

MEGHAN COOPER (Moderator): I want to acknowledge the First Nations people, their resilience, their continuing connection to land, water community across this country and I want to express my gratitude that we share this land today, my sorry for the cost of that sharing, my hope and belief that we can move to a place of equity, justice and partnership together. As I was thinking about an acknowledgment today something that's been sitting with me for a while is, not long ago – about three weeks ago – I was fortunate enough to attend a sector forum that was hosted by Djirra and Safe and Equal as a part of our partnership together. The focus of the forum is how non-Aboriginal services can support First Nations people seeking family violence support. It was just this really beautiful day, it was rich stories, really important discussions, it was about whiteness, really tough conversations, how whiteness is really embedded in our sector and society of course, and what does it look like to partner for self-determination. Something that really has been sitting with me actually from that day was this lovely conversation about cultural humility. You can't learn, you can't do better, or grow if you are not working from a place of humility. When you are doing that [coming from a place of humility], the importance of, it is like my motto now, of moving at the speed of trust and what it means to be really, truly led by our First Nations communities. I was thinking about what that means in the context of partnership and how we do this, and I thought actually I remember there was a panel including the deputy CEO of Djirra, Antoinette and she said it about "what does it mean to be led by a First Nations community?" and it was mainstream communities can help us by walking beside us, not in front, not behind and listen to the messages we are saying, listen to what we want. We know what works for our people and usually it will work for non-Aboriginal people as well. Give us the respect and walk with us on our journeys. I think that's a beautiful way of summarising what that partnership means, and I think a beautiful lesson for us to think about as a workforce today. So, I want to pay our respects to Elders past and present and extend that respect to any First Nations people joining us today in the room, and online. We are really delighted you could be here with us. Of course, for any event as well I also really want to stop and acknowledge the survivors. We are speaking about the workforce today so it is important to think about who we do this work for, the victims of violence who should never have to experience that violence in the first place. Before we start, I want to honour the strength and resilience of the adults, young people who have experienced gender-based violence and recognise it is essential to stand up for them. I want to pay respect to those who have not survived and talk about the impacts of these preventative things on violence. Violence is on the rise, there are

murders being reported, so I want to remind everyone that if you feel impacted by anything discussed today, please feel free to take a break.

Now, I would like you to stop having to listen to me, although I am glad, we have sorted out the echoing, it makes it easier for you to listen to me. I'd like to welcome the Chair of Safe and Equal, Maria Dimopoulos. I expect she needs no introduction. I do have her full bio, and I told her I would read a shortened version of it, but if I read the full bio, we would miss the panel. She has extensive experience, expertise and holds an immense amount of respect and experience in the work that we are talking about here today. So I know her as our Chair, I know her as a fantastic moderator myself, which does not make me nervous at all in the role I am playing here today, and one thing that I thought you might not know about Maria, but she usually comes up with – and today – she always has an extensive and really good collection of blazers and shoes. So, it is also a source of inspiration in my moderation role not to draw attention to my shiny green shoes, but I do love them. Thank you for your inspiration, always smart, never dull and always rocking good shoes and a blazer. Could I ask you to come up and say a few words, please?

MARIA DIMOPOULOS (Safe and Equal Chair): I didn't wear a blazer today just to – aren't the shoes fantastic? Thank you everybody. When I look around the room, I think of what an amazing journey that so many of us have been on and continue to be on. I want to start, obviously by acknowledging the extraordinary unwritten, unspoken truth about this country and that is that we are, and continue to be, on stolen land; that we continue to benefit from the dispossession of First Nations people. We continue as non-First Nations people to be deprived of the extraordinary richness and wealth of culture, language and extraordinary history and knowledge. It is coming up to the anniversary of October the 11th – is it the 11th, the 10th – I'd better get that right – of the 'No' outcome. I know a number of activities are being organised. I really do want to encourage all of us in this room to take up the opportunity, the call from First Nations leaders to reflect, to consider and to really mobilise in support of the next steps that are being talked about. I think about that process and the extraordinary feeling of rejection that was shared with me by so many of my Aboriginal brothers and sisters, and I think about how incumbent, how absolutely essential it is for those of us who are non-First Nations to really take up that call for action and for support. I was actually in Washington with Dr Jacki Huggins at the time because we were working ironically with expats to raise their awareness around the YES campaign and Jacki and I both got up very early in the night to sit in and wait for the outcome, and I know it is okay to share this, but the absolute sobbing, the sense of being rejected yet again felt so overwhelming to me that rather than lapse into a feeling of, well despair and nothing can be done, it really buoyed me again that we really cannot take the easy option

which is to bury our heads in the sand. I really do hope that each of you takes up, as I said, the opportunity to join in some of those activities during the next week, and there will be a number of them. I say that because as someone who has worked in the sector for a very long time and I look out in this room and I really do feel like we stand on the shoulders of giants, we truly do. One of the first jobs that I had coming out of law school from Monash University in the very early 80's was with the then Domestic Violence Resource Centre as their legal worker, and I knew I had big shoes to fill because Ariel Couchman who had just challenged the Supreme Court and walked in as a barrister wearing pants, horror. The judge actually stopped proceedings and insisted she come back with the appropriate attire. Well, Ariel went back again with pants. Now, it might sound absolutely extraordinary 30-odd years later, but the battles, the conversations, the extraordinary foundations that were being laid, conversations that I still see us having, but what an extraordinary wealth of knowledge of expertise, of insight, and that's what is reflected in this room. I had the opportunity to chat with some of you coming in today. I am hoping we can continue to mobilise and consolidate that work. I know collaboration as a concept gets bandied around so easily, so easily. But I think there is a depth to our knowledge and understanding of our history, and appreciation of the context and the lineage that has come before us that has brought us to a place that we can say proudly, we have an evidence base, we have knowledge, we have conversations across many different sectors. We are a dynamic, responsive, intersectional workforce that understands the challenges that has never shied away from the challenges. It is very rare for me to get the opportunity to actually simply listen in. So, I am very excited that this event will be moderated by this extraordinary woman, she is a good moderator - never be as good as me - but she is good, she is good. I do like the shoes; I think the shoes are fabulous. But there is a team of people, everyone who wants my blazers, they can't have them, there is a team of extraordinary people at Safe and Equal and I can genuinely say it is an organisation where I don't go back home and go, I have got to stop putting my hand up for these gigs and I really have to stop and retire now, it is time. It is an organisation that inspires me, and I really do get quite emotional, because at each board meeting when Tania fills us in on what's being done, I continue to remember why it is that we all work and do the work that we are doing. So, I do want to pay my absolute respect to the staff, the leadership team at Safe and Equal, for the fact that we continue to try and bring together these opportunities really for us to reflect, to heal, but to move forward and to really think about where we might take this conversation forward.

