

Best practice for working with culturally and linguistically diverse communities in addressing violence against women

The Culturally and Linguistically Diverse Projects with Action Research (CALD PAR) initiative comprised 26 action research projects: 18 focused on **primary prevention** of violence against women and 8 focused on creating **safer pathways** to crisis and support services for victims and survivors.

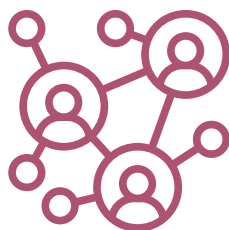
Funded by the Australian Government Department of Social Services between December 2017 and June 2020, these projects were led by local services across Australia including multicultural and settlement services and legal, health and other community services. ANROWS supported the projects to use action research to evaluate and learn from their activities.

More information about each of the projects is available on the [ANROWS website](#). Many of the projects also produced [digital stories](#) that exemplify the grounded, community-centred and creative processes of change that they initiated.

ANROWS published [a report](#) (Koleth et al., 2020) highlighting 10 insights from the initiative. These 10 insights are summarised on the back of this page.

Members of CALD communities have differing identifications, different power structures interacting to shape their experiences, and different histories of service responses in their local areas. The CALD PAR projects featured an **intersectional** and **culturally safe** approach to ensure that practice would be relevant and responsive to these elements of identity and experience. The opposite infographic shows how this approach was implemented.

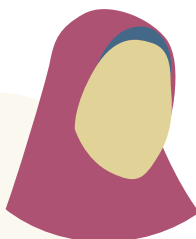
An intersectional and culturally safe approach



CONNECT

with communities to learn how experiences of oppression, privilege and colonial structures intersect in local contexts.

Learning from communities meant being “part of their fabric”.
(Project leader, CALD PAR)



Partnering with employment and legal services can help your project address “the list of priorities for newly settled migrant women, they want to settle first and get a job before attending this group”.
(Safer Pathways Community of Practice, CALD PAR)



CRITICALLY REFLECT

on inequalities in power and privilege between you and different community groups. Consider how communities prioritise different interests over time.

On cultural humility towards community participants, “keep it front of mind to put them in the middle, they are the experts in their own lives – and to always consider my power and privilege”.
(Project leader, CALD PAR)



COLLABORATE

and build coalitions with community groups, services and individuals to work towards systemic change.

“Our approach is to collaborate and add value ... to ensure that whatever we do will increase the reach and increase whatever work is happening already.”
(Program manager, CALD PAR)



Ten insights from the Culturally and Linguistically Diverse Projects with Action Research (CALD PAR) initiative

1. Invest time and resources in building culturally safe and trusting relationships with diverse groups and leaders in CALD communities.
2. Support CALD communities through strengths-based and aspirational language around gender equality and the prevention of violence.
3. Provide accessible information for women in different visa classes about their rights to safety, safe working conditions and access to support services.
4. Use resistance to gender equality as an opportunity to review activities with community leaders and find creative ways to work with community groups and services.
5. Promote positive family relationships and gender equality in non-judgemental spaces for CALD men.
6. Invest in capacity-building on gender-transformative and culturally safe prevention work with men in CALD communities from the outset of grant funding.
7. Create more culturally safe spaces, work practices and information about services for CALD communities.
8. Introduce cultural safety training and service partnerships to build capacity across settlement services, mainstream family violence services and law enforcement agencies.
9. Support bicultural workers through individual safety plans, culturally safe management practices and professional opportunities.
10. Fund prevention and safer pathways projects to sustainably undertake community engagement, support staff and build on project achievements over the long term.

For further information, visit www.anrows.org.au/research-program/culturally-and-linguistically-diverse-projects-with-action-research/

REFERENCES

Koleth, M., Serova, N., & Trojanowska, B. K. (2020). *Prevention of violence against women and safer pathways to services for migrant and refugee communities: Ten research insights from the Culturally and Linguistically Diverse Projects with Action Research (CALD PAR) initiative* (ANROWS Insights, 01/2020). ANROWS.

SUGGESTED CITATION

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