



**Tangentyere Women's Family Safety Group
Program Evaluation Report**

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Finally, we would like to thank the Tangentyere Council staff who work to support the Women's Group whose energy, patience and support made conducting the evaluation a joy; Shirleen Campbell, Carmel Simpson and Maree Corbo.



Warning

Aboriginal and Torres Strait Islanders are warned that this report contains information about deceased persons.

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1. Introduction

The Tangentyere Women's Family Safety Group (the Women's Group) is a group of Aboriginal women who reside in 10 out of the 16 town camps in Alice Springs. The group has been active for over 20 years with varying levels of activity, intensity, support and engagement over that time. The women in the group live with violence on a daily basis. In early 2014, Shirleen Campbell (resident of Hoppy's Camp) became distressed and angry about the murder of her aunty at the hands of her aunty's partner. Shirleen started talking to the women at Tangentyere and urging them "something needs to be done and things need to change, we can't go on like this". It was easy to re-activate the group with support from Barbara Shaw and Marlene Hodder.

At the same time an integrated response to family and domestic violence was operating through an agreement between the Northern Territory Government's Department of Children and Families (DCF) and the Department of Attorney-General and Justice (AGD). Tangentyere was successful in applying for funding \$174,900 (inc GST) from DCF to support the Women's Group to reduce family and domestic violence in the town camps surrounding Alice Springs.

This initial funded project had two identified outcomes:

1. Develop practical resources to promote family and domestic violence messages
2. Develop processes to identify, support and refer women who are at risk of domestic and family violence

This funding for the program was extended for 12 months to 30th June 2016 and again to 30 June 2017 with annual funding rounds.

Aside from the funding it is important to recognise that the Women's Group is made up of senior Aboriginal Women who are largely volunteers. The women meet every week and contribute to overall governance and strategy of preventative family and domestic violence programs aimed at reducing family violence in the town camps.

This evaluation will report on the outcomes expected by the women for their work and identify ways to improve the processes used to achieve those outcomes. Maree Corbo from Tangentyere commissioned Matrix On Board Consulting (Matrix) to undertake this evaluation.

2. Scope

Whilst the Women's Group has been operating for many years via a mix of formal (funded) and informal modes, the focus of this evaluation is for the period 2015 - Mar 2017. This evaluation reviews the Women's Group and the work that they directly oversee and govern (including the expected outcomes in the funding agreement).

The Women's Group also contributes to the governance of the Tangentyere Men's Behaviour Change Project. This evaluation does not review that program.

In addition, Matrix understands that TWFSG has been working on developing sustainable income streams to fund the program, including the development of training packages and resources. In the first part of 2016 the group developed a program plan, which included a problem tree, solution tree, an assets map and program logic. Significant work has been undertaken by the members of the group and supporting staff to build the organisation and to implement this plan. A Program Evaluation has been sought to recognise and acknowledge the work of TWFSG and to gain an understanding of areas for improvement so that the group can prioritise and maximise the impact of its activities.

2.1. Key evaluation objectives

The objectives of the evaluation of the TCWSG Program are to identify key success factors and identify areas for further development. In particular, the evaluation will:

- Document good case studies within the Program
- Document the program against the four identified short term outcomes outlined by the group in their program logic (Appendix 3) and detailed in paragraph 3.2 and identify ways of improving them
- Identify innovative ways of making the Program more sustainable

3. Evaluation Methodology

Matrix undertook a staged approach to this outcomes evaluation. Throughout this process, regular project progress updates were provided. An outline of each stage of the project is presented below. The evaluation was conducted in line with ethical guidelines developed by the Australasian Evaluation Society and National Health and Medical Research Council (NHMRC).

3.1. Stage 1: Preparation and Planning

Matrix collected, reviewed and analysed existing information and data available from Tangentyere listed in Appendix 1:

- The Women's Group project plan dated January 2016
- Monthly reports provided to funders
- The Program Logic
- All program brochures and promotional material

Matrix also undertook a limited literature review. Documents considered as part of this review are listed at Appendix 2.

A detailed evaluation project plan was developed with the Women's Group at an initial meeting where the purpose of the evaluation was explained and developed with the women. The result of this workshop is attached at Appendix 4.

3.2. Stage 2: Evaluation Question Design

Matrix designed an evaluation framework with appropriate questions and processes to use for consultation with stakeholders. The following processes were designed to conduct the evaluation:

- 1) Workshops with the Women's Group** - three workshops were held with the Women's Group
 - a) initial project planning and co-design of the project
 - b) identification of achievements and strengths workshop
 - c) workshop on identification of future strategies
- 2) Workshops and interviews at the town camps**
 - a) One workshop was held in a town camp where the Women's Group had been working
 - b) One-on-one interviews were held at another town camp that was yet to receive any training
- 3) Telephone/Face to Face Interviews** – key stakeholders were invited to participate in an in-depth interview. Stakeholders interviewed included:
 - Maree Corbo - Manager of the Family Violence Prevention Strategy at Tangentyere
 - Staff employed by the Women's Group
 - Other Service providers who work in the family and domestic violence sector
 - Other family and domestic violence prevention programs

The full list of interviewees consulted is included in Appendix 4.

3.3. Outcomes

The processes above were designed to obtain information about the intended outcomes of the program as outlined in the Program Logic. As the project has been operating for only two years, this evaluation focussed on collecting evidence that the short-term goals of the program logic were being achieved. The full project logic is available at Appendix 3.

The short-term outcomes being evaluated:

1. A greater understanding within town camp communities of the issues of Family and Domestic Violence and greater prevention and early intervention strategies developed by those communities to move closer to the goal of "Town Camps Free from Family Violence"
2. Improved relationships, communication and cultural safety between town camp residents and service providers through town camper instructed, delivered and developed training packages
3. Increased and effectively targeted early intervention and prevention programs around F&DV with culturally appropriate delivery and development
4. Tangentyere Women's Family Safety Group has complete ownership, control and development over every aspect of the program

Relevant Supporting Literature

There is limited relevant literature in the area of participant initiated Indigenous family and domestic violence prevention programs to contextualise the program logic and intended outcomes of this program. The most relevant and useful for this evaluation is the research conducted by the NPY Women's council with the Australian Childhood Foundation, "Strengthening Community Capacity to End Violence".¹ In this body of work eleven types of actions and strategies to strengthen community capacity to end violence were identified. The Women's Group are carrying out a number of strategies in line with the eleven recommended strategies. These are listed here:

1. Assessing preparedness (developing relationships over time)
 - The program has been delivered in town camps in which the women from the Women's Group live. Having leadership from within the town camp has enabled the ground work to be laid and relationships to be developed.
2. Creating safety (strengthening respect)
 - The Women from the group have come together in order to protect themselves and their families and are starting from a place of respecting themselves.
3. Starting the dialogue (acknowledging the impact of violence)
 - Women leaders from the town camps have been speaking up about the violence and this has created the formation of the group.
4. Listening deeply (hearing stories of violence and courage)
 - The women from the Women's Group live these stories and now they are coming together they are able to listen to each other.
5. Naming the tactics and effects of violence (talking straight)
 - It has been a central part of the program's purpose and the leadership group has spoken up strongly about violence.