Now I know you kindly gave me some speaking notes, but I do warn people that I go off track often, but I know that Marina is much better placed to talk about the new report, Foundations For Action, but in essence my brief was to remind people again

of the objectives of the event. Our primary – I mean our primary – prevention workforce and the PiP network together. Yes, it is casual, but today will be incredibly purposeful and primarily aimed at continuing to support the collaboration, the connection, the ongoing extraordinary reconciliation of knowledge and information. The conversation will be around the report and the implications of the report. The panel will draw on their expertise and insight and then open it up obviously for questions, and we will also share with you some of the events for 2025. I look at the panel here and I think, wow, you are in for an incredible treat. But thank you staff at Safe and Equal because I often ring up and say, "Is there a space for me in this meeting?" And they kindly respond by saying, "Alright, do the opening remarks" which I hope that I have done, I hope that I have really shared my hopes for today and I am going to have the extraordinary privilege of sitting in and listening today. So, thank you to all of you and to those online. Go well.

MEGHAN COOPER: Well, there is a reason why you really speak from the gut and the heart Maria, and it is stunning every time. Thank you for those reflections and for joining us. I definitely have big shoes to fill in my moderation, but I hope that today you just get to sit back and enjoy yourself and have a chat. Next up I am going to invite Marina, she is currently acting CEO at Safe and Equal and I think if I also went through and gave you her bio, equally I would probably miss the panel. I think probably an important thing to note about Marina is just her expertise in primary prevention of sexuality education, LGBTQ health and well-being and she is the lead author of Foundations for Action. So, I am going to hand it over to Marina just to say a few remarks about the report and what we learnt about you from your, some of the reflections about the primary prevention workforce [that came out] from the creation of this report. Thank you, Marina.

MARINA CARMAN (Acting CEO of Safe and Equal): Thanks very much for that Meghan. I'd like to of course start by acknowledging the Traditional Custodians of the lands on which we are meeting today and pay our respects to Elders past and present. Always was, always will be Aboriginal land. I really wanted to note this year the release of the report into Murdered and Missing First Nations Women. It has been on my mind ever since. How can we continue to challenge the silence and inaction that surrounds this violence and support self-determined solutions? This question has to be ever present in our work. As a victim-survivor myself, I know that many of us come into this work because of our lived experience of family and gender-based violence. To those of you here today I know your pain, and I hope for your resilience and I thank you for your contributions to our shared endeavor of ending this violence for good. Well, I'm immensely pleased to be here today. It has been a year. We have all been devastated to see the rise in the murders of women

being reported. Each of these women deserved a life, love and support. We know that this is not even the full story. Many communities are not part of this reporting, not investigated, not included in the data: First Nations women, refugee women, Transwomen, LGBTQ people. So alongside those working in crisis and response services for those experiencing violence, alongside those working with perpetrators, alongside those calling for greater emphasis on early intervention, alongside advocates and practitioners across the State and across the country, we have continued to back the necessity of primary prevention. So that's what we are here to talk about today. But before we do, I'd like us all just to take a moment, take a deep breath, look around, notice everybody else in this room and turn to the person next to you and say, "Thank you." For those of you playing along at home the cat or the houseplant will do. On behalf of Safe and Equal thank you for your passion, your commitment and your skill in doing this shared work. Each and every one of you plays a part, you are the heart of a growing movement for change.

So, a few weeks ago, we released a report, Foundations for Action, that outlines in detail a mapping project we did last year about the primary prevention workforce in Victoria. It tells a beautiful story of a complex system and network of activities, organisations and people working across locations, sectors, settings and communities. Primary prevention can sometimes look a bit messy, but what we found is the dispersed and complicated nature of this system is actually its greatest strength. It evolves like this because it is embedded and integrated with a range of different systems of work, tapping into many structures, processes and workforces. This is how primary prevention grows and thrives, looking across all of this work to identify all the connections and the similarities. So, we hope this report is a useful contribution in describing for ourselves and for others how we have a growing and common purpose in driving gender-based violence. In the process of talking to you all, we produced around 50 hours of interview material, and I listened to all of it. It made my year, hearing you all talking about your work in your own words. We tried really hard to bottle that and locate it within an expansive narrative. And through all of it we found significant activity happening in the small number of specialist primary prevention organisations. But we also found an abundance of work in women's health services, family violence and sexual violence services, in schools, councils, TAFEs, sports communities, community services, sexual health services, corporate services and research, amongst others. But we also found some frustrations and tensions too. People working in services who felt that their work was undervalued and underrecognised. People working in community-led primary prevention who felt that their communities and work was not included enough and

who were struggling to get funding. People working in integrated ways across primary prevention, early intervention and response who felt that these were too separated and those who tell us that we needed to get simpler and better at communicating what primary prevention is and reaching those not already convinced. But what came through is that all of these conversations are already happening, hard and productive conversations about the future of the work and how we can work better and do it collaboratively. So that's the hope in this piece and in our conversations here today. Foundation shows us about the rich complexity of primary prevention. It is also about valuing and recognising the specialist practice involved. Changing systems, structures and attitudes isn't easy. It takes specific skills in advocacy, in communication and messaging in networking, partnership and collaboration, in policy, in training and facilitation. It takes high level skills in project and program management, in briefing upwards, in dealing with bureaucracies. It requires engaging with research and translating this for social transformation. It means learning how to deal with backlash and resistance and in many ways, this is the core of the work as we push harder and harder up against structures and attitudes that are resistant to change. So, in short it takes all of you. What we are aiming to do in primary prevention is to structure in social change to create a wrap-around approach for all the other work happening to prevent and respond. It complements the targeted and the intensive work involved in dealing with perpetration and the work needed to reach out and intervene earlier. It complements the work done in family and sexual violence services to keep victim survivors safe and work with families and local communities to embed change. So primary prevention is part of a whole, but it deserves its own recognition. If we don't focus on the social context around all of our work it will continually be undone by other perpetrators, by peers, by leaders, by systems and institutions that negatively influence individual and collective choices. We need to change society, change gender itself, change all other systems of inequality, discrimination and abuse of power, racism, the impacts of colonisation, transphobia, homophobia, ableism, and myths of our culture to the point that violence is no longer an acceptable or even a conceivable choice. We are on our way towards this future, and we are seeing change each and every day. But it isn't going to happen on its own, and we can't take it for granted. Violence is on the rise and there are clear reasons for this. We are still coming out of the biggest global health crisis in decades and the social and economic crisis that has followed is real. We need urgent investment in frontline services and early intervention. This cannot wait. Meanwhile my hopes for the future of primary prevention are this; that we can sustain the complex system that we have built, that we can help others grow the work across the country and out

into other location sectors and settings, that we can truly value community-led prevention and fund it and learn from it. That we can continue to gather and support each other as a workforce further developing our specialist knowledge and skills. These are all essential parts of building the future that we all want free from violence, so let's get on with it and do it together.

