

Position Description

LGBTIQ Inclusion Coordinator

Organisational context

Domestic Violence Victoria (DV Vic) is the peak body for specialist family violence services for women and children in Victoria. We are an independent, non-government organisation.

Our vision is for a world where women and children can live fulfilled lives, free from fear and violence.

To achieve this, we:

- advocate and provide advice to government with and on behalf of our members
- lead innovation and influence policy, legislation and community attitudes
- work with our members to strengthen specialist family violence practice and build the capacity of human services
- work respectfully and collaboratively with all our partners.

Our work is informed by the experiences of women and children affected by family violence.

DV Vic is committed to the core values of equality, integrity and respect. Our values are reflected in the way we work and engage with others including our members, colleagues, and government.

Read our [Strategic Plan 2016-2020](#) for more information about what we do and where we're headed.

Role Context

According to the evidence before the Victorian Royal Commission into Family Violence, people in lesbian, gay, bisexual, trans and gender diverse, and intersex (LGBTIQ) communities experience family violence at or above the same rate as non-LGBTIQ counterparts, but experience barriers to identification, reporting and accessing safe and appropriate support. The Royal Commission called for a focus on building a more inclusive service system to respond to the needs of all Victorians experiencing family violence.

As a means of creating greater inclusion and responsiveness to people from LGBTIQ communities, the Royal Commission also called for all family violence organisations to undergo whole of organisation Rainbow Tick accreditation. The Rainbow Tick is a national accreditation program that supports organisations to understand and implement LGBTIQ inclusive service delivery against six standards and reassures LGBTIQ consumers and staff that Rainbow Tick organisations will be aware of, and responsive to, their needs. In

response, the Victorian Government, through Family Safety Victoria, is supporting a number of organisations to complete the Rainbow Tick accreditation

The LGBTIQ Inclusion Coordinator will work with the nineteen Rainbow Tick organisations to support their efforts towards accreditation and to build relationships between them, while also working with the broader family violence service sector to enhance LGBTIQ inclusion and to establish collaborative working relationships with LGBTIQ specific services.

Organisational Values

Respect, Equality, Integrity.

Position specifications

Role title:	LGBTIQ Inclusion Coordinator		
Located:	Melbourne CBD	Classification Level / Award:	DV Vic level 6.1
Employment Period:	1 year (inclusive of 3 month probation)	Remuneration:	\$41.94 per hour Salary sacrificing arrangements are offered within Australian Taxation Office guidelines
Reporting structure:	The position will report to the Practice Development Manager		
Hours and basis of employment:	Full-time (38 hours per week), part time and job share negotiable DV Vic standard working hours are 7.00am to 7.00pm, Monday to Friday.		

Position Statement

The role of the LGBTIQ Inclusion Coordinator is to assist the nineteen organisations undertaking supported Rainbow Tick accreditation (and any that are subsequently funded to do so during the life of the project) in

their peer support activities to build broader LGBTIQ inclusivity across the service system, as well as working more generally to build LGBTIQ inclusion across the family violence service sector and within DV Vic.

Key responsibilities include:

- project establishment
- key stakeholder engagement, liaison and management, including with the nineteen Rainbow Tick organisations and the broader family violence services sector
- convening and facilitating a Community of Practice of the Rainbow Tick organisations
- resource development to support LGBTIQ inclusion in the family violence services sector
- delivering capacity building activities including facilitated forums

Position Responsibilities

Project Establishment

- Develop and implement a sound project plan including evaluation.
- Develop a communication and engagement strategy with the nineteen Rainbow Tick organisations, and the broader specialist family violence sector to support LGBTIQ inclusion.
- Liaise with Family Safety Victoria, LGBTIQ family violence integrated specialist services ('w/respect') including Drummond Street Services, Thorne Harbour Health, TransGender Victoria and Switchboard Victoria, the relevant peak bodies and other stakeholders to develop a unified approach to supporting LGBTIQ inclusion.