¹ Tucci, J., Mitchell, J. Lindeman, M., Shilton, L. and Green, J. (2017) Strengthening Community Capacity to End Violence: A project for NPY Women's Council. NPY Women's Council and Australian Childhood Foundation, Alice Springs.

- The development of the training that is being delivered around the town camps goes through a process of naming the tactics and educating everyone about the cycle of violence.
6. Witnessing resistance (finding stories about standing against violence)
 - the Women's Group is currently curating a series of stories to document women's stories. This will be created into a book. The act of story creation in and of itself is strengthening the women's capacity to resist violence.
 7. Amplifying enactments (recognising how violence can be challenged)
 - This may be an area that the women can focus on in the future.
 8. Telling and retelling stories of renewal (sharing our stories)
 - The book and the animation film are examples of how they are doing this.
 9. Collectivising action (finding ways to stand together)
 - the Women's Group have been organising marches and standing up with other organisations and at events.
 10. Developing solidarity (coming together to defeat violence)
 - Through the training in each of the town camps women are provided with meeting spaces and the opportunity to come together to support each other.
 11. Transforming community (supporting the community to keep violence away)
 - There is more work to be done in this area with identification of strategies that can be used to transform each of the 16 town camps.

Whilst this document has been written from the perspective of "outsiders" or "consultants" working with communities, the approach is still relevant to the Women's Group members who work from within the town camps as it provides a framework to map activities to outcomes regardless of who is leading the change.

3.4. Stage 3: Focus Groups and Consultations

The workshops and consultations with the Women's Group and at the town camp were undertaken from early April through to late June.

Women were invited to join the focus group at the town camp where the purpose of the evaluation was explained and the women were given the opportunity to continue or leave. Ten (10) women aged 16 to 75 and three children under the age of five attended the workshop. The

workshop started with a few women and then more joined after the conversations started. A few women left the workshop to attend to children before the workshop ended.

Interviews at two other town camps were conducted on two occasions. Two women, one from each camp agreed to participate in the interviews. Other women declined the offer to participate especially where men were also present. Due to the nature of the consultations in situ at the town camp, it was difficult to completely exclude men from the environment.

Invitations to external stakeholders to participate in phone consultations were based on key contacts provided by the Women's Group Coordinator. Everyone who was asked was happy to participate and interviews were conducted either on the phone or face to face.

3.5. Stage 4: Evaluation Report

A Draft Report was prepared and submitted to the Women's Group for feedback and comment. The findings and recommendations were presented to the Women's Group in early June and additional feedback from this presentation was incorporated into the final Evaluation Report (this document).

4. Case Studies

The following case studies were collected during the evaluation. The names of the places and people have been changed. The Women's Group decided that it was not necessary for individual places to be named in order to demonstrate their work.

4.1. A Town Camp

One of the town camps in Alice Springs is located along the river where there are seven houses home to 40-50 residents. The road into the camp is a dirt road, after a car drives into the camp the dust hangs in the air for hours. Jane, one of the members of the Women's Group lives here. Her house is near the entrance to the town camp, it's blue and has a low wire fence around it, like the fence around a primary school. Jane is in her 50's, she struggles with alcoholism and has been subject to domestic and family violence for most of her life. Jane is single at the moment but regularly has family coming to stay with her. The visitors drink, a lot. Jane struggles to deal with them, to keep them quiet, to get them to leave, to say no when they want her money, to get them to drink outside the town camp. They are her family, her sons and she loves them.

The Women's Group went to Jane's town camp for an initial meeting. They put on a morning tea for the women and started to talk about their lives and what life was like in their town camp. They wanted to know if the women wanted to learn more about family violence and find out ways to make things better. It was the first time that the women had been able to start to talk about the violence in their town camp. They were able to open up a bit and were very interested in meeting again to learn more.

A few months later in May of 2016 the staff returned to the town camp and delivered training over two days. The sessions delivered during that training were:

Session 1

- Group agreement
- Forms of Violence
- Family Violence: *The heart, what it feels like* – YouTube clip
- Universal Declaration of Human Rights – poster resource

Session 2

- Cycle of Violence
- Power and control and equality wheels
- Definition of Family Violence (group 1) - poster resource
- Equality activity (group 2) - poster resource

Session 3

- The shark cage/ boundaries activity

Session 4

- Impacts of Family Violence on women and children
- Warning signs of an abusive relationship
- *Love control* – YouTube clip

Session 5

- Smokescreens – excuses, minimising and justifying violent behavior
- Impacts of family Violence on children

Session 6

- Safety planning and risk assessment
- Tree of life activity (group 1)
- Self care
- Art exercise – strength cards (group 2)

Jane has been an active member of the Women's Group during this time and still struggles with her family and her addiction to alcohol. As one of the senior women in the town camp she also has a level of respect from the other residents. Before the training however, she was isolated and had to deal with her family by herself. Now, she has many women in the town camp supporting her, helping her when she needs it and talking to her and her family. The other women in the town camp are able to understand more about men's violence against women, they no longer blame Jane for the behaviour of her family and they are supporting her to overcome her own issues.

During the evaluation, Matrix visited the town camp. We arrived in the morning at about nine o'clock. People were outside their houses eating breakfast and the young children were being fed.

Older children had already left for school. Shirleen, the Women's Group worker had already prepared camp residents and let them know that we were coming. We set up some chairs in an open space, laid out a blanket and got out some of the food. Before long the women came and sat around and we were able to start the focus group discussion.