(Applause)

MEGHAN COOPER: Wow, I am feeling pretty mobilised after that, thank you Marina, that was wonderful. Thank you so much. Let's just get on and do it together. I have got wonderful panellists I want to introduce you to, so I am going to start reading out their bios. I am going to go through that. I want you to know more about these wonderful people. While I do that can I invite my friends up the front, my panelists to join us up front?

I am going to start at the end here. I have got my lovely friend **Jackson Fairchild**, they/them pronouns. Jackson is a consultant and one of Australia's leading voices in gendered violence prevention. They are a qualified counsellor and clinical supervisor with a background in service leadership, research translation, policy advocacy, governance and organisational change. Jackson has held senior roles at Rainbow Health Australia, No To Violence and Thorne Harbour Health, and the Zoe Belle Gender Collective. Thanks for being here, Jackson.

MEGHAN COOPER: Next to Jackson we have the lovely Malavika. **Malavika Kadwadkar**, who uses she/her pronouns, and I am just going to keep going on shoes, we did not speak about this, Malavika, but you got on top of the glittery shoes for today. Well done, got the brief. Malavika, originally from Mumbai, India, is a multifaceted professional with expertise in teaching, nutrition, counseling, and business analysis. As the Strategic Lead for Gender Equality at the City of Casey, she led the "A Safe and Equal Casey" plan, focusing on gender equality and preventing violence against women. Currently, as the Community Outreach Lead at Women's Health in the South East, she designs programs addressing gender power barriers, especially for migrant and refugee women in South East Melbourne.

Malavika, it is lovely to have you. Thank you.

Then the lovely **Dr Stephanie Lusby**. Hello! Stephanie is Manager of Research at Respect Victoria and an adjunct research fellow with the Australian Research Centre in Sex, Health and Society at La Trobe University; she was previously Director of

Primary Prevention at DVRCV (now Safe and Equal). And since 2006, Stephanie has led and contributed to social research focused on primary prevention of family violence, violence against women and other forms of gendered violence in Australia and across the Pacific region.

Last but not least, my friend **Dr Wei Leng Kwok**, so lovely to have you here. She has worked in primary prevention, you probably already know this, but still, they are wonderful, and I need to tell you. They have worked in primary prevention of gender-based violence since 2006 a number of research, strategy, program design and evaluation capacities. She is Principal Consultant at WLK Consulting and has held roles at Respect Victoria (Board Director) and VicHealth (Research and Practice Leader, Preventing Violence against Women). Wei Leng is currently an active contributor to evaluation theory and practice through her 'learn by doing' approach to capacity building and in developing resources to support the work. She has led many evaluations of prevention initiatives and is a past recipient of an Australian Evaluation Society Award for Excellence in Evaluation. A recent plug, just to make sure you are aware, she was also a co-author of a recently released evaluation guide, the Primary Prevention Series, strong recommendation to check that one out, it is a beautiful piece of literature. Thank you for being here Wei Leng.

I just wanted to start out we have been talking about this fabulous report, it is on everyone's tables, can you tell me a little bit of, I want to know from all of you what grabbed you from the Foundations for Action Report, something that stood out for you, and why was that significant? Jackson, can I throw it to you to start? What stood out for you?

JACKSON: Thank you. I think for me what stood out, I was reading it this morning as we were preparing for today and I think what we were hearing about before, describing this thing that we are all here to do is so complicated and difficult and is one of the challenges. You know when you are at lunch and someone says to you, "What do you do for a living?", and you don't really want to talk about the actual issue because then you have to do resistance and backlash work at lunch, but I think what comes up for me there is how it tells - it takes this expansive and taking from what Marina said earlier, an expansive view of not just a system but that we are an ecosystem and you describe it better than anyone and you did it just then, and it is all the way through the report, how do we describe this complex piece? There is always more to do and we are always pushing that edge out. How do we tell that story and how do we paint that landscape, not just for the world and for our people at lunch, but for each other and how do we see each other? There is something really expansive. We often talk about the drivers in the context of an ecosystem.

But I think in this world that we live in we don't quite have the resources to design and implement the perfect system yet, but we do have an ecosystem with its roots and some amazing spaces, and I think the report does an incredible job of describing that. And this morning when I read it, as someone who is one of the authors and was involved in doing a lot of the consultation, this morning I could see the work that I do in it and that felt really special.

MALAVIKA: Well, thank you, Jackson. It is basically at the end of the report you feel there is already so much that we are doing and there are so many organisations involved and the complexity of primary prevention like you mentioned. But, from my lens there is much more happening, which we are not able to capture because there is no scope, there's less resources, less capacity. Like for me, a girl said, "Why are these colours not in the flag? What are the Aboriginal colours not in one flag?" That for me starts about challenging the system, you know. It starts at micro level and goes to a macro level. But we cannot capture all the things in that one report, but there is so much that by the end of it you feel – reading itself is so exhausting. So, kudos, hats off if you go through the interviews, analysis and amazing work, but there is so much more work, like you mentioned how do you explain primary prevention? There are so many nuances to it, to growing women, educating around LGBTQIA+ in a family, what that means, in itself, is primary prevention because respect starts from there when you start educating your children to take it up and not talk binary, observe things around them and respect. So, it starts from there. But how do you capture those, because that's at a micro level? It is not possible but my vision or our vision for everyone of us here involved is to have that vision from micro to macro, because sometimes when we are setting up, we only are in that position to see macro level, but it is also about that micro level that is important. If I told everyone at home, starts doing this, maybe at the end of 10 years, that is, we don't need to explain primary prevention because it is already there. That is what I think is something that comes out from the report because it mentions how community initiatives are sometimes not captured. And I think it is perfect, but yeah. I'm so glad to be part of it and I feel validated because I see myself doing some of the things, most of the things there, so that's amazing, thank you.

