



WRISC is a feminist organisation that places the experiences and needs of women at the centre of our work. WRISC's core business of family violence is understood from a gendered perspective.

WE KNOW:

- WRISC, formerly known as the Central Highlands Women's Collective, was formed in 1984 to support local women.
- The founding women identified as feminist and WRISC continues to identify as a feminist organisation.
- Feminist perspectives are broad.
- WRISC understands feminism as a movement that works to challenge and change systems, structures, practices and actions, particularly those that oppress and create inequities for women and girls, with the ultimate goal of a just and equitable society for all.
- WRISC's feminist perspective examines power and control in all social, cultural, economic, political and legal structures and strives for an intersectional lens to address fundamental difference in power.
- WRISC is a feminist organisation that works to address structural inequalities that oppress women and girls and raises awareness and educates the wider community on this issue.
- A feminist perspective does not work unless it values the unique voices and subjective experiences of women and girls.
- WRISC works with women and children and we understand the relationship between family violence and how it affects women and their children.

WE VALUE:

- Equality and social justice.
- The empowerment of women and children.
- Inclusion and understanding.
- Respect and dignity.
- Providing opportunities for women and their children for personal and professional development.
- Being listened to and hearing the perspectives of others.
- Sharing the power of knowledge and expertise.
- Continually striving to examine power and the location of social and personal power as it affects our work and workplace.

- Safety, healing and recovery, respecting diverse meanings.
- The importance of Aboriginal family lead decision making and what that means to the individual woman.
- Accountability to the community, women (including the women who have gone before us) and each other.
- Strengthening relationships between women and their children.

WE DO:

- Listen to women's perspectives and respect their choices, acknowledging the power of service delivery providers over clients in this space.
- Provide services for children and their families, which can at times include liaison with male care givers when assessed as safe.
- Provide a safe space for all.
- Partner with other feminist organisations to advance feminist goals and objectives.
- Work to transform fundamental difference in power or structural inequities using an intersectional lens and includes but is not limited to gender, sexuality, race, religion, faith, ethnicity, disability, economic status and age.
- Respectfully challenge views or behaviours that can contribute to a person's oppression, as well as challenging and reflecting on our own views and behaviours to ensure we don't collude with oppressive behaviours.
- Encourage feedback and are open and responsive to such.
- Celebrate women's successes.
- Promote ourselves as a feminist organisation in publications, submissions, job adverts and other organisation materials.
- Share our understanding of the historical struggle of the women's liberation movement and its influence on the past and future.
- Build community through a woman only workplace.
- Critically reflect on our knowledge, values, and actions.

At WRISC our shared understanding of feminism is reviewed two yearly to ensure our perspective grows and changes to meet the demands of the WRISC community and the changing nature of feminism.

