

Nothing About Us Without Us

**A Multicultural Policy Submission on the Second Action Plan to End Violence against
Women and Children**

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On behalf of the Ethnic Communities Council of Queensland (ECCQ)

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Support is available. 1800RESPECT (1800 737 732) provides confidential support 24 hours a day, with interpreters available. Lifeline is available on 13 11 14, and 13YARN (13 92 76) supports Aboriginal and Torres Strait Islander people. Immigrant Women’s Support Service (IWSS) provides specialist support for women and children from migrant and refugee backgrounds experiencing domestic, family and sexual violence, including support for women on temporary visas. IWSS can be contacted through www.iwss.org.au.

Acknowledgement of Country

The Ethnic Communities Council of Queensland (ECCQ) acknowledges the Traditional Owners and their custodianship of the lands on which we live and work across Queensland and pays respect to Elders past, present, and emerging. We recognise that Aboriginal and Torres Strait Islander peoples have never ceded sovereignty, and that many of the women we serve build new lives on unceded lands while carrying their own histories of displacement. We acknowledge the Traditional Custodians of the lands on which this submission was informed, through consultations held across Queensland, and pay respect to the enduring connection of First Nations peoples to Country, community, culture, and knowledge.

Acknowledgement of lived and professional expertise

This submission is informed by convenience sampling consultation undertaken in partnership with Immigrant Women's Support Service (IWSS) through the Women's Ethnic Network (WEN) and ECCQ's Members. Additional participants included QPASTT Youth Voice members, Rohingya United Youth Network, migrant and refugee women, mothers, young women, young men, community members, community leaders, service providers, and other stakeholders who shared their experiences and expertise.

Through these established networks, consultations reached around 30 participants across metropolitan, regional, and remote Queensland, including people from Ghanaian, Afghan (Hazara), South Sudanese, Indian, Filipino, Rohingya, and Colombian/Latin American communities, alongside engagement with domestic and family violence practitioners, women's legal and support services, researchers, and government, as well as policing and policy stakeholders. This submission is grounded in both lived experience and professional expertise. We are deeply grateful to all participants who generously shared their experiences of domestic, family and sexual violence, as well as their knowledge of community needs, service responses, and systemic barriers. We acknowledge the courage required to share these experiences and honour these women and children who did not survive. All lived-experience accounts and consultation materials included in this submission have been de-identified and are presented in accordance with participant consent.

The formal consultation period for this submission was limited to approximately two months prior to the submission deadline. As a result, this submission necessarily drew on ECCQ's established community relationships, WEN membership, recent consultations and long-standing work with multicultural communities across Queensland, including engagement with people with lived experience and some people who do not speak English. However, the short timeframe limited the extent to which additional targeted consultation could be undertaken with people who speak only languages other than English, particularly older community members and others less connected to existing networks. We acknowledge this limitation because it reflects a broader systemic challenge: the voices that are not easier to reach are often the least represented in policy development and evidence collection. Participants noted that significant community knowledge about the prevalence and impacts of violence remains absent from official evidence bases because data collection processes frequently occur only in English. Emphasising the need for sustained investment in longer-term, multilingual and community-led consultation and evidence-gathering processes

ECCQ's top priority recommendations

This submission makes 12 recommendations organised around five strategic pillars. The following are 5 priority recommendations ECCQ would like to highlight:

- 1. Prevention through settling journeys, education, and rights**

Implement a National Multicultural Prevention Pathway that delivers staged, multilingual violence-prevention education before arrival, on arrival, and throughout migration and settling journeys. This pathway should reach beyond refugees, including family migrants, skilled migrants, international students, temporary visa holders, and people seeking asylum through trusted community organisations, faith settings, workplaces, schools, and digital platforms.

2. Economic security and long-term independence

Introduce a Multicultural Women's Economic Safety Package that integrates employment, skills recognition, driver's licence access, financial capability, leadership development, and crisis-to-independence supports, recognising economic participation as a primary violence-prevention strategy.

3. Community-led prevention and social connection: Build a National Multicultural Community Leadership and Prevention Network

that trains, supports and remunerates bicultural workers, faith leaders, youth leaders, community champions and peer educators as trusted partners in violence prevention, early intervention, system navigation and community education. Recognise multicultural community organisations as core prevention infrastructure under the National Plan through long-term commissioning and investment in community-led prevention, early intervention and recovery pathways.