STEPHANIE: Thank you. And yeah, thank you so much for those comments and for the report to Safe and Equal, it is so wonderful and I think the thing that really jumped out for me was a real sense of joy even amidst the frustrations and the challenges that are kind of discussed in there, because it really illuminates the sophistication of the workforce and the way that our work has evolved. And I was

reflecting on that this morning and thinking how great it is that, you know, even in comparison to a couple of years ago we don't hear primary prevention being discussed as an emerging sector in the way it used to, even three or four years ago I was like, oh, gosh, we are water-logged, when do we get to kind of surface, and we well and truly have and we've recognised that we have as well and we are able to stand in our power and able to communicate that. Of course, that doesn't mean that we are particularly (nationally) resourced in the ways that we need to be, and there is much more to be done to kind of build that understanding as you say. But I think that there is something in there around taking up a challenge to, in how we translate our work and a big part of what my team and I do at Respect Victoria is thinking about research translation and I think this is such a wonderful example of that and how important it is to always start with the description of the fundamentals of primary prevention and where we are kind of able to stand shoulders back and say, "For you, this is the bit that we start. We are not making it a detective story, we are not burying the lead, we are going to speak to you where you are, and then we can introduce the other parts", and I think there is so much potential that's drawn out of this are the ways that we could do that in different ways across our work.

WEI LENG: Thank you, Steph, and I wanted to draw out something that you said. So, I have been around for long enough to know when primary prevention was three people at VicHealth and five settings-based activities and I actually have to give a huge plug to the women's health services and the sector of women's health which I know is documented very carefully and beautifully in the foundations report who were among the earliest of doctors of the VicHealth's framework. I don't like to sound like grandma, but I do think it is important to go back and reflect, so the three years, we are not saying we are emerging, but developmentally it was three people at one point. So, what stood out for me in the report and why – Marina, when you said 50 plus hours, I mean, I can see the sense making and read the sense making that must have happened and I feel your pain. I have been in that position where all of a sudden there are hours of audio and these are really great stuff, but how do you run a narrative? So, what really stood out for me was that that very expansive granular description, it is more than a description, but the description is important, of the organisations, the practitioners, the work, the actions, the functions, the roles that make up what is this much more than three people at VicHealth workforce. So, I really appreciated that. I too read it this morning. Unfortunately, it was at 3 am because I couldn't sleep, so I got up and – not from this, from other things going on – and that really did stand out to me as well, yeah, that very detailed, here it is, this is the description. That can be put to bed now. We can now go on with building and resourcing and sustaining this workforce because we actually have described it in this report, so really it is a foundation.

MEGHAN COOPER: Gosh, thank you so much for that. Just thinking about 50 hours of content and just the enormity of the privilege it was and so many people, you know Jackson, you were willing to share their stories, their experiences, their ideas, really feeling for Marina having to listen to 50 hours too, but it really felt like an enormous privilege. I was thinking about what stood out is people had these stories to share, and they were sophisticated, they were brilliant work that was happening. And it was really painting a picture of how primary prevention is an integrated part of a system, broader family violence system and a workforce doing incredible work. I am exploding with joy to hear also your reflections about this idea that you see yourselves in the report, because that reflection of professional identity, I am sure Jackson you'll remember got spoken about quite a bit, but what people were really looking for was that sense of belonging in the report. I am just wondering for this workforce now, we have this foundation, that was a beautiful reflection, I love that, it is sophisticated. So now what are the biggest opportunities and challenges in growing and sustaining the prevention workforce in Victoria now? Can I throw first to you, Wei Leng?

WEI LENG: Yes. A very good question and often I do facilitate strategy development and strategic planning and often when we are doing the good old spot analysis, challenges turn into opportunities, so what might sound like a bit of a challenge I think is actually an opportunity. So, I think it is no surprise in a lot of policy pieces and, in fact, in changing the story there is discussion and description and the rationale for having a workforce clearly, but there is a lot of adjectives. I want to read out some of them: skilled, expert, workforce, multidisciplinary workforce – and these are the more recent ones – strong, diverse and supported workforce. Now, I think the biggest challenge is the diverse and supported are quite frankly, so let me backtrack. I mean we cannot do whole of society, whole of population, whole of community, whole of organisation, whole of sector, whole of setting work without all of those descriptions, adjectives that I have just put to the workforce. So, I don't know that we have that, and I think that actually is the biggest challenge. It is really great to read in the latest action plans, rolling action plans of *Building from Strength* and also *Free from Violence* that there is a policy commitment to the strong, diverse and supported workforce. So that's good. I think the diverse bit for me is the biggest challenge of the workforce and I also work in response. It is also a similar workforce, consideration at the moment in response is the diversity of our workforce reflective. I am sure you will have something to say about that when it is your turn. I have an understanding of the system that is even more macro than how

it has been spoken about, and I want to go to *Change the Story*, which I know you all have in your nightstands. And you look at different parts of it every night before you go to bed – And my guess is that, look, I might be completely underestimating it here, you possibly read about the drivers and you can recite the actions and you know the settings and the techniques – but how many of you go to the back pages, just the critical infrastructure for primary prevention? Oh! You do?

So, a must read. So, my take on the macro, and I know – so what is beautiful about foundations is that it paints the system of the workforce. We need to remember that the primary prevention system is made up of a number of critical elements of which the workforce is but one. Yes, you are nodding. You do read it every night. Say a little prayer. So, it is really, really important to me I think when we are thinking about the opportunities to strengthen, to sustain, to grow, to diversify our workforce to think about every action that we do for workforce in the context of that system, the prevention system. In that system there is a number of things. One of them is political leadership. One of them is community leadership. One of them is recognising and honouring and sustaining and supporting the grassroots movement to end violence, from which we all have a connection in this workforce. I will just check my notes, there's a couple of others, organisational lead, leadership and actually there are system leads, there are leads within our system. So, I wanted to talk about my watch. I know this seems random. I do wear a watch, and I do use the watch to keep time. I don't use my phone. This is no judgment by the way, I don't use my phone, I don't use an Apple watch, God forbid. Sorry, not judgement. I do not use it – it is not even a Quartz watch with a battery, it is a very intricate mechanical and fully automatic time piece – the back of it has a sapphire crystal. Sorry, this will make sense in a moment. Those of you who work with me know I do love metaphors; this is the first time I'm using metaphors, so I don't know how it will turn out. When I look at the back of it, the moving parts to keep the time going, so I can keep on with my life, is exquisite and extraordinary and intricate, and all the pieces rely on each other. And the last time I flicked through those back pages of *Change the Story*; it just shows that you can read something over and over again and then something stands out. In that chapter on critical structures for primary prevention, it actually says these critical elements are all interrelated, and activity in one can be supported by an activity in another, or an activity in one can undo what you want to do in the other. So, I love the watch metaphor because, and this is the challenge, I don't know that we've got the equivalent time piece for the primary prevention in our work for our system for our larger system of which we are workforce, which is so beautifully mapped for a system within it, it is but one. So I am asking everyone to think about every time there is – I am just going to throw some examples out – again

no judgment – every time you have short-term funding for this setting as opposed to that setting, or this community as opposed to that community, or this place as opposed to that place, you've got to ask what's happening in the rest of that critical infrastructure; What's happening with community leadership? What's happening with system leadership? What's happening with a policy? What's happening with political leadership? And I think most importantly what is happening with the coordination of all of this? So, I really – I think the big challenge is we need to find the time piece, invest not the Apple watch, the actual time piece with all moving parts. So that's my way of convincing you to think about systems in the larger sense. I hope I have made sense.