I asked if that had any training from the Women's Family Safety Group. They replied that they had received training in June last year. They said that before the training people would come and humbug them all the time but now they are learning how to help each other out and support each other. Below are quotes recorded from the discussions at a town camp:

"When you call the police, and say domestic violence the police ask if there are any weapons, is anyone bleeding, they ask for your name and they take such a long time to come, sometimes over an hour or two. If no one is bleeding, there's no weapons they may not show up. Also, the men threaten the women with violence if they call the police."

"I'd like the police to come quickly!"

Female residents attending the discussion identified that before the training from the Women's Group they were too scared to call the police but now they call them straightaway and "I don't wait any more".

The women also spoke about another example of something that has changed since they have done the family safety training with Tangentyere. One husband had hit his wife on the Friday night and rather than staying in the house with him, the woman went to another house and stayed inside with another family. The women remarked that this would not have happened before the training.

The women talked about wanting to look after each other, look after the children and slowly get this town camp to be a dry area. Now, when they see alcohol being bought in and consumed in the town camp they call the police. They also tell them that if they want to drink, they have to go somewhere else. "We want to be safe!"

It is evident that a significant change since undertaking the Tangentyere training is that the women are coming together and supporting each other. Before they would blame the woman who was being beaten but now they understand that it is not her fault and do not say these blaming things any more.

Further, the women are together identifying for themselves infrastructure and design problems within their camp that they are seeing contribute to their lack of safety. The community phone was a particular focus. When the women hear an argument starting they come out and tell those involved to stop – they do not want violence here. However, a problem is that there are no phones to call the police. The women talked about needing a telephone with a light in an open area so that anyone could go and call the police if they needed to. They also need lights at the front gate so they can see who is coming in and who is going.

The women also asked the evaluator why the police request a caller's name when they report a problem? The women see this as a waste of time when they just want and need the police to come quickly.

The women said they want to do a "no violence sign" for the camp like those that are at other camps. They also talked about doing a painting, talking about safety, sharing stories, caring for each other, looking after little children. Below are some more quotes from the women at a town camp.

"The men see meetings and I asked what that meeting about? People know how to keep themselves safe now, walk away, go to another house, go away for one week or two weeks and then maybe come back."

"Thinking more about ways to keep safe people are stronger talk up and call the police and ever happened before now"

The women talked about one house in particular that is causing problems. There was a funeral which everyone attended and then there was a big fight. "Jane's house is being used as a hotel. Jane is frightened to talk up and all the ladies are worried about her."

Further evidence that the women are obviously looking out for each other is that those who do have phones feel strong enough now to call the police.

The women told another story, which shows an appreciation that family and domestic violence is broader than just intimate partner relationships:

"Two nieces are getting hungry for her (a disabled woman's) money 18 to 19-year-old and a 23-year-old. They are robbing her money. The other women are growling them up but she can't say anything because they will bash her up."

The women understood that family and domestic violence involved control, money, power, verbal abuse as well as emotional abuse.

4.2. Kate and her husband

Kate is in her mid-thirties, she is the oldest granddaughter of one older woman who lives in one of the western town camps. Kate is a member of the Women's Group. She is married and has four children, two boys and two girls. Kate's family has been effected by family and domestic violence. Her town camp is quite small, only five houses, however, these five houses are normally home to 40 people. During school holidays, football carnivals and other celebrations up to 100 people live here and sometimes they don't go home.

Kate's aunty was murdered in her town camp in 2014.

After a time of mourning and grief and fueled by anger and despair Kate started to act. She was sick of all these people living in her home and asked for help to get them to go back to their own homes.

She started talking to senior women at Tangentyere Council and starting talking about stopping the violence.

Matrix visited her town camp and interviewed Kate. The town camp was quiet, there was no-one around, no-one outside and it looked tidy, like a nice place.

I asked Kate about her family, her husband and her children, how do they get on? She said that they get on alright, sometimes they fight and have an argument and she sees his body language and knows when he is getting angry. She then starts to talk to him quietly, in a soft and gentle but a firm way. She tells him that she is going to go next door (to her sister's house) for a while. She gives him some space and they have some time to get calm and then they can come back together again and say sorry. She has talked to her husband and they have agreed that that is how they are going to manage things when they get really angry about things. Kate's husband is also thinking about ways to get the men in their town camp to stop using violence. Together they are thinking about ways for their culture to evolve to include respect for culture and each other, for their traditional weapons to be sacred and only used out bush for killing animals in the correct way and thinking about ways to motivate men to stop the violence. Before, the men were genuinely scared of traditional punishment and now, this has been taken away and they are not scared of the consequences of their actions any more. Some people talk about bringing tribal law back as a solution and finding ways for cultural respect to be reinstated.

Kate now sleeps with the lights on around her house, locks her gates at night, has her phone by the bed and doesn't hesitate to call the police if she hears people arguing. As part of the Women's Group she gets a lot of support and encouragement from the other women and she is learning more and more about how to stop violence in her home town camp.

4.3. Young woman at one camp

We spoke to a 28-year-old woman who was very shy and took a while to come out and talk to us. She had just woken up and asked to wait while she finished her breakfast. She said that she wanted to talk to us 'so please wait'.

She said that she sometimes sees drunk people and when she does she stays inside the house and stays quiet. She gets her daughter and they go into the back room and lock the door and they are scared. She really didn't have any idea about what to do about the violence outside in the town camp. Sometimes her partner teases her or they have a misunderstanding and then they have a fight and she really doesn't know what to do.

She just gets upset and tries to keep her daughter safe.

She did know that there was a breakfast where the Women's Group came and started talking a little bit about violence and that they want to do training but that hasn't happened yet.

She also knew that there was a women's centre opposite mad Harry Harry's but she wouldn't go. She wouldn't go to the woman's shelter, she's never been and doesn't know about it. It's too strange.

If she had violence inside her house she wouldn't be able to call the police. In fact, she knows she doesn't call the police, the last time it happened she just got upset and scared.

She hopes to move out of here one day and find a good job.

4.4. NPY Women's Council client

We spoke to a woman from the NPY Lands who had tried to leave her partner a number of times. His family is one of the predominant families in this particular town camp. To escape the violence from her husband on the lands the women came to Alice Springs to stay in the town camp to seek medical treatment and get support. In June, last year, when her risks were high she was referred to the Family Safety Framework (and then moderated off as she went back to the community with him). Things settled down and then escalated again. She again left but this time at the town camp her experience was quite different with the women from his family now telling her, it's not your fault, we know that you have really tried, we know it is not fair on you and your children, so it is up to you to do what you want to do now. His family did not physically support her, she wasn't allowed to stay with them but they also didn't put any pressure on her to go back. So this time she was able to stay in Alice Springs for four weeks, she was able to book her children into school and day care and get herself some support. The only difference between this time and the early time in the previous year was that the Women's Group Family Safety two day training had happened in that town camp. There are a couple of women who live at this town camp who are heavily involved in the TWFSG and their influence and work at the town camp would have also been part of the opening of a window of opportunity for this woman and her children.