4. Inclusive, accessible, and accountable systems

Adopt a National Culturally Responsive Service Standard across policing, justice, family law, health and social services, supported by mandatory interpreter access requirements, bicultural workforce investment, anti-racism accountability measures and migration-informed practice standards.

5. Data, evidence, and accountability

Require disaggregated data collection and reporting across the National Plan by ethnicity, language, migration pathway, visa status, age of arrival and location, supported by multilingual consultation, community-led evaluation and regular public reporting on outcomes for migrant, refugee and asylum-seeking communities.

ECCQ's recommendations reflect a core finding from consultations: for migrant, refugee and culturally diverse communities, violence prevention begins long before crisis and must be supported through inclusion, economic participation, trusted community infrastructure, culturally responsive systems, and meaningful accountability.

About ECCQ

The Ethnic Communities Council of Queensland (ECCQ) is the peak body representing culturally and linguistically diverse (CALD) communities in Queensland. We have a membership base of over 450 individuals, ethno-specific organisations and multicultural owned businesses. We have been pioneering this work for over 50 years, since 1976. Our work focuses on strengthening and advocating for the needs of CALD communities throughout Queensland. We do this by building their capacity through the delivery of leadership training, strengthening community associations as well as through the delivery of culturally tailored healthcare programs. We believe that Australia's systems should allow for every Australian, irrespective of their background, to be able to participate and contribute in all aspects of Australian society. We know that the diversity of our multicultural society is one of Australia's greatest strengths.

Terminology

In this submission, ECCQ uses "settlement" or "settling" broadly to refer to the process of migration, arrival, adjustment, connection, participation, and establishing life in Australia. This broader meaning includes, but is not limited to, formal settlement services. ECCQ recognises that formal settlement and related support systems do not consistently address violence prevention, early intervention or recovery needs for either refugees or migrants. This gap is particularly significant for migrants who are excluded from formal settlement support (including temporary visa holders, people seeking asylum and some family migrants) despite having significant post-arrival and inclusion needs that affect safety, access to information, social connection and economic participation.

ECCQ uses "CALD" and "multicultural communities" to refer broadly to people and communities with diverse cultural, linguistic, faith, migration, and ancestral backgrounds. ECCQ recognises that these terms are imperfect and can obscure significant differences in visa status, migration pathway, language, race, ethnicity, religion, socioeconomic position, location, and experiences of discrimination. References to "migrant and

refugee women” include women across a range of migration pathways and visa statuses, including humanitarian entrants, people seeking asylum, temporary visa holders, family migrants, international students and other recently arrived or longer-settled communities.

“Cultural responsiveness,” “cultural sensitivity,” and “cultural safety” refer to policies, services and systems that actively understand, engage with and respond to people’s cultural, linguistic, faith, migration and community contexts, while addressing racism, discrimination, trauma, and structural barriers. These concepts go beyond translated information or general cultural awareness; they require centring the whole person in service, system, and policy design, including people’s intersecting identities, experiences, and needs.

Executive summary

Australia has made real progress under the First Action Plan to End Violence against women and Children. Community awareness has grown, and national data suggest most forms of violence are declining or stable at the population level (ANROWS & Department of Social Services, 2026). ECCQ acknowledges this progress and the commitment of governments, services, advocates, and communities that produced it.

ECCQ's core position is that preventing violence against migrant, refugee and culturally diverse women requires more than a response once harm has occurred. Violence is less likely to occur, and easier to leave, when women are informed of their rights and feel confident in exercising their rights, connected to their communities, economically independent, able to participate in education and employment, and supported through every stage of settling in Australia.