MEGHAN COOPER: The time piece. I think that's going to become a bit of a go-to from now on. My gosh, yes. I have worked with you a lot and you always use a metaphor, and you always nail a metaphor. That was beautiful, thank you. Malavika, I was wondering if you could share with us what do you think is a big opportunity facing the workforce now?

MALAVIKA: Thank you and I agree with what you're saying, and I will take a few things from there. I think there is a huge opportunity with the way Australia is like mimicking the entire world. We have people from all countries, you name it, and they are out there, here, so there is a lot of opportunity there because they will bring a lot of innovation, a lot of their ideas. It is just about how to integrate those ideas, those talents or how to integrate that in what we have here as evidence and how do we also build on the evidence that they are bringing. That is an opportunity and a challenge because it is not as easy as it sounds. So, I will also take – I am influenced, or I would like to also use a metaphor. So, imagine a road, which is a straight road, a main road, where all big trucks and cars go and that's going smooth, but you have to imagine small roads where only tractors can go. It is like the same thing, you have a main workforce, main primary prevention, but you have to understand those small roads where those people, or those vehicles cannot come on this road because it is not safe, but they have to also travel because that's where they belong. So, we have to understand when those roads are getting a bit mucky and when they need support and when these roads also have some potholes or there are some, something that you need to do, which is what the system is. There are some blocks, some roadblocks which are not available on these roads, so there needs to be awareness of where those roads lead and where are those people going and what are their challenges, and at the same time we need to build those roads and integrate into the mainstream. That's how I see things. There are so many side roads, so many LGBTQIA+, if I have to put, you know, side roads for the Aboriginal

people, and within that also there is so many personalities and identities, for example, if people are from India, India is not just like India, there is east-west and all different languages and different cultures and even the system from where they come can be patriarchy or can be matriarchy, and can have lived experiences and can be privileged, not necessarily under privileged, so within that also there are privileged that are marginalised, same with Africans, same with Aboriginals. So, unless you know where those side roads are going and where they find their belonging, and where they need support for doing the primary prevention from their lens, not from our lens, not from the mainstream lens, because that's the big road, but from the lens that they see where their road is going is what we need to integrate better, and that's the challenge. Because there are so many nuances, and I will give you an example that just happened last night when I was talking about lived experience and I was doing a community session. Now, I know the group, but however within that group there were so many people with lived experience of violence. There were so many people who are out [of the violence], who have come successfully and navigated our system and are taking care of themselves, but there are some within who do not identify that they are going through violence and are from different countries and don't understand the language and can't articulate. So, within that group, and there were even some that were perpetrating, how do you know sitting, what that group is about? If you have to talk about intersectionality, or if you want to talk about the values that people face for someone who has gone through the lived experience, it is not easy, though I am good with English and though I know the system, my lived experience is valid and I have my issues as well. How do you say to that person that your experience is valid and we valid it and we acknowledge your bravery, however, at the same time there has to be solidarity and empathy, and is not a lot, but acknowledgment that if people don't know English, for example, or don't know the system, don't know the support services, how else are they going to navigate those small groups unless you help them or support them or unless you talk to them or create that solidarity of not having a taboo and stigma, talking about this, because people are just not comfortable talking about it. Violence means no, you know, it doesn't happen – people have those masks that it doesn't happen in my community, it is only in that community. So, these are the roads, so that's why people don't talk because they can't be judged. My cycle is not belonging to this main road. So that's how I see if we have to integrate everything there has to be connection with the side roads and the main road, there has to be a connection with primary prevention, response, recovery. It is like cogs of wheels going together. If one stops others are not going to function well. For example, if faith leaders, people are going to faith leaders, they need to know what those

people are going to and why are they coming and are they equipped to talk because they also play a role in preventing violence. But if they are not equipped and they don't know harmful stereotypes, how are they going to support the people who are coming to them or are they going to perpetrate it for them? That's my problem. Another problem is are these faith leaders' part of a system where they are themselves trained? These are the side roads that I am talking about. And sometimes I think that is where the challenge is and the connection. Like when they are coming it is primary prevention, but they also need to respond, they also need to give them the support services that they require. And if they are going into recovery, if they've come, it is not like there are many people who recovered, but once they recover, if we say, now they are recovered, now primary prevention is not needed; that doesn't happen, because those people, again, tend to go to relationships that are same cycle. They will again come into response. So, recovery is not the end of the road, the cycle continues. We have to keep at it, so those people will move ahead and not go into the vicious cycle and come back. Primary prevention, response, recovery. What's the abuse that's happening? Like many times there is a pattern, people come with or are experiencing financial abuse, sometimes emotional abuse, so if we know what's the pattern, we are better informed what prevention efforts need to be put in place. So, that's the connection that I feel is important.

MEGHAN COOPER: I loved that Malavika. And can I say that also really loved that you reflected on primary prevention as a part of that, again, the family violence system, and also recognising something that was brought out in the report is that it doesn't exist in isolation, it all happens together, and services are delivering primary prevention and bringing visibility and valuing of that. And I got to say, the ongoing, you connecting with the metaphors and the visualisation, which is also really helping. Jackson, can I turn to you? You are nodding and I can see you are deep in thought.

JACKSON: So many deep thoughts.

MEGHAN COOPER: You are just sitting here going, oh, geez, that was a good point, which one do I pick up on?