5. What did we do - mapping the journey?

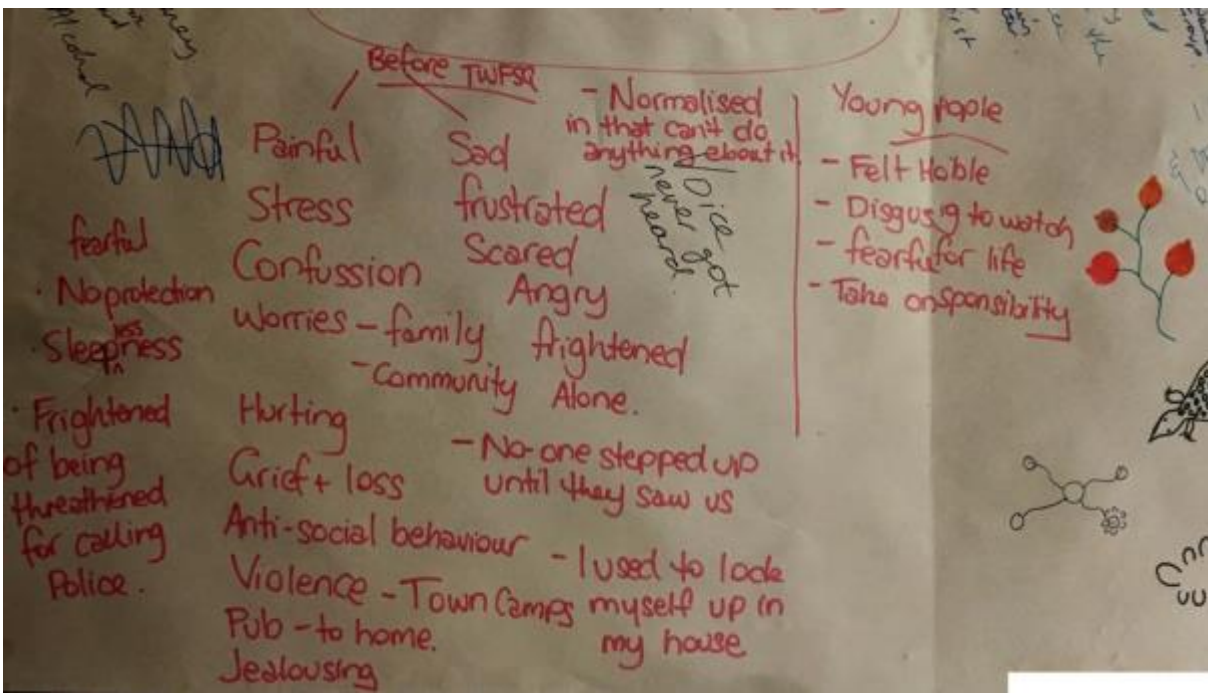
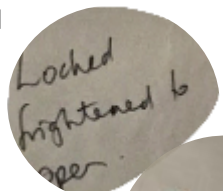
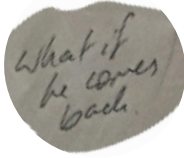
As part of the evaluation process the women spent a morning reflecting on the activities of the group over the past 18 months. This reflective work was done on a 5-metre-long paper where all the women were given pens to capture their thoughts. Extracts of the resultant mural are placed here to provide context to their work.



5.1. What was it like before the Women’s Group?

As the women reflected on how they felt before they started coming together they talked about how frightened they were, how they would jump at the slightest noise, how they feared “him” coming back.

They talked about not knowing other service providers and being too scared to call them for help and they talked about being blamed by his family for his anger and that it was their fault that the violence happened. They talked about being alone, not opening their doors or windows, locking themselves inside their houses, too frightened to go outside and fear that he would find a way to take your house. They talked about having to tell the children to go inside so they couldn’t see what was happening and how scared they are for their children who are learning to use violence to solve problems. They talked about not having any protection, no dogs to protect them and having to wait hours for the police to come even if they do get the courage to make a call. And then, if they do talk to the police, getting threatened all over



again. This made the women very fearful, nervous, unable to sleep and full of grief, just waiting for the next time he came home from the pub.

Before the Women’s Group received regular funding the senior women living in the town camps did meet and support each other and speak at the town council meetings. However, they were only a few women, they had been working to change things for over 20 years with little support or funding. A small group of women started to meet regularly to talk about what they could do and the conviction and motivation was galvanized after the murder of two women in quick succession. A few things happened around the same time that enabled the women to get funding for the first time:

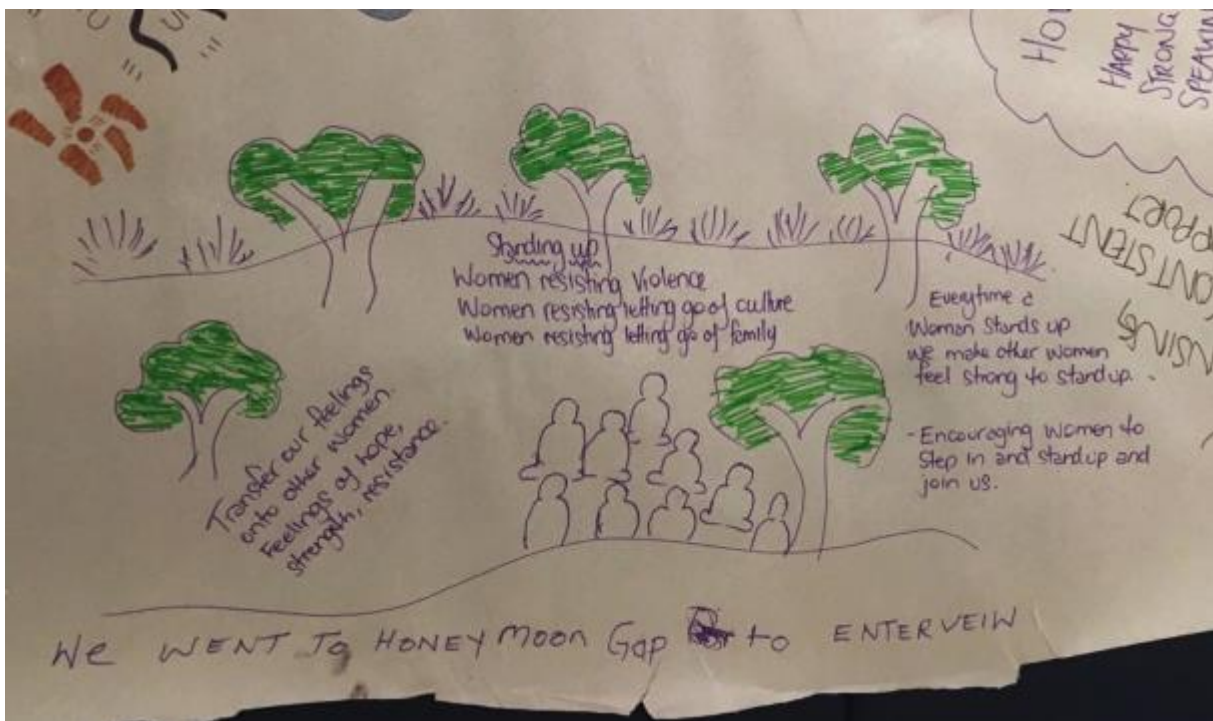
1. These women spoke about the violence at the Tangentyere Annual General Meeting;

2. The Women's Shelter started to work with them and help them articulate what they wanted to do and;
3. The Northern Territory Government's Integrated Response to Family and Domestic Violence commenced. The first lot of funding was then received.



During the second year of operation the women identified that their doors and windows started to open up, that women now come together and support each other in the face of violence, that they are able to call the police (and do call the police on a regular basis) and that they know more about how violence starts and know how to get help. There is a

real sense of strength in the support that is received from a group of people all heading in the same direction and wanting the same thing.



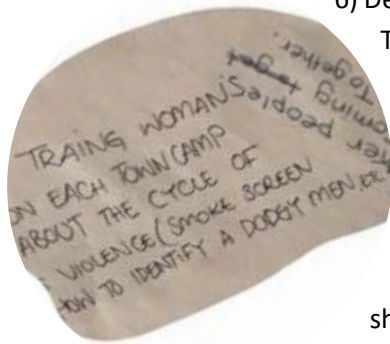
5.2. What have you done as a group?

With funding and coordination, the women started work on a number of initiatives:

- 1) Working with the Women's Shelter to put on the Forum "Gender on the Agenda"
- 2) Meeting regularly with the Police
- 3) Learning about talking to the media and finding opportunities to speak out against violence publicly
- 4) Developed a banner, logo and marquee to use at public events like NAIDOC week celebrations
- 5) Presented at the Global Indigenous Women's Conference in Adelaide (see picture above right)



- 6) Developed a training program specifically for women who live in town camps. The training package has been delivered in five of the 16 town camps as well as to a group of young women from Yuendumu and a group of women from nine different town camps. To date, the training has been completed by 104 women (including the Women's Group members).



- 7) The Women also set about creating resources: Posters for distribution around town camps, signs for each town camp, safety cards for women that show who to call for help, safety plan brochures to help women think through how to stay safe, newsletters are distributed on a monthly basis to keep everyone informed of their progress and an animation has been developed to show to town camp residents and men in prison.

- 8) The Women have also been keen to review and improve their own work. As well as this evaluation, they have incorporated feedback into each of their programs areas and there are clear signs of improvements made to resources, training materials and training processes.

5.3. Process challenges

Funding:

Funding for this group has been reviewed and renewed each year for the last three years however this has placed additional stress and efforts on staff to lobby for the funding. The time taken to secure ongoing funding eats into the time staff have to focus on the delivery of the program. During the interview with Territory Families they spoke about how well the reporting is done, how much the project has achieved and that "this is the best value program that the NT government has". Providing this program with core funding for a five year term would enable the staff to put their efforts into securing additional funding (rather than being continually concerned about if they will have any funding each year).

Transportation:

The women currently struggle to meet and deliver their training due to the lack of suitable transportation. The Tangentyere bus that is currently being used is shared with the whole organisation. As the group expands, the capacity of the bus will limit the work that can be achieved.

Reach:

Funding bodies often see the women's work as being limited to people just in the town camps. The Women's group provides preventative work to families across the whole of Central Australia, down into the APY Lands and across into WA. Whilst their work is focussed on the town camps many of the people they work with come from these areas, stay in town camps for a while and then go back to their communities. The Women's Group are also often asked by other organisation to consult with their clients in communities across this region. Other people have moved out of town camps (with the women's help) and live in Alice Springs. The high profile that the group maintains also has positive impacts for all women living in Alice Springs.

Working with men:

A recent Coroner's report noted that just locking men up for their violence was not working and recommended that the NT Government consider alternative intervention strategies.² The women from the Women's Group constantly talked about wanting to keep their families together, wanting to get help for their men and not wanting to break their families up. They want to find ways to have healthy families, good, strong relationship and healthy communities. The Women also see themselves as providing governance and oversight of the Men's Behaviour Change project. The women are keen to try new things, measure the outcomes and make permanent changes in their town camps.

² Inquest into the deaths of Murphy and McCormack [2016] NTLC

6. Outcomes of the Women's Group Work

6.1. Early intervention and prevention strategies identified by women in the town camps

From the interviews, observations and workshops this evaluation identified the following strategies being employed by women in town camps, experiencing family violence as a direct result of contact with the Women's Group:

- Placing signs up at each town camp announcing to everyone that violence will not be tolerated and that this town camp is a safe place for women and children. This has the effect of creating intent, establishing boundaries and creating an artefact that is removed from the individuals and can be referred to when difficulties start to come up.
- Initial meetings with all women from a town camp to introduce the idea of family and domestic violence training, a gentle introduction designed to build trust, engage women in attending workshops and start the process of opening up conversations about what is a very difficult topic to broach.
- Recruiting women from each of the town camps to join the Women's Group and lead the changes in their town camp. Engaging one or two women from each town camp to become members of the Women's group; to meet weekly, engage in deeper education and learning, and feel the strength and support of other women who have experienced the same things is a powerful way to bring change to a small community.
- Women starting to support each other when violence happens by calling the police early when they hear voices being raised. Women supporting each other when violence does happen. This is a movement away from blaming the women who have been beaten or abused for causing problems for the men. Being able to say that it is not your fault, you didn't do anything wrong when for example a son is a perpetrator is a quite a shift.
- Women's increased understanding of the cycle of violence has led to them being able to change the way they react to their husbands and sons. Some women talked about being able to keep calm, talk with a gentle but firm voice to ask the person getting angry to stay calm, go for a walk and come back when you feel more able to talk in a nice way. They are more able to do this early on before the person is really angry.
- Women's increased understanding that men's desire for power and control over their lives is a form of domestic violence has led them to start to seek help earlier and support each other to connect to available services. For example, now they see when someone's



money is being taken off them, that it is not right, that it is a form of abuse and that that person has a right to have their own money. They are supporting each other to get help by asking service providers to come and help or taking that person to a service provider for assistance

- Women at risk of domestic violence are learning how to do their own safety plans that include, where to go, how to call for help, getting other people to help and talking to the police.
- Keeping alcohol out of their houses has been a strategy that many of the town camp women have tried to implement in their town camps. They can see that where alcohol is consumed in large quantities that people are more likely to get angry and this can more easily escalate into verbal and then physical violence.

6.2. Improved Relationships Between Town Campers and Service Providers

The Women's Group want to build partnerships with other service providers in order for the women who live in the town camps to be able to receive the best quality of services. In building these relationships the women hope to have their values, opinions and ideas integrated into service provision of those organisations.

There have been some meetings between the Women's Group and other service providers and initially there was a regular meeting with the police. This has now dropped off as the demand for the Women's Group's consultations services has increased.

From the interviews with external stakeholders it was clear that not all services are aware of all the activities that are performed by the Women's Group. Some of the other service providers questioned what theory or practice frameworks the Women's Group operate from and questioned the effectiveness of their work. It should be noted that it has not been a primary concern of the Women's Group to identify which theoretical approach or practice framework they fit within, but rather to explore and utilise strategies which work for them and their peer group. Various elements of their work however find parallels in for example, narrative therapy approaches.

Further, the women are not trained community service workers or psychologists, and therefore do not necessarily have the technical vocabulary that accompanies "professionals" working in this space. This can make it difficult for the Women's Group to convey the value of the work that they do, to other service providers. However, it should be remembered that the town camp residents are directing the program and one of the key principles of working in a client centred way in the community sector is that the people themselves have strengths and are the experts in their own lives. The Women's Group deserves the support of other services on the basis that they are striving to take control of and find mechanisms to improve their own circumstances and that of their peers.

The Women's Group hope to develop cultural safety training that can be delivered to other service providers in Alice Springs in order to improve the relationships between those services and the families living in the town camps. In order to develop this training, applications for funding have been submitted, but to date, no funding has been received.

Another tension is that the Women's Group see other service providers working in a way that they believe is not consistent with what their families need. Other Service Providers also expressed reservations about what the Women's Group are doing. These opposing opinions and perceptions add to the divide that needs to be bridged in order for relationships between town campers and other services to be improved. As the Women's Group can only control their own input to this situation, they may need to consider ways in which they can confidently and comfortably articulate specific improvements they want to see in these relationships. This is explored further below.

It was not easy to identify how many referrals have been made to support women into other services or how this has been facilitated. By skilling up the Women's Group members to know and use the referral pathways and complaints processes into other services, the Women's Group will have a way of demonstrating the effectiveness of one aspect of their work (referrals) and improving engagement with the service delivery system for town campers.

6.3. Increase in the number of effectively targetted, culturally appropriate F&DV early intervention and prevention programs

In order to achieve this outcome, the Women's Group members have been treading a tireless path of advocacy, public appearances, resource development and awareness raising events. Over the two years that the program has been running the women have achieved the following:

Poster distribution to all town camps, community services, galleries around town and to all Government Services
Responded to improving court responses to domestic and family violence
Stall at NAIDOC week celebrations in July 2016
The Women's Family Safety Group attend the Tangentyere 4 Corners Men's Safety Group graduation
Co-Facilitating and organising "Putting gender on the agenda forum" with The Women's Shelter
Hermannsburg White Ribbon March
Showing of the Suffragettes movie
CAWLS Women's Safety Package Launch and meeting with Tania Plibersek
Presented at and learned from attendance at 2016 Global Indigenous Women's Conference in September in Adelaide
Victorian Specialists courts - meeting to discuss what the government might be able to do here in Alice Springs
Judicial Council of Australia - presentation
Attended sessions in relation to the Royal Commission into the Protection and Detention of Children in the NT
Meeting with Senator Malarndiri McCarthy

Meeting with Robyn Lambley re-funding for the Women's Group
Meeting with Rosie Batty 2016 Australian of the Year to show her Group's work, support her cause and gain her support for the work of the Women's Group
Attended White Ribbon Day and set up stall
Met with NTG Family and Domestic Violence Division/ from Territory Families Department. A consultation with the Tangentyere Women's Family Safety Group has been arranged while the NTG is organising a F&DV Forum in 2017.
Supported Celeste Liddle in social media
Maintaining their own Facebook page

The following resources have also been developed by the Women's Group over the past 18 months:

1. Posters
2. Animated Film
3. Safety cards
4. Safety planning brochures
5. Wrist bands
6. Branded marquee for use at events
7. Logo development
8. Our Watch Painting
9. Abbots Camp bill of rights
10. Stories of Hope and Healing
11. Animated Film "Atnetyeke Stand Up!"
12. Training Resources - Family Violence Awareness

6.4. The Women's Group have complete control over every aspect of the development of the program

The member of the Women's Group has formed a close and strong bond where each member plays an active role in the group. A weekly meeting is regularly attended by everyone as are events that are organised for advocacy and awareness raising activities. During the evaluation staff of Tangentyere constantly referred to the women in the Women's Group and deferred to them for decision making.

The women are deliberate about including their men in their program. They were proud of the fact that the Women's Group provided governance and direction setting for the Men's Behaviour Change Program. Group members talk about keeping their men out of prison and not wanting to do things without including them.

The women developed the project plan and program logic for the Group's work. They were involved in the development of each of the resources that have been produced. Operational staff ensure the women are making necessary major decisions in setting the overall direction of the program.