For multicultural communities, prevention is inseparable from settlement. Settlement support, economic participation, educational opportunity, social connection, and trusted community infrastructure are not marginal issues; they are protective factors that reduce vulnerability to violence before crisis occurs. The Second Action Plan presents an opportunity to shift from a predominantly crisis-response model for multicultural Australians towards a prevention-focused model that invests in capability, choice, self-determination, and economic security. With 40% of temporary visa holders report experiencing DFV, compared with 32 per cent of Australian citizens (Segrave et al., 2021, as cited in Robinson et al., 2025) this issue needs urgent attention. ANROWS identifies people born in countries where English isn't the main language as a priority population for violence prevention, with lower understanding of violence and gender inequality than the Australian-born population (ANROWS, 2021). ECCQ would also like to acknowledge that these vulnerabilities are produced by broader policy settings and service design, not inherent to women or their cultures (Robinson et al., 2025). Violence can occur in any setting and communities, however, support and needs vary and often missed for migrants, asylum seekers, and refugees.

This submission makes 12 recommendations across the five proposed priority areas and cross-portfolio reforms, set out in full at Appendix A and summarised as our top 5 recommendations above. It is structured around ECCQ's five pillars, so that every recommendation can be traced back to what communities want and have voiced the need for.

Pillar 1: Prevention through settling journeys, education, and rights

Prevention begins well before crisis and must be embedded throughout the settlement journey. For migrant and refugee communities, violence prevention starts long before a woman enters a crisis or early intervention service. It begins with successful post-migration settlement support, informed understanding of rights, access to education and employment, social connection, community participation, and the confidence to navigate Australian systems. Consultations consistently highlighted that prevention cannot be separated from settlement support. Women are safer when they are informed, connected, economically independent, and able to exercise genuine choice over their lives.

"There's no space for preventing it [violence]. It already appeared and we only had to set a plan for safety." (Consultation participant, 2026)

Access to English language learning, rights-based information, employment pathways, education, transport, housing stability, and community networks were identified as key protective factors that reduce vulnerability to coercion, isolation, and dependency. Prevention efforts should engage the whole family and be delivered through trusted settings that people already use and understand.

Consultations highlighted critical gaps in violence-prevention education across migration pathways. While humanitarian entrants receive mandatory information about Australian laws through pre-arrival and settlement programs, this information is often delivered alongside a large volume of other material during the resettlement period. This can make it difficult for participants to absorb and retain key messages, particularly while managing the immediate pressures of settlement. There is also limited consistency in how effectively this information is delivered and understood. Australian Refugee Association (2024) similarly noted that existing information is not always culturally responsive or delivered in ways that support meaningful understanding.

By contrast, many migrants, temporary visa holders, international students, and people seeking asylum receive little or no formal, structured information about their rights, available supports, or Australian responses to domestic and family violence. Participants called for culturally responsive and faith-literate education that explains not only what constitutes violence, but why harmful behaviours are unacceptable, while promoting healthy and respectful relationships through culturally relevant and accessible approaches.

Participants also stressed that how prevention messages are critical and positive framing is critical to engagement. Programs that explicitly use domestic and family violence terminology may inadvertently deter participation due to stigma, fear, or assumptions about being labelled as a problem family. Strength-based and relationship-centred language was seen as more effective in creating safe entry points for learning and discussion. This finding aligns with the Department of Social Services (2021)'s strengths-based practice guidance, which emphasises the importance of positive, non-deficit language that recognises families' existing capacities, resilience and strengths, rather than focusing primarily on problems or risks

"A flyer or program headed 'family violence prevention' will not be picked up; a 'sister's support group' will." (Consultation participant, 2026)

Communities consistently identified trusted leaders, faith leaders, peers and community organisations as the most effective messengers for prevention initiatives. Participants reported that people are often more likely to seek support or engage with information when it is delivered through existing relationships and trusted networks rather than unfamiliar services. Consultations also highlighted the need to challenge social norms that normalise violence, minimise harm, or discourage disclosure. Women described pressure to prioritise family unity over personal safety (Sawrikar, 2019), and reported being met with dismissal, blame, or expectations of silence when they raised concerns. These findings are consistent with ANROWS' National Community Attitudes towards Violence against Women Survey (NCAS), which found that around one in five Australians believe domestic and family violence should be "handled within the family", while similar proportions express doubt about women's accounts of violence during custody disputes. The survey also found persistent gendered misconceptions, with around half of respondents believing domestic and family violence is perpetrated equally by men and women.