JACKSON: I have got one deep thought. So, the report talks about recognition and visibility, which are two words that I think can be applied in so many ways and I think I will be applying them for the rest of my career. How do we recognise the work and how do we make the work visible to the world and to each other? Because this is

really hard work, you go out there, you are having those conversations, you might be on the main road or the side road, but either way there is a lot of heavy lifting required to build roads. And is nice knowing that people see your work and value you. We spend so much time building these beautiful frameworks and I began my work in this space having come from a pretty – I spent a lot of time in the services world, and I actually began my work in that specialist space helping Pride and Prevention with Marina, so I was very much in a framework world. But then, after that I left and I found my way into a community program, which is one of the only community programs doing LGBTQI prevention at Zoe Belle Gender Collective (ZBGC) on the Transfemme project, and some of the resources are up there in the back, I encourage you to take some, and obviously I had a role in writing them, conflict of interest, but I do think they are genuinely very good and love to hear your feedback on them too. But when you said three people before, there is one woman representing the position of Transwomen in this country. Most of your organisations come to me now to ask for help to rewrite your constitutions to include Trans and gender diverse people and I am pleased that's happening. Safe and Equal have gone through an incredible journey, Respect Victoria recognised Transwomen under their definition of women in their work, the National plan did. Not a single dollar of funding going in that direction and there is one woman, Starlady, who is too exhausted to be here today – I hope she doesn't mind me saying – and I had the privilege of working with her and we generated over 100 pages of content in one year, and I nearly burnt myself up doing that. But it was important to do and because we don't have any of those things, we don't have political will, in fact, we have the opposite. Trans and gender diverse people have none of those things. There's no pathways, there's virtually no Transwomen in the workforce. I am the most senior gender diverse person in this space, and I quite like to do other things but what actually keeps LGBTQIA+ prevention going at the moment is forced personality from a core group of us, some of whom are in this room and none of us should feel stuck in that position. But without those things, without enough people, enough pathways, enough support for programs so you can progress and make a career of it, why would anyone do this? It is a difficult sales pitch. When I think about three people that gives me a sense of hope though and it is really important I think to not – I am sitting here at the moment on the edge of tears thinking about this, but I also have hope because I know that in the last – if we'd done this report this way six years ago, it would be a very different story. There were people to talk to, there were stories to elevate. We had those hours to listen to and to think about and we now have a roadmap. There are paths in off the side there and there is a recognition now that this work isn't a new thing. I think one

of the things we don't - we are learning to do better; I will say that. But I think in a resource deprived environment we haven't had enough time to pause and recognise each other and value each other. And when that happens, I think that the structures we are trying to dismantle come in and the dismantling, it is a feminist act. Marina and I were reflecting on this earlier, it is a feminist act to value this work and then, to critique this work you must do it through a feminist lens or we'll end up replicating this kind of yucky stuff that can happen, this inequality and kind of internalism. But I think that we are starting to realise that this work is actually building on movements and on - you hear - we heard in the interviews how you get into this workforce, and it was like through teachers, through feminism. I kept hearing the light bulb moment, a lot of people had the light bulb moment in a program as a participant and it turned on the light bulb for them and they went "actually, I want to make a job out of this," and that's wonderful. And I think that recognising this is not, prevention isn't an entirely new thing, it actually builds on women's health work, it builds on Transliberation and resistance, it builds on the back of marriage equality, it builds on the back of safe schools, it builds on the back of the antiracism movements, the fight for disability, justice. It brings together these things and there is something about how do we make it visible, but then what does recognition look like? It is not just putting in a report, it needs to be about how it is valued, how it is named and how we enact respect in action. My lovely colleague Bell says this to me all the time, we have to be thinking about how to show respect in the work. And I think that's the key to sustainability. I feel a bit more sustained today and I feel like maybe I am stuck in this for a little bit longer because we need nourishment. We need nourishment, we need recognition and we need to learn how to do that better. The evaluation of the LGBTQI work Wei Leng taught me that evaluation doesn't have to be this other thing that I thought it was, it could be nourishing, it could be about connections and that we don't have to just zoom in on this number about what's happening at the very end in violence, but just value the steps across the way, the relationships, the skill and the people. And I think that's how we are going to sustain the workforce, is if we keep doing that.

MEGHAN COOPER: Wow, Jackson, jeez. But you know, thinking about that, the valuing and bringing visibility into the work and drawing from and acknowledging from what's already in place, like I am - like that is just stunning Jackson, thank you. But I do want to segue this because I think Stephanie you have done some beautiful work that has really acknowledged that in particular of late, you've released a very beautiful report [*Willing, Capable and Confident*] which FYI we have copies in the back. The work that you have done and continue to do is all about trying to pick up on and look at what's happening across the system and how to make sense of that.

What do you think are some of the biggest opportunities and challenges from the workforce right now, from that bird's-eye view you have got?

STEPHANIE: First of all, thank you to those fellow panelists for those wonderful, potent reflections and coming in from all of those different angles. I think what all of that points to is – and again going back to what we see is – the sophistication and the evolution of our collective work, particularly in recent years, is the value of finding different targets for our work. One of the things I think I picked up from what each of you were saying in particular was that thinking about, because we have more infrastructure now, we have you know, after the Royal Commission into Family Violence, Respect Victoria was instated, of course we have Our Watch and their leadership over the years and years, the work of Safe and Equal over years and years, VicHealth of course, and what it means to be able to use that infrastructure to buffer the workforce who are in communities, who are in settings, from having to do the weary labour of building political will at a micro level. And I think that building political will, you know colleagues at Family Safety Victoria do such an amazing job in holding that and demonstrating and providing spaces to showcase the value of our work. That shouldn't be the sole labour of the Free From Violence Officer in a Local Government. They have got enough to do. We know that we are growing and it is so wonderful to have these spaces and also I think, Marina and I were trying to do a back of the napkin like National workforce, just kind of like – I think we were texting – but at a rough estimate, like maybe 1,000 people Nationally. It is small. But then we think about the folks who are doing prevention work as we see in here whose primary role there, the way that they might describe their work at a BBQ might be to say, "Well, I am a social worker", or, "I am a case worker", or, "I am a facilitator." The work that some of our colleagues at Jesuit Social Services (JSS) and the Men's Project do who are doing primary prevention work, and it boards into early intervention as well, similar to No to Violence. Like we see that everywhere. So how do we take all of that and again translate that up for those of us who are working in systems levels roles to think about how we translate that to demonstrate the value so that people can be supported? One of the wonderful opportunities that Respect Victoria has over the next few years is with all of the excellent and really important contributions and action of women's health services in particular as well as colleagues at Family Safety Victoria, Safe and Equal folks, all across the sector, is the Ballarat Community Saturation Model, which is an opportunity to take up that challenge that's listed in those last pages of *Change the Story* and say, well what does it mean to really think about mutually reinforcing work? What does it mean to actually do that impact evaluation and say, "Well this is the incredibly

important work that's happening in respectful relationships", how does that speak to and how is that reinforced by deliberately designed interventions in other settings? How does that speak to the amazing work that's carried by women's health services? And we know that that knowledge exists. You all have that knowledge in your heads as well. So, it is about how do we make sure that we are amplifying that knowledge? How do we make sure that even while we continue to push and make the point that we've made over years and years that short-term funding does none of us a favour, it is a false economy, that monitoring and evaluation and learning all need to be adequately resourced so that we can see those stories, and in the meantime how do we make sure that we are capturing what is already happening and making sure that we are drawing that to the forefront? We can use what we've got and the beautiful thing about working in primary prevention, the license to hope that it affords in difficult work, is that we are able to talk about ourselves, rightly as a professionalised sector and as part of the family violence continuum and we know that we are also a social movement and we know that our doors are open, and we know that we can, even for folks who don't necessarily identify as part of the prevention workforce, we can see the prevention work that they are doing and we can say thanks and welcome and come and hang out at a PiP event.