The Women have also maintained control over the operations of the project. They are involved in all of the day to day decision making aspects of the project. From the evaluator's perspective, this could be strengthened further by the women having involvement in the development of the budget and seeing/understanding the financial aspects of the project work.

The Women's Group currently works as a collective. The benefit of this is that it maintains everyone's shared commitment to the group and motivates them to continue tackling F&DV issues, where they are clearly both achieving and feeling a level of efficacy. However, the scope of and demand for the Women's Group's work is steadily increasing. It may be difficult for the group to meet this increased level of demand if they retain their current collective decision making and working structure, where all members are involved in everything; whilst the collectivism of the group currently preserves the coherence of its values and approach, they need to monitor whether this in any way impedes their ability to be as responsive to opportunities as they would like. If this does become an issue, the Women's Group may need to consider whether it is more important to them to control strategic direction and values, whilst trusting that they can delegate more "on the ground" to other workers, or whether they want to remain centrally involved in doing everything and more targeted in the opportunities they pursue/respond to.

As part of this evaluation a workshop was held where the women were presented with an early draft of the evaluation and they discussed what they would like to do next. The following is a list of those items:

1. Teaching young mums how to have respectful relationships through training, supporting and mentoring
2. More training for the members of the Women's Group in First Aid and peer support
3. Find a way to do follow up meetings in each town camp to support the women and get them help from other services inside and outside of Tangentyere Council
4. Provide cultural safety training to other services like the Police
5. Getting the Central Land Council (CLC) involved with the Women's Group in order to find ways to support the men living in the town camps to be culturally connected and strong
6. Using interpreters at the family safety training
7. Joining up outlying town camps with those that have community centres for the delivery of the Family Safety training
8. Continue to work on getting telephone hotspots for emergencies for each town camp
9. Developing programs to help reconnect with culture and reinstate respect for authority
10. Advocate for more visitor accommodation so that visitors don't cause problems at the town camps

11. Work out ways to work in each of the town camps.
12. Get a new bus

7. Recommendations

The following recommendations are made with the long-term sustainability of the work that Women's Group are doing in mind:

1. In line with the training identified by the Women's Group the following training is recommended:
 - First aid (as the Women are often first responders in their town camps when violence does erupt)
 - Peer support training to support the caring and mentoring work carried out by the Women.
 - Mental health first aid to provide skills in responding to people who are expressing suicidal thoughts.

Whilst this is recorded as training it is noted that the literacy and numeracy levels of the women in the Women's Group is unknown and training that accommodates their needs may not be easily found.

2. Partner with a university to further develop the existing log frame by the addition of measurable indicators and data collection methods. The partnership will support the collection of rigorous and credible data and provide evidence of the economic value of the Women's Group. Whilst financial independence from the government is a good aim it may not be realistic with all of the other work that takes the time, focus and energy of the Women's Group.
3. That the Women's Group approach other service providers to meet to develop MOU's where their work overlaps with other services. The Women's Group should spend time getting very clear on what they want other service providers to do, then hold discussions with senior staff of those agencies in order to develop mutually agreeable ways of working together. An MOU might include referral pathways, town camp entry protocols, Cultural Safety training etc.
4. Advertise Tangentyere family safety training to other services for (themselves and) their clients to attend.
5. Healing programs, return to culture programs and working with other organisations like the Akeyulere and CLC to build time to strengthen culture is an important aspect to the program to work with both men and women who use violence. The Women's Group are encouraged to continue to pursue new programs and seek funding to support healing and connection to culture programs.

6. That the women do self-defence training to assist with the momentum that has started where the women are feeling strong. Self-defence classes reduce rape³ and teaching women self-defence is the best way to reduce assaults⁴
7. Clarify the governance and service delivery model of the Women's Group- to ensure that the women can manage the demands on the group as it grows.
8. Part of the energy of this group is derived from the peer support and motivates them to keep going - this is a positive quality that supports the sustainability of the project. Supporting the group to be together, to support each other, is integral to the long term sustainability of the group.
9. That the Women's Group consider providing ongoing meetings after the training in each town camp to reinforce and build momentum for change. As people start to learn about all the aspects of family violence, support is needed to reinforce what has been initially learned. Regular reinforcement will support individuals to make change and build momentum until a critical mass is achieved where the new way of thinking and acting becomes the norm. At the moment, only one or two meetings around the training are being held at each town camp and this is not enough to transform each of these small communities.
10. That the Women's Group create a one-two page strategic plan that can be used to inform other people about their purpose and their strategies. This document will both reinforce for the women what they are doing and why and also help them to focus on the things they want in the face of increasing demands and pressure for their time.
11. That the women create a smaller group of women (five) to form a consultation group that supports women to think through different policy positions and refine their thoughts. This group is then charged out at consultant's rates (\$1,000 per 2 hr session) to those people who want to come to the group for consultation.
12. The credibility of the Women's Group hinges on whether or not all of the women in the group can model the behaviour that they are calling on for others. As part of the therapeutic work of the group, the women support each other's journey rather than expelling members from the group. The women will need to think about what processes they can put in place to address poor behaviour from within the group in order to support the reputation of the group and underpin the changes they are striving to achieve in their respective town camps.

³ <https://med.stanford.edu/news/all-news/2013/06/self-defense-training-for-kenyan-girls-reduces-rape-study-finds.html>, accessed on September 27, 2017

⁴ <https://beta.theglobeandmail.com/life/study-shows-resistance-tactics-work-to-prevent-campus-sexual-assault/article24905250/?ref=http://www.theglobeandmail.com&> accessed on September 27, 2017

13. That the women go on a campaign to rally support to secure long term funding. The stress and work that is taken to secure short term annualised funding is detracting from the outcomes that the program is achieving.

8. Appendix 1 - Documents Reviewed

- 1) Reports to funding bodies from 2013 to 2017
- 2) Program Plan 2016
- 3) Logical Framework
- 4) Grant Applications
- 5) Consultation Requests
- 6) Newsletters
- 7) Marketing materials
- 8) Training manual

9. Appendix 2 - References

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10. Appendix 3 – Program Logic



11. Appendix 4 – Detailed Evaluation Plan

Project Purpose and Objectives

Project Background

TWFSG is a relatively young grass roots program (less than 2 years old) that has made significant impact in the short time it has been in operation. The program is auspiced under Tangentyere Family Violence Prevention Program (TFVPP); however, TWFSG guides the work of the other programs as the Governance Group of TFVPP and the TWFSG is leading the conversation on family and domestic violence in the town camps of Alice Springs.