"Let the issues that happen in the home, stay in the home" (Consultation participant, 2026; Women Ethnic Network (WEN) of Ethnic Communities Council of Queensland, 2024, p. 5)

"One slap is nothing. My dad used to beat me with a stick, and that helped me become a better person." (Consultation participant, 2026)

Importantly, participants cautioned against framing these experiences as cultural or racial explanations for violence. While prevention efforts must be culturally responsive, communities emphasised that violence is not caused by culture. Rather, effective prevention requires addressing harmful beliefs and behaviours while ensuring systems respond fairly, respectfully and consistently to everyone.

"I don't view it as cultural... I just want them [systems and institutions] to do their job." (Consultation participant, 2026)

Participants further highlighted the importance of positive, strengths-based prevention messaging. Deficit-focused campaigns were seen as less effective than approaches centred on healthy relationships, belonging, wellbeing and mutual respect. School-based and family-inclusive prevention programs were also strongly supported, particularly those that build understanding between parents and young people, strengthen communication, and promote safety without reinforcing conflict or blame.

Pillar 2: Economic security and long-term safety

Economic security, educational opportunity and social participation are among the strongest protective factors against violence. Consultations consistently highlighted that women's safety is closely linked to their ability to participate fully in economic and community life. Employment, education, financial independence, transport, housing, and access to settlement supports were repeatedly identified as critical factors that reduce vulnerability to coercion and control, strengthen self-determination, and support long-term recovery.

"There's a need for going back to employment. Driver's licence. That's a huge gap." (Consultation participant, 2026)

Participants described economic dependence as one of the most significant barriers to both preventing and leaving violence. Consultations repeatedly linked safety with employment, education and financial independence. This aligns with Deloitte Access Economics (2019)'s previous findings which found that almost half (49%) of migrants and refugees are underemployed or unemployed despite their qualifications and skills. For ECCQ, this represents more than a workforce participation challenge. It is a violence prevention challenge. Economic exclusion can increase dependency, limit choices, and reduce a woman's capacity to leave unsafe situations. Participants described financial abuse occurring alongside restrictions on employment, education, access to money, transport and social participation (exacerbated by remoteness). Independence, therefore, is not achieved solely through crisis responses or short-term financial assistance (such as leaving violence program), but through sustained access to employment opportunities, education pathways, skills development, and financial capability.

"I depleted all my savings just to start over again." (Consultation participant, 2026)

Women also described the importance of being able to make informed decisions about their safety and future. Economic security and self-determination were closely connected, with participants emphasising that access to information, education, and support enables women to make choices that are right for themselves and their families.

"They didn't give me all the information for me to make an informed decision." (Consultation participant, 2026)

Policies and services are more effective when they address racism and structural exclusion, not just language or generic "culture" (Maturi & Munro, 2023; Sawrikar, 2019). Consultations identified several practical barriers to long-term safety, including limited employment opportunities, difficulties accessing education and training, lack of transport, delays in recognising overseas qualifications, driver's licence barriers, housing insecurity and gaps in settlement support. These factors were especially significant for temporary visa holders, recent arrivals, and women living in regional and remote communities where services and employment opportunities are often more limited.

Participants also highlighted that successful settlement and economic participation are inseparable. Women who miss or are not eligible for settlement supports because of violence, migration circumstances, or visa status can remain isolated from education, employment and community networks for extended periods, increasing both vulnerability and dependence. Participants called for stronger pathways into education, employment and leadership opportunities that recognise women's skills, aspirations and contributions, rather than focusing solely on crisis intervention.

Furthermore, participants repeatedly linked economic participation with dignity, belonging, confidence and safety. Consultations therefore point to the need for a shift from short-term crisis responses towards long-term investment in economic empowerment, educational participation and social inclusion. Economic security should be recognised not only as a recovery outcome, but as a primary violence prevention strategy

that enables migrant and refugee women to exercise choice, build independence and participate fully in Australian society.

Pillar 3: Community infrastructure and social Connection

Communities are more likely to seek support from trusted people and organisations than from formal systems. Consultations consistently highlighted that the first response to violence in multicultural communities is often not a police officer, court, or specialist service. Instead, people turn to *trusted* community organisations, women's groups, friends, family members, faith leaders, elders, bicultural workers and community leaders for information, support and guidance. However, participants stressed that trust should not be assumed. While shared language, culture or faith may facilitate engagement, people were more likely to seek support from individuals they perceived as safe, confidential and non-judgemental. Some participants actively avoided approaching leaders or members of their own communities where concerns existed about stigma, confidentiality or community backlash. This reinforces that trust is built through relationships and accountability, not simply shared identity or authority.

