

# WRISC Strategic Plan 2023-2026

**Our Vision:** Safety, equality and opportunity for all people

**Our Mission:** To promote respectful relationships through services which enhance the safety, autonomy and wellbeing of women and children

**Our Values:** The organisation work from a feminist perspective, and values – Innovation, Integrity, Respect Trust.



## PRIORITY 1: Intersectionality, Inclusion and Diversity

We will build on our commitment to be an inclusive organisation for women, children and people from all diverse communities, and those experiencing intersectional oppression.

<p><b>1. We will</b> continue to provide a culturally safe specialist family violence service for First Nations women and children.</p>	<p><b>1. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Increase collaboration with external First Nations agencies and programs.</li> <li>• Increase in funding and improved client outcomes.</li> <li>• Employment of First Nations women working in WRISC program.</li> <li>• Aboriginal Community Controlled Health Organisation partnership and collaboration.</li> <li>• Reconciliation Action Plan.</li> </ul>	<p><b>2. We will</b> identify and respond to the impacts and experience of family violence and intersectional discrimination that marginalises and excludes women, children and all diverse communities from our service and operations.</p>	<p><b>2. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Develop an organisational analysis framework with an intersectional perspective to address structural discriminations and inequalities, especially those that relate to regional and rural areas.</li> <li>• Maintain rainbow tick accreditation.</li> </ul>	<p><b>3. We will</b> further develop our ability to deliver culturally safe services that are appropriate and responsive to the diverse communities we serve.</p>	<p><b>3. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Clients, teams and board members reflect the diversity of all the communities we serve.</li> <li>• Learn more about gender diversity to explore our ongoing delivery of services to all women.</li> </ul>
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<p><b>PRIORITY 2: Building from story</b> We believe that women and children who have experienced family violence have stories that could transform the world – they are experts by experience. We will make these stories the foundation of our organisation, and orient ourselves by them.</p>		<p><b>PRIORITY 3: Connection, partnership and influence</b> We will build connections and partnerships across and between the service system and community to support women and children who have experienced family violence. We will use our expertise to influence prevention, early intervention, response and recovery to reflect the needs of women and children.</p>		<p><b>PRIORITY 4: Strong organisation, strong future</b> We believe that our staff are vital to our organisation delivering key services, that are robust, client-centred and adaptable to what may come. We will lead the way in creating an organisational culture which is strong, safe, transparent, anti-oppressive and intersectional feminist by design.</p>	
<p><b>1. We will</b> use stories as part of an Outcomes and Continuous Quality Improvement framework that responds to evaluation and feedback.</p>	<p><b>1. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Robust processes for modifying, including how we collaborate with others.</li> <li>• Service provision improvements are directly responsive to the feedback and evaluation process, service delivery and practice.</li> </ul>	<p><b>1. We will</b> be a leader and take a leadership role in collaboration in the provision of Family Violence services, the Family Violence sector and the Central Highlands community.</p>	<p><b>1. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Increased recognition of WRISC’s Family Violence expertise and engagement of universal, non-government organisations, government organisations and stakeholders.</li> <li>• Fulfil all government requirements</li> </ul>	<p><b>1. We will</b> be the employer of choice for passionate, feminist staff who are committed to ending violence against women and their children.</p>	<p><b>1. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Highly engaged and successful workforce where staff experience alignment with their values and their work.</li> <li>• Improved staff experience and outcomes and increased staff engagement and satisfaction across the organisation.</li> <li>• Increased opportunities for staff to engage in learning and developing new skills.</li> </ul>
<p><b>2. We will</b> develop policies and processes that provide the logic for how the organisation operates, embodying the voices of women and children.</p>	<p><b>2. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Strong, safe processes created for capturing the stories of women and children who have experienced family violence.</li> <li>• Safe and respectful pathways developed for women and children’s stories to be shared, if and when they choose – not speaking for, but creating opportunities for women and children to share their insights and experiences.</li> </ul>	<p><b>2. We will</b> be a community leader in advocacy for women and children, modelling transparency, accountable collaboration and partnerships.</p>	<p><b>2. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Advance our influence across the span of prevention, early intervention, response and recovery at a system and community level.</li> </ul>	<p><b>2. We will</b> consolidate our existing services and expand the reach and range of services offered by WRISC with a keen focus on our place in the prevention, early intervention, response, and recovery framework.</p>	<p><b>2. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Increased number of new opportunities.</li> <li>• Enhanced and new internal capability.</li> <li>• Continued adherence to all government expectations and requirements</li> <li>• Increased expertise to develop robust and dynamic practice guides for all program areas.</li> </ul>
<p><b>3. We will</b> Use stories to effect change.</p>	<p><b>3. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Increase in our contribution of story, data and expertise to research projects, discussion papers and legislative change.</li> </ul>	<p><b>3. We will</b> consolidate and strengthen our service delivery partnerships.</p>	<p><b>3. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Increased engagement with other specialist family violence services, universal, non-government organisations, and stakeholders.</li> <li>• Increased networking opportunities</li> <li>• Increase in partnership approaches</li> </ul>	<p><b>3. We will</b> increase awareness of the causes and impact of Family Violence and improve visibility of WRISC across the region.</p>	<p><b>3. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Community mind-shift through increased visibility and voice.</li> <li>• Innovative approaches to marketing and community engagement.</li> <li>• Enhanced branding and community education.</li> <li>• Increased opportunities to promote gender equality and eliminate family violence.</li> </ul>
		<p><b>4. We will</b> explore opportunities for growth.</p>	<p><b>4. Indicators of success:</b></p> <ul style="list-style-type: none"> <li>• Develop collaborative initiatives based on shared outcomes with a broad variety of other sectors.</li> </ul>		