma, how it can present and providing strategies to manage trauma are crucial skills for those working in shelters and refuges. The training was filmed and converted into online learning modules meaning the content will be distributed across the community and provide a source of education for those who could not attend the training in person.

Importantly, the DFV frontline workers receiving the trauma training both work in First Nations communities and are part of the First Nations communities themselves.

## Project Objectives

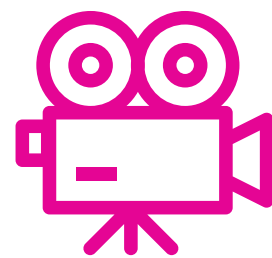


1. Provide overdue and necessary training for DFV workers



2. Allow frontline workers to network and share stories and ideas.

3. Produce online learning modules or materials for distribution within the local community



## Project Impact

- 20 DFV frontline service workers received training and were given an opportunity to share their experiences relevant to trauma.
  - Increased knowledge of trauma and vicarious trauma and learnt strategies around how to self-care.
  - Relationships and connections were formed between shelter workers.
  - DFV frontline service workers made a commitment to actively get involved in future training sessions and initiatives should they be made available.
  - Discussions in progress around visiting other services and sharing policies and procedures documents.
  - Built confidence in undertaking their roles.
- Online learning modules were created

# Darkness to Daylight

Founded by former Challenge DV Board Director Robert Reed in 2014, the central theme of Darkness to Daylight is running with a message, a purpose and a hope that together we can create a world without DFV. When the event started, in Australia 110 lives were lost to DFV on average each year. Darkness to Daylight is a 110km journey with each kilometre representing a life lost. Participants can complete this distance individually or as a team.

In 2021, COVID-19 continued to impact the community and particularly live events. To ensure the safety of all participants Darkness to Daylight shifted to a blended format. Participants completed 100km of the 110km throughout May as individuals or in teams sharing their stories, journey, and experiences via social media channels.

On Monday 31 May, all participants and the wider community were invited to complete the final 10km at a live event in the Brisbane City Botanic Gardens. As thousands of participants started their 10km journey under the cover of night, participants felt a small taste of the darkness and loneliness those impacted by DFV can feel. As participants ran further along the course, watching the sunlight creep over Brisbane, they found hope and solace in the fact that together we can end DFV.



3,139

Darkness to Daylight participants

1,435

participants completing  
Darkness to Daylight  
virtually



6 schools

joining the Darkness to Daylight  
movement and raising over  
\$26,000 in donations



30%

increase in  
engagement on  
social channels

\$348,497

raised in donations



Record  
number of  
participants

# Partnerships Program

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Challenge DV's Partnerships Program brokers and nurtures relationships critical to providing support to those impacted by DFV. In 2021, Challenge DV rebuilt a portfolio of partnerships matching government departments or business with frontline services, like shelters or refuges, in need of support. Notably, the Department of Agriculture and Fisheries raised over \$44,000 for Save the Children Australia through an event called 'Shave for the Brave'. Many new partnerships were also formed across Queensland including Ravenswood Gold and Elrose House in Charters Towers.

## Advocacy and Engagement

In 2021, Challenge DV partnered with Champions of Change Coalition to develop *Playing Our Part: A Framework for Workplace Action on DFV*. The report identified DFV as a workplace issue that impacts employees' safety, wellbeing and productivity. The resource included a framework with practical actions and resources for organisations to use as they advance their approach to the prevention and response to DFV in the workplace. Other parties contributing to the resource included No to Violence, Our Watch, Full Stop Foundation, UNSW Gendered Violence Research Network and Women's Services Network - WESNET.

## MinterEllison

FOUNDATION PARTNER

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MinterEllison's support as Challenge DV's Foundation Partner began in 2000 as part of its Community Investment Program. Since then MinterEllison's support has been ongoing and immeasurable, and has grown from a mutually beneficial relationship to a partnership that has unlocked countless possibilities and opportunities.

Under the guidance of Robert Reed OAM, Special Counsel, Pro Bono And Community Investment Senior Manager, the partnership includes:

- office space and administrative support,
- vital legal support,
- representation on the Board,
- hosting events including venue and catering,
- in-kind support for Darkness to Daylight.

During another challenging year, Challenge DV was truly humbled by the unwavering support provided by MinterEllison and we want to thank the MinterEllison team for its help to end DFV

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# Challenge DV Board



Jane Hedger  
Chair



Dianne Jeans  
Director



Aye AC Clark  
Director



Nicole Riethmuller  
Secretary



Damian Topp  
Director



Leonie Vandeven  
Director



Marnie Went  
Director



Rob Reed  
Deputy Chair  
2000 - 2021





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