"They don't trust the system, but they do trust community leaders." (Consultation participant, 2026)

A sense of trust emerged as one of the strongest themes throughout the consultations. Participants repeatedly described seeking help through people and organisations that understood their language, culture, migration experience, and community context. Community organisations play a critical role in building relationships, providing information, identifying emerging risks, supporting early intervention, and connecting people with formal services. However, this work is often undertaken with limited funding, short-term pilot's or project grants, and significant reliance on volunteer labour.

"We are in the community; we are witnessing everything." (Consultation participant, 2026)

Participants emphasised that communities themselves are an important part of the solution. Women's groups, peer-support networks, community champions and faith leaders were all identified as important sources of influence, information, and connection. These networks can play a significant role in both prevention and early intervention when they are appropriately supported, trained and connected to broader service systems.

"We are our solutions." (Consultation participant, 2026)

Consultations also highlighted the importance of investing in bicultural and multilingual leadership. Bicultural workers were viewed as critical bridges between communities and services, helping people navigate complex systems while providing culturally responsive support. Participants noted that representation matters not only within frontline services but also in leadership, decision-making, and policy development.

Regional and remote communities face additional challenges. Participants identified gaps in service availability, workforce capacity, and access to culturally responsive support outside metropolitan areas. In many locations, multicultural organisations and community leaders continue to provide significant support despite limited resources and little formal recognition of their contribution. Strengthening community infrastructure in regional and remote areas was seen as essential to ensuring equitable access to prevention, early intervention and support.

Overall, consultations and research indicated that sustainable investment in multicultural community infrastructure is an investment in violence prevention. Long-term support for community organisations, faith-based organisations, peer networks, bicultural workers and community leaders would strengthen trust, improve access to information and services, and build the social connections that help keep individuals, families and communities safe.

"No, I didn't cook for my husband last night and he bashed me. They would judge her: why you didn't cook?" (Consultation participant, 2026)

"The focus is going to be off the woman and on the man, on the perpetrator... his friends, his father, his brothers, his uncles, nephews, all of them keeping him to account." (Consultation participant, 2026)

Pillar 4: Inclusive, accessible, and accountable Systems

Migrant women are less likely than non-migrant women to seek help (Satyen et al., 2020). Consultations consistently highlighted that migrant and refugee women face barriers that extend beyond individual services. A strong theme across consultations was the impact of racism and discrimination within institutions. Participants described experiences where their credibility, capabilities, or circumstances appeared to be questioned because of their cultural background, language, or migration status.

"Like you had placed me in a box of incompetence because maybe the colour of my skin..."
(Consultation participant, 2026)

Participants did not describe racism as an isolated incident, but as part of broader patterns that shaped access to safety, support, and justice. Barriers such as visa insecurity, language access, fragmented services, limited cultural responsiveness and discriminatory assumptions often compounded one another. This Supports Robinson et al. (2025) literature review calling for the need for holistic and culturally inclusive approaches.

Furthermore, ECCQ understands these barriers as forms of 'structural violence': harm that is embedded within systems, institutions and policies rather than caused by a single individual (Galtung, 1969). Recognising racism and migration-status discrimination as structural barriers to safety helps explain why equal service availability does not always translate into equal access or equal outcomes.

Participants described challenges navigating systems that are often difficult to understand, fragmented across sectors, and not designed with multicultural communities in mind. These barriers can reduce trust, delay help-seeking, and prevent women and children from accessing support when it is needed most. Safety depends not only on services existing, but on systems being accessible, equitable, culturally responsive, accountable and designed to meet the realities of multicultural communities. A pattern also documented by Afrouz & Robinson (2023)'s study.