Key Stakeholder Engagement and Management

- Build collaborative relationships with key stakeholders including relevant peak bodies, the nineteen Rainbow Tick organisations, DV Vic State-wide Program Coordinators (RAMP, PSI, FV Capacity Building Program), DV Vic member services, RICs/PSAs and Family Safety Victoria.
- Work closely with the LGBTIQ family violence integrated services ('w/respect') and other LGBTIQ initiatives or LGBTIQ-specific workers (e.g. Wombat pilot project) and promote closer links between LGBTIQ programs and the broader family violence service system.
- Establish regular opportunities for, and contribute to, information exchange and networking for relevant stakeholders.
- Work with the staff of DV Vic to align sector engagement work and to convene forums to raise awareness and build capacity of practitioners, leaders and organisations.

Awareness Raising

- Introduce rainbow collateral to the nineteen organisations, and widely promote LGBTIQ resources and LGBTIQ specific services including prevention, awareness, education, inclusivity and responsiveness materials.
- Organise or promote participation by family violence service providers in LGBTIQ days of inclusion such as the International Day Against Homophobia, Biphobia, Transphobia and Intersex Discrimination (IDAHOBIT).
- Promote collaborative work between LGBTIQ specific services and the broader family violence service system, including collaborative case work and secondary consultation.

Capacity building

- Establish and maintain a Community of Practice for the nineteen Rainbow Tick organisations encompassing a moderated online forum and regular in-person workshops to enable peer support, information and resource exchange, and professional development.
- Promote LGBTIQ access and inclusivity training for family violence practitioners.
- Work with DV Vic State-wide Program Coordinators, the broader DV Vic membership, RICs/PSAs and relevant peak bodies to build awareness and strengthen LGBTIQ inclusivity.
- Develop targeted capacity building resources for the leadership of the nineteen Rainbow Tick organisations to support organisational policy development that is LGBTIQ inclusive.
- Provide expert advice on developing strategies that improve access and service provision to LGBTIQ people experiencing family violence.
- Work with the Code of Practice (for Specialist Family Violence Services) Project Manager to ensure that the content of the Code of Practice is LGBTIQ inclusive and to create opportunities for collaborative approaches to member engagement and consultation during its development.
- Work within DV Vic and in the family violence services sector to identify policies and processes that require review in order to achieve LGBTIQ inclusive practice and promote enhancement of the service sector response to LGBTIQ people.

Leadership

- Work with Family Safety Victoria to promote LGBTIQ inclusivity including as a member of the LGBTIQ Family Violence Working Group.
- Play a leadership role in raising awareness of and promoting LGBTIQ inclusivity across the family violence service sector.

Key Selection Criteria

Essential

- A relevant tertiary degree or equivalent experience.

- Demonstrated understanding of family violence, a structural analysis of gender inequality and other inequalities using an intersectionality lens.
- Project management skills
- Capability to work with others to facilitate problem solving and troubleshooting in a complex and evolving environment.
- Experience in strategic sector/capacity development approaches
- Ability to operate at an agency and state-wide level.
- Ability to analyse and understand structural supports and barriers to change and to work effectively at an organisational and government level to improve practice and promote collaboration.
- Ability to lead, influence and support others in working to achieve change.

Desirable

- Experience and expertise in delivering specialist family violence services to women and their children.
- Experience working with people from LGBTIQ communities.
- An understanding of the work of a community sector peak body.
- In-depth knowledge of the Victorian family violence system and other relevant health and human services in Victoria.

Application Process

Interested persons should send a current resumé with a covering letter addressing the key selection criteria to:

Fiona McCormack, Chief Executive Officer
recruitment@dvvic.org.au

Applications close: COB 17 September 2018

Contact for further information: Contact Catherine Plunkett Ph: 9921 0828 or
catherineplunkett@dvvic.org.au

DV Vic prides itself on being an employer committed to equal opportunity, diversity and social inclusion. DV Vic's objective is to create a world where women are free from violence and treated equally. We are committed to creating a workplace free from discrimination and harassment. DV Vic strives to create an environment that focuses on flexibility and building the skills, capacity and opportunity for our employees.

DV Vic encourages and welcomes applications from Aboriginal and/or Torres Strait Islanders, people from culturally and linguistically diverse backgrounds, people with lived experience of family violence, disability and people who identify as LGBTIQ.

We do not discriminate on the grounds of sex, marital status, pregnancy, family or parental status, race, gender, age, sexual orientation, political or religious beliefs, disability or health.