MEGHAN COOPER: I love that, absolutely, thank you Steph. I am just noticing; I am getting some really beautiful questions here. To be honest I was going to ask you some more myself, but I reckon the audience has got some really good ones in here, so if you don't mind I might revert to those and just a reminder to friends online or in the audience to use the Slido, I am getting some really lovely questions. I might just popcorn to each of you and while we are on the theme of some learning opportunities, the rest of it, I have a colleague here in New Zealand who has asked, as we work towards growing the primary prevention workforce in New Zealand what's a learning that you can share that might help us in what we are doing next? A key learning for the workforce that's growing up in New Zealand. Who would like to take that one?

STEPHANIE: I will jump in quickly. I think, I hope that there are some of the missed steps or like – I won't say it that way – some of the experiments that we have learnt from along the way that maybe folks in New Zealand can take a step forward from. So, I think one of them is, as we've already talked about is to say, like make sure that you are looking at primary prevention, looking at the evolved evidence-based around primary prevention to make sure that your frameworks are as holistic as they need to be from the get-go, like we know better, we do better and we are moving along that path now and we are bringing leaders along with us, even though

the pace isn't sometimes as fast as we want it to be, but I think that's probably the big one.

MALAVIKA: I would just like to add, I think a key learning would be to start building a framework based on the evidence that is already there but also finding the priorities and what it looks like from the community level and building the framework up, like not building the framework and then putting it down because that is where it doesn't work. Because you build it according to what you think and that doesn't work and I think New Zealand also is quite diverse with indigenous communities, so I think it is understanding that and building the framework that – encompassing all the roads that were mentioned, I think that will be a great way to start and build up.

MEGHAN COOPER: That is beautiful, and I am sorry, I am really struggling here, in a good way, because I am smiling at the answers, I am smiling at these questions. These are stunning and I also just showed Wei Leng, and I said, I have a Wei Leng question, how do we show impact when funders only want numbers? Right? It is a good one, it is a Wei Ling question. You've spoken about this beautifully.

WEI LENG: Thank you to whoever dropped me this question. And permission, so, I have another role at the moment, so I am acting CEO at MCWH, but today I'm here as WLK Consulting. And I was at a CEO's meeting this week and I actually said, "It gives me the *shits*" and then apologised for saying that, but I am going to say it again. Look, what I think that gives me the *shits* is – it is a struggle to hold our line that evaluation is about valuing our work and capturing those beautiful rich stories of what success means to us on our terms. I do crack the *shits* when – sorry, I have said it a few times now – this is being recorded – when we constantly struggle with very distant, cold indicators that seem to descend upon us from afar, again thank you for the person who dropped me in this question and having to respond in this way, I just want to communicate that there is a real struggle on the ground with using evaluation in the manner in which it was actually first formulated, intended to do, which was always on the side of the programs and on the side of the social justice of the programs we were intending and never, never for funding monitoring. I am just going to leave it there because I think I am in trouble.

MEGHAN COOPER: Jackson, please?

JACKSON: I have just got a response that actually answers both of the previous questions. If I could say to the New Zealand people who are building their framework, one of the key bits of resistance that comes in around this work is at a very high level around demonstrating impact as we determined. I feel like that

question is in itself a form of resistance that's created by the system and I have learnt this from lot of wonderful people who are here today, so I am standing on the shoulders of giants while I say it, but as a therapist I like to paraphrase, and the way I see it is be careful about accepting the premise of the question, be loyal to your Theory of Change, if you know something needs to happen first don't answer why hasn't the thing that happens four steps along hasn't happened yet? But feel the energy and, sometimes we can call it resistance, but also, we need to also acknowledge the sense of urgency. I have been frustrated by the pressure that's been put on primary prevention recently, but I really heard Marina earlier value, a lot of that comes from a sense of fear, a sense of grief about what's happening out in the world right now. There is something about the relational way we respond to that, because it gives me the *shits* as well – just so you are not the only one on the record swearing, Wei Leng – but I think there is something about just being like – owning the framing and like not letting the question – it is good media training, don't get into an argument about numbers, bring people back to where we need to be about relationships program, the essence of success, the preconditions to success. I just think it is really important and when we get too caught up in why are more people dying in a world that is dynamic and in itself responsive, we need to be thinking and talking that way and holding it at all times, otherwise we take responsibility for something that is not ours to carry. It is not anyone in the room's fault as to why we still have family violence. It is, no, it is the [gender] drivers and dynamic, that are alive and there are people involved in those drivers doing things to make them happen more and sometimes things get worse before they get better.

MEGHAN COOPER: Stunning, absolutely. And while you've still got the mic, Malavika, there was a beautiful question here actually, I have a biased lens, anything that mentions the word "partnership" I think, that's a good question. Really lovely one here that, it was also a point you made Jackson, about how do we as a prevention sector and in particular I suspect this person is working with the women's health service support because it says, "especially those working in women's health services" so, how do we as a prevention sector support work with trans and gender diverse organisations like ZBGC but don't perpetuate burnout and have over reliance on them? And Malavika, putting you here in to because you've spoken about these beautifully ways about multicultural communities, that overreliance and the potential of burnout and the way that engagement happens is also problematic, so I am wondering if you can speak to how do I guess the prevention sector work with and support these organisations in ways that are meaningful and don't contribute to overreliance and burnout?

MALAVIKA: I think it is about what are the partnerships, where everyone is at, first understanding that and what is the outcome that they want? And is about, even equity and respect in those partnerships, like it is not about me doing more or you do less, it is about recognising each person's role, recognising that everyone has – again that also is about, it kind of captures the evaluation part because everyone is in this because there is a strategy, there is funding, there are templates and you get so caught up in those templates that actual work sometimes is left out. And it is about then making that work sensible, so it is about supporting those organisations and they may not be at that level. So, where they are at, understanding that and building up that partnership. And it is about giving that space to each and everyone, showing your intersectionality and equity lens then and there in practice, it cannot be, is not something like a cloak that you are wearing, no, it is within you, it has to come from within, that will show your practice. So it is within the partnership, within what you do. It is also saying that okay, we want to reach LGBTQIA+ communities, it has to be led by them. For example, if women's health services do not have LGBTQIA+ representing, for example, mostly most of the services may have, but if not then working with them and understanding what primary prevention and what are the nuances from – what will work best from within that, respectfully, incorporating that in the co-designed model and co-facilitating and giving that respect and credit and I think it is about that understanding and working together. It is evaluation, it is also about the process, answering the previous question, it is about the process. We always are so into the outcomes that what is working, what is not., what have we changed? What is the agile approach? We don't capture all of these because we are in quantity or how many numbers, how many this and how many that, and qualitative stories are left. That's the real impact, ideally. Even for a partnership that's the main impact. How have you changed and how have you built capacity of people at work. It is about us as well. We are not experts, we are learning from the communities as well. So, how is our capacity building that process, partnership impacting the community but also impacting us, that's important, as well.