"Being heard instead of assumptions or being silenced." (Consultation participant, 2026)

Consultations also highlighted the need for systems to better recognise cumulative and intersecting risks for migrants and refugees. Women experiencing violence may simultaneously be navigating migration challenges, financial insecurity, housing stress, social isolation, trauma, racism, parenting responsibilities, and visa uncertainty. Participants described the burden of repeatedly telling their story across multiple services that often operate independently of one another. Integrated responses and stronger partnerships across sectors were identified as critical to improving both safety and access.

"The hospital would have no idea the risks she's carrying... there's no consideration in hospital setting... she falls between the gaps." (Consultation participant, 2026)

Participants further emphasised the importance of accountability across service, justice and family law systems. Women should be able to access fair, transparent and culturally responsive processes, regardless of their language, migration status or cultural background. This includes systems that can respond appropriately to diverse communication styles, understand migration-related vulnerabilities, and avoid unintentionally reinforcing the harms they are intended to address.

"They keep repeating their stories to different people... every single time they have to start from beginning and share everything, and they don't know where that would go." (Consultation participant, 2026)

Finally, consultations highlighted the importance of holding people who use violence accountable through approaches that are culturally responsive, evidence-informed and focused on sustained behaviour change. Participants supported structured accountability pathways, early intervention opportunities, and culturally

adapted programs that engage both individuals and the broader networks that influence attitudes and behaviours.

Pillar 5: Accountability, evidence, and continuous Improvement

What is not measured is often not funded, prioritised, or improved. Consultations consistently highlighted that the experiences of migrant, refugee and culturally diverse women and children remain under-represented in research, data collection, policy development, and evaluation processes. As a result, it is often difficult to determine whether national reforms are improving outcomes for the communities most at risk of being overlooked.

Participants noted that significant community knowledge about violence, safety and help-seeking remains absent from official evidence bases because many consultation, evaluation and data collection processes are conducted primarily in English and often fail to reach newly arrived migrants and refugees, temporary visa holders, older community members and people with limited English proficiency.

Consultations highlighted the importance of collecting more detailed and disaggregated data to better understand how violence is experienced across different communities. Although national statistics may show an overall stable or decreased numbers, community and workers have a different view.

"We are in the community, we are witnessing everything... We don't even need to look at the stats."
(Consultation participant, 2026)

Participants supported stronger reporting by ethnicity, language, visa status, age of arrival, migration pathway and location, recognising that CALD communities are not a homogenous group and experience different barriers, risks, and outcomes. Participants also called for more meaningful involvement of multicultural communities in policy design, evaluation and decision-making. Multilingual, interpreter-supported and community-led consultation processes were viewed as essential to ensuring that policies and programs reflect the experiences of those most affected and do not rely solely on English-speaking advocates or service providers to represent community perspectives.

Improved accountability mechanisms were also identified as critical to measuring progress under the National Plan. This includes the development of CALD-specific indicators, regular public reporting on outcomes for multicultural communities, and evaluation processes that assess not only service outputs but whether communities are safer, more informed, more connected and better able to access support. Ultimately, consultations emphasised that evidence and accountability are foundational to prevention. Without meaningful data, community-led consultation and transparent reporting, it is impossible to know whether investments are reaching those who need them most. Strengthening these systems will help ensure that multicultural communities are visible within national policy frameworks and that progress towards ending violence is measured for everyone, not only for the population average.

Cross-portfolio reforms

Many of the strongest drivers of safety sit outside the violence prevention system itself. Visa settings, income support eligibility, post arrival support and inclusion access, housing policy, and national data collection all influence vulnerability to violence and the ability to seek help. Addressing these challenges requires sustained collaboration across portfolios, recognising that violence prevention is not solely a social services responsibility or efforts to improve community awareness and literacy. It is fundamentally connected to settlement, migration, education, employment, housing, economic participation and social inclusion.

"It needs to be an interconnected ecosystem helping these women." (Consultation participant, 2026)

Conclusion

The National Plan cannot end violence through crisis response alone. Prevention must become the organising principle of the Second Action Plan. Violence prevention does not start when woman and children enter a refuge, call a hotline or apply for a protection order. It starts much earlier: when she understands her rights, can access education, secure employment, participate in her community, build social connections and navigate Australian systems with confidence.

