

CENTRE AGAINST VIOLENCE

Strategic Plan 2022 – 2025



Our Purpose

To deliver family and sexual violence services and advocacy to support everyone in the Ovens Murray region to be safe



Our Philosophy

At the Centre Against Violence, the principles of feminism, intersectionality and trauma informed practice underpin our work



Our long-term vision

For all people in the Ovens Murray region to live safer lives.

To achieve this, CAV aims to be:

- The recognised provider of inclusive, quality and accessible services across the region
- The leading regional voice on family and sexual violence
- An employer of choice where our staff are safe, supported and skilled



Leadership and Advocacy



We understand the family and sexual violence prevention and response needs of our community, and are the leading voice advocating for them

Objectives:

The Centre Against Violence is recognised across the Ovens Murray region and Victoria as a leader in understanding, responding to and reducing violence

We understand community need through research, evidence and collaborative planning

Our work across the region builds community understanding and knowledge of family violence, sexual and gendered violence and family trauma

We have strong partnerships that support practice, advocacy, and impact



Actions:


Develop a communications plan that raises the community profile of the Centre Against Violence both throughout the Ovens Murray region and state-wide - 22/23

Develop a regional advocacy program in partnership with the sector that identifies service gaps and pathways to address these - 22/23

Through increased engagement and participation in the Ovens Murray region, raise awareness of and help remove the stigma of sexual and family violence - ongoing

Increase participation and representation on relevant boards and committees that have decision making authority and a strong advocacy voice - ongoing

Build partnerships that facilitate opportunities for research and knowledge sharing - 23/24



Service Excellence

We will deliver a full range of accessible and high quality sexual and family violence services with our community

Objectives:

The Centre Against Violence is accessible and equitable to all people right across the Ovens and Murray region

We deliver high quality, trauma informed and client focused service provision

Our approach is innovative, regional and collaborative in preventing all forms of violence

Actions:

Identify and prioritise strong relationships with key referral networks, agencies and organisations – 22/23

Develop evidence informed, innovative approaches to service provision and therapeutic programs for clients and the community – 23/24

Collaborate with prevention, early intervention, intervention and post-vention services to explore opportunities for enhanced outcomes for our community – ongoing

Ensure services, programs and communications are inclusive for people of all abilities, cultural identities, sexual orientations and gender identities - ongoing

Develop and deliver a rural services plan that provides for long term service presence and accessibility for CAV throughout the entire Ovens Murray region – 22/23

Great People



We support, develop, and recruit skilled, knowledgeable, and committed professionals

Objectives:

The Centre Against Violence staff feel connected, supported and empowered

We are an experienced, energised, committed and professional team

We have a strong, knowledgeable and strategic skills-based board

Our team embody the culture and values of the organisation

Actions:

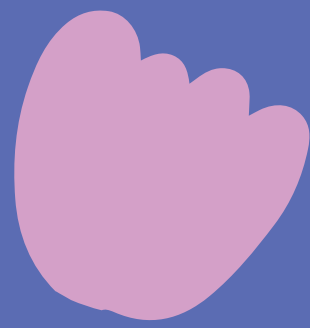
Develop and deliver a staff recruitment, retention and development plan - 23/24

Develop and implement a plan to increase members of association and board director attraction - 22/23

Embed a culture of collaborative learning and practice across the organisation - 23/24



Organisational Evolution



Our organisational structures and processes support our purpose and vision

Objectives:

The Centre Against Violence operates efficient corporate services

Our services and program funding are sustainable, diverse and reflective of regional need

We have strong branding and community presence

Our organisational values are integrated into policies, procedures and operations

Actions:

Finalise the rollout of the new brand including the new website and referral portal – 22/23

Complete the transition to new, purpose designed office locations in Wangaratta and Wodonga – 22/23

Review all organisational policies to ensure consistency with association rules, charters and service agreements – 22/23

Develop, review and implement operational processes and structure to ensure best service and corporate practice including finance, quality management and compliance – 22/23

Develop and implement a set of organisational values – 22/23