In addition, Matrix understands that TWFSG has been working on developing sustainable income streams to fund the program, including the development of training packages and resources. In the first part of 2016 the group developed a program plan, which included a problem tree, solution tree, an assets map and program logic. Significant work has been undertaken by the members of the group and supporting staff to build the organisation and to implement this plan. A Program Evaluation has been sought to recognise and celebrate the work of TWFSG, and to gain an understanding of areas for improvement so that the group can priorities and maximise the impact of its activities.

What are the objectives of the project?

The objectives of the evaluation of the TWFSG Program are to:

- Document good case studies within the Program
- Document the outcomes of the Program and identify ways of improving them
- Identify innovative ways of making the Program more sustainable.
- A report to be used as evidence for ongoing funding. The Territory Government is looking at 5 years of funding and it will be important to make the case for the work of the Women's Group in the preventative space

What does the evaluation mean for TWFSG?

The evaluation will mean that the women can reflect on and celebrate their achievements to date and also there is evidence for funding bodies as to the success and achievements of the program.

How is the Project funded?

The project is funded by NTG Territory Families.

Who is doing the work on the evaluation

Name	Title	Role in Team
Nerida Nettelbeck	Director Matrix On Board	Manage and operationalise the Project and manage stakeholder relationships Oversee quality of the Evaluation. Conduct interviews and facilitate sessions Produce Reports

Project Scope

What will the Project do?

The Project will:

- Review background documents and materials
- Hold workshops and focus groups
- Conduct interviews
- Document the outcomes of workshops, focus groups and interviews

Key Stakeholder Group	Method
Members of the TWFSG.	Focus Group: 60 – 90 minutes (x 2 Groups). Scheduling 2 alternate times allows flexibility for women to attend.
Women who have undertaken FVP training.	Focus Group: 60 – 90 minutes.
Staff working with TWFSG.	In depth interviews (up to 3). Maree Corbo, Carmel Simpson and Shirleen Thompson
External Stakeholders.	In depth interviews (up to 5). Di Gipey, Melissa Lindeman, Jo Green, Liz Olle, Police, Territory Families
Women who have experienced changes in their lives as a result of the program.	In depth interviews (up to 5) or group meeting. Two only – extra meeting with Women's Group

What will the Project not do?

The Project will end with the development of the final version of the Evaluation. Therefore, the Project will not implement any of the ideas that arise through the process of the project. Implementation will occur post the Project.

TWFSG will take responsibility for the distribution of the Evaluation to appropriate stakeholders

TWFSG will also take responsibility for production of any materials that come from the Evaluation that they may wish to use for broader circulation

Project Deliverables

What will the Project produce?

The key deliverables of the Project will be:

A report that includes:

- Documented process and methodology
- Up to 3 in-depth case studies
- Document findings from the workshops and interviews

Project Management

How will the Project be managed?

Carmel Simpson, Shirleen Campbell and Nerida Nettelbeck will be responsible for managing time frames and communicating to all stakeholders on the progress of the Project.

We will meet with the Women's Group to engage their ideas and thoughts about the best way to go about doing the evaluation and conduct a planning session with them to ensure they have input from the very beginning.

Second meeting will be on 22nd March 10:30 - 11:30 to help plan the consultations with people for the rest of the project

Participants in the Project:

Who will be involved in the Project?

Various stakeholders will be involved in the Project to develop the Evaluation, including:

Group	Who	When
Project management	Women's Group	22nd March 10:30 - 11:30
Focus Group 1	Members of the Women's Family Safety Group	5th April 10:00am - 12:30pm
Focus Group 2	Members of the Women's Family Safety Group	26th April 10:00am - 11:30am
FVP Training participants 1	St Mary's Tangentyere Employment Services Site	
FVP Training participants 2	A town camp with one of the Women	Monday morning from 9:00am
Staff working with TWFSG (3)	Maree, Carmel, Shirleen	
External Stakeholders (5)	<ol style="list-style-type: none"> 1. Jo Green - NPY Women's Council DV Team 2. Di Gibson - Women's Shelter 3. Danny Bell - Police 4. Liz Oille NTG Integrated Response Team 5. Territory Families 	By Phone or face to face - Nerida to organise
Women who have experienced change as a result of the program (5) interviews	<p>Women who have done the training or had a connection with the program who can talk about the changes the contact has made in their lives or witnessed in their surroundings.</p> <p>Individual women from town camps – Shirleen will make arrangements</p>	<p>Face to face</p> <p>In town camps</p>

Risk Management and Quality Assurance

What are the potential risks to the Project and how will these be managed? What could go wrong?

Potential risks	How these will be managed
Lack of participation.	Involve WG from the outset and ensure their voices are heard and incorporated into the process. Be flexible to take into account the many competing demands on group member's time.
Lack of contribution from group members.	We will work in small groups to ensure everyone has a voice. Provide time for reflection and working in two languages
Consultants do not practice Cultural Safety	Have the Women's Group members assist with introductions and feedback to the consultant
Funerals may impact on attendance	Flexibility in the schedule
Everyone may not understand the questions we ask	Work with Shirleen to develop questions
One person may do all the talking	Provide different avenues for collecting the information
People may feel (re)traumatised by being asked questions about family and domestic violence	Provide information on where to get support Make sure everyone understands that they do not have to participate and can withdraw at any time

Project Work Plan, Milestones, Timeframe and Budget

How long will the Project go for?

The Project commenced in **mid February 2017** and will continue through to **30th June 2017** with the delivery of the Evaluation.

When will the work on the Project be done?

	2017			
	Feb	Mar	Apr	May
Stage 1 - Contracting				
Contract signed and work plan agreed				
Stage 2 - Data Collection				
Focus Group 1				
Focus Group 2				
Training participants 1				
Training participants 2				
Staff				
External Stakeholders				
Women				
Stage 3 - Reporting				
First Draft				
Final				

Completion of the Project

What will happen at the end of the Project?

Matrix will deliver a report. TWFSG may convert this to a style/ form that suits the group eg visual representation.

Who will have access to Evaluation?

It should be assumed that apart from the TWFSG, funding bodies and other key stakeholders may access the report.

Assumptions and Agreements

Timetable Flexibility

It is agreed that whilst every endeavour will be undertaken to stay within the work plan, time frames may be re-negotiated up to an additional time up to 30 September 2017.