ECCQ calls on the Second Action Plan to recognise settlement, economic participation, recognition of racial discrimination, and community inclusion as essential violence prevention infrastructure. If Australia is serious about ending violence within a generation, multicultural women must be able not only to survive violence, but to thrive, belong, and participate fully in Australian society.

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Appendix A: Summary of recommendations aligned with DSS priority areas

Each recommendation is cross-referenced to the priority area it sits under, and the lead government, non-governments, and commission to be engaged in.

No.	Recommendation	DSS Priority area	Lead
1	Embed violence prevention throughout the settlement journey. Fund rights-based, culturally responsive prevention education before arrival, on arrival and throughout settlement. Ensure migrants, skilled migrants, temporary migrants, international students, refugees, and asylum seekers have access to information on rights, healthy relationships, financial independence, employment pathways, technology safety and support services through trusted community channels and strength-based messaging.	People Who Use Violence	No to Violence, State and Territory Governments, Community Organisations
2	Recognise settlement, education and economic security as primary prevention. Embed economic participation, educational opportunity, employment, leadership development, transport access and community connection within the National Plan as key protective factors against violence for migrant and refugee women.	Cross-Portfolio Reform	Home Affairs, DSS, Services Australia
3	Close the crisis-to-independence gap. Extend supports beyond crisis responses by strengthening pathways to safe housing, employment, education, transport, income support and settlement re-engagement, particularly for temporary visa holders and women in regional and remote communities.	Cross-Portfolio Reform / All Priority Areas	DSS, ANROWS, ABS, AIHW
4	Build and sustain multicultural community infrastructure. Provide long-term funding for multicultural, ethno-specific and faith-based organisations, community leaders, peer-support networks, youth organisations and community champions as recognised prevention and early intervention partners.	System Integration and Workforce / Cross-Portfolio Reform	DSS, State and Territory Governments, Regional Service Providers
5	Invest in a culturally responsive and accessible service system. Establish a national bicultural workforce strategy, strengthen interpreter access and standards, improve service integration, and embed culturally responsive, trauma-informed and migration-informed practice across all DFSV-related services.	People Who Use Violence	No to Violence, State and Territory Governments, Community Organisations
6	Recognise racism and migration-status discrimination as structural drivers of violence. Explicitly include racism within the National Plan's prevention framework and invest in anti-racism initiatives, culturally responsive practice, and institutional accountability across education, employment, health, justice and community sectors.	Cross-Portfolio Reform	Home Affairs, DSS, Services Australia

7	Ensure inclusive, equitable and accountable systems. Improve procedural fairness, transparency, culturally informed risk assessment and accountability across policing, justice, family law, health and child protection systems, while addressing barriers created by visa status, language and systemic discrimination.	Cross-Portfolio Reform / All Priority Areas	DSS, ANROWS, ABS, AIHW
8	Improve safety and pathways for children and young people. Recognise CALD children and young people as victim-survivors in their own right through culturally responsive supports, safer disclosure pathways, family-inclusive prevention programs and responses to technology-facilitated abuse.	System Integration and Workforce / Cross-Portfolio Reform	DSS, State and Territory Governments, Regional Service Providers
9	Strengthen prevention and accountability for people who use violence. Invest in culturally adapted behaviour-change programs, early intervention pathways, positive role modelling, community accountability approaches and structured evidence-based pathways that support sustained behaviour change.	People Who Use Violence	No to Violence, State and Territory Governments, Community Organisations
10	Create a visa and settlement safety net. Ensure victim-survivors on temporary visas, partner visas, student visas, PALM visas and asylum pathways can safely access support, migration advice, housing, healthcare, and settlement services without fear of adverse visa consequences.	Cross-Portfolio Reform	Home Affairs, DSS, Services Australia
11	Make multicultural communities visible in data, policy and evaluation. Implement disaggregated national data collection, CALD-specific indicators and targets, multilingual consultation, community-led research, and routine public reporting on outcomes for migrant and refugee communities.	Cross-Portfolio Reform / All Priority Areas	DSS, ANROWS, ABS, AIHW
12	Deliver regional and remote equity. Ensure multicultural communities outside metropolitan centres have equitable access to prevention programs, community infrastructure, workforce capability, settlement support and specialist services.	System integration & workforce	Commonwealth and state funders; specialist services