MEGHAN COOPER: I agree Malavika, thank you so much. Jackson, is there anything or Steph you want to add on to that?

JACKSON: I'm willing to tell what I would add to that. I guess I would just say just to plus one that point about figuring out who does what and really listening. I had the privilege of being part of a partnership with ZBGC, for those who don't know ZBGC is

a Zoe Belle Gender Collective, check out their website if you haven't already and the Transfemme website which talks about the prevention work, showcases it, we had a partnership with Women's Health In the North, and shoutout to Sue and Elly and Tilly there, for the amazing partnership there, and the key thing there was we planned a partnership where they brought their skills and capacity to the table, they told us what they could do, they ask us what we could do and they really listened and we had very little capacity, because there was one staff member with no funding, like none, it was self-funded. And they did so much for us, and they gave their resources, and we ran this incredible event, and it was the quality of the relationship, the respect, you could just feel it. They just knew there were gaps for us, and they helped us fill those gaps, and in doing so they provided a showcase for a piece of work that demonstrated the Trans community's ability to do Trans-led prevention, that then becomes the case for the funding that would support the expansion of those programs. And that was critical. Don't just do it for you, give them something that they can then use and showcase and here I am talking about it here quite strategically, but this is what we have to be able to do. We are not given those opportunities and chances and by having them alongside you lend them your legitimacy, your access, they brought in every single member of their local, regional partnership, they pulled in people from all over the State, they spent hours, like I reckon over 100 person hours on that. Like it was extraordinary. And we were sitting there going, "We've barely got time to do photocopying", we were so exhausted. And you could just feel it. That was the allyship we needed and them knowing that, and they took that and made a policy submission which they then brought many of the women's health orgs in on as well, to the inquiry around transphobic backlash that's been led, and thank you to the women's health orgs for their solidarity on that, it was extraordinary. And I burst into tears when I read that report because it wasn't just showing up and doing a program and a reportable, a policy officer then said, "How do we actually make this happen?" And they took proactive policy decisions, that recognition from the leadership, that is also sustaining, that gives you the strength to keep going knowing that those women's health organisations aren't just saying, "We are Trans inclusive", what they are saying is, "We are committed to gender equity for Transpeople and we recognise that the first bit of work is building relationship and a seat at the table." That was really critical, and I think a key part of intersectional development.

MEGHAN COOPER: Thanks. Yeah, the importance of partnerships. Steph, you wanted – did you want to add something?

STEPHANIE: I will try and be brief. But I think, thank you Malavika and Jackson, I think we need to reframe how we think about intersectionality and inclusivity. It is not a benevolent act to invite people to your party and then be cross at them when they don't show up. I think – it is not – no, like one of my colleagues has teased me before that some of the ways that I bring too much gentle parenting techniques from parenting into my work, but I think, it is all about human relationships, right, but particularly for those of us who are working in the so-called mainstream sectors, what are we doing to communicate that we are doing the work such that we are safe enough to be invited to other's parties? What are we doing – you know like it is that – like who claims you? Who is claiming us? Who is claiming the work that we are doing? Do they see themselves in the way that we can put ourselves in the world? And when we are invited to other's parties and there're supports that we can do, asking what we can do to help and doing that thing, they are like, "No I hear you, but I am going to create another template for you instead." Part of it is sometimes communicating the why, so going back to the question about, like how do we tell our stories outside of numbers. I think understanding that the why of those numbers, part of the way I describe my job at BBQs now is as a public servant. We need to be able to demonstrate how we are using tax paid money, you know that's an important purpose. So that's when sometimes numbers are important and there are other reasons that we need stories, there is such a value in allowing people the space as participants in this report and this research we are able to do to narrativise, their own experience in one go. That unlocks different understanding as well. So the beautiful work that Safe and Equal and Women's Health Services and others do in terms of creating communities of practice and those places to share, when we can capture those stories and when you have an after-fact to bring into a meeting, you stand a bit straighter when you can put something on the desk and be like, "Yeah, you are going to ask me for more evidence. I know that you have enough evidence, and you might be – but here is some, here's something you can highlight, and you can take into your next meeting and wave around as well." There is a real potency in that.

MEGHAN COOPER: Stunning Steph Thank you so much. I could keep going and actually I'd really like to show you some of these questions because they are really lovely and I really want to ask them, but we just don't have time because we have got people who have been sitting for a long time and friends who may be staring at a screen for a long time. I might end there, thank you so much, and can I ask everyone to briefly join me in thanking our panel. It'll be my bedtime reading, after *Change the Story*, of course. I will also encourage you, please as I think – if it is above me on the screen, we are going to share in an evaluation survey. I know this is

- but we genuinely do read them and I do particularly want to encourage you to do this one because we do have quite a few events that we have got planned for next year, a couple of them face-to-face so we really want to know and hear from you about what did and didn't work about this event, it really helps us with our planning. I don't know if any of you were there, but we tried our first spin-off of a 3-minute thesis, the prevention pitch event. Oh, you are going to put in a pitch, we are going to do it again in March next year. So again, your ideas, please start thinking of them now. We are going to start some PiP connects, some informal ways to continue to connect with you all and you online as well. We have got some training coming up at the end of October and ongoing. Safe and Equal people in the room, can you throw your hands up in the air for a second? They are the people. They are the people you need to talk to if you have any questions. I am just keeping my hand down; people have spoken to me enough. You can ask me questions. Ask Marina. Ask so many questions. Please make sure that you pick up some resources at the back. I know we have spoken a lot, but another resource you really need to pick up people again, I am bias on partnership, Amelia stand up, we have a beautiful case study, literally fresh off the press this morning about our partnership at the Multicultural Centre for Women's Health and Safe and Equal, it is a beautiful case study. It is rich with insights about how the people behind this partnership just really made it their own and I am going to spread it as far and wide as I can. Please pick that up. Thank you to our friends online. Sorry for keeping you a little bit longer, but gosh, I appreciate your time today. For everyone else today, please stay, have a cup of coffee, something to eat, we have got some food at the back. Thank you so much again, it was lovely to have you.

(End)