

**ATTACHMENT JW RV-2**

This is the attachment marked "**JW RV-2**" referred to in the joint witness statement of Jacqui Watt and Rodney Vlasis dated 14 July 2015.

## RODNEY VLAIS

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### CAREER SNAPSHOT

A dedicated, thoughtful and effective senior professional with 15 years' experience in work to address and prevent men's violence against women and children. Has held managerial roles in No To Violence (NTV) since 2009 and offers extensive experience developing and advocating for systemic change. Brings a wealth of experience working directly with male perpetrators of family violence and with strengthening the practice of other family violence professionals. As Acting CEO of NTV and MRS, has managed a challenging period in the organisation's history – responding to unprecedented levels of political and media interest.

### SUMMARY OF RELEVANT EXPERTISE

Proven capacity to provide executive level support to, as well as take direction from, a Board of Governance – including with regard to sensitive or politically complex issues

Deep understanding of governance and process issues in non-government organisations

Close, collaborative relationships with the leadership teams of other statewide and interstate family violence organisations, as well as with senior practitioners and academics locally, nationally and internationally

Sound skills in financial management evidenced by balanced project budgets or significant profits on a range of projects, including the NTV Conference and the NSW Towards Safe Families project

Demonstrated ability to attract new funding and revenue (secured at least \$570,000 worth of new contracts, professional fees and grants since 2011; also assisted NTV to obtain an extra \$350,000 in DHS funding)

Deep awareness of the many complex, intertwined factors in male family violence and the consequent need for thought-out, creative and collaborative responses in a range of settings

Proven commitment and skills to enhance system responses to male family violence within a pro-feminist framework

Two decades' experience determining and enacting strategic priorities in the context of limited time and funds and enormous demand – in family violence prevention, but also within the environment sector (in a voluntary capacity)

High level skills in conceptualising, planning, managing and implementing projects and programs

Fast, efficient work practices and demonstrated capacity to produce high quality work across multiple simultaneous projects

Very effective skills in communicating complex and often difficult issues relating to male family violence to a range of audiences, including members of parliament and ministerial advisers, policy makers and media

Demonstrated capacity to inspire and negotiate collaboration

Strong personal commitment to living nonviolently and advocating for a more just and equitable world.

### EDUCATION AND REGISTRATION

Master of Psychology (Clinical), University of Western Australia

Bachelor of Psychology, University of Western Australia

Graduate Certificate in Social Science (Male Family Violence Prevention - Group Facilitation), Swinburne University of Technology

Certificate IV in Training and Assessment, Swinburne University of Technology and Plenty Training

Registered psychologist in Victoria.

## EMPLOYMENT HISTORY

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### **Acting Chief Executive Officer**

No To Violence (NTV) and the Men's Referral Service (MRS)

June – August 2011; and  
November 2013 – January 2015

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#### **Summary of role and responsibilities**

Reporting to the Board of Governance: oversee all aspects of operations management, including risk management and financial monitoring and projections; assist the Board and staff to determine strategic directions; ensure compliance with all legal, regulatory and contractual requirements; develop and implement policy to address and prevent men's violence against women and children; initiate and/or support new and existing programs within and beyond NTV and MRS; manage and support staff to work effectively, safely and accountably; build and strengthen relationships with a wide variety of stakeholders; promote community awareness and discussion of issues surrounding the prevention of men's violence against women and children; advocate for NTV and MRS and the prevention of men's violence against women and children.

#### **Achievements**

Board continuously and fully informed of significant and complex issues that might risk or otherwise affect the organisation

Ensured a smooth transition for staff and stakeholders during the CEO's extended leave and resignation

Managed the risks associated with the organisation's decision to withdraw from a recently-signed commercial lease

Attended ministerial meetings and briefed State Government and members of parliament – including in relation to the state budget and the 2014 state election

Developed detailed policies (strengthening risk management, perpetrator accountability, working with men in the context of Child Protection, and Services Connect) that have significantly informed State Government decision making

Supported the MRS Manager to make significant structural and quality reforms for the Victorian MRS and AHS and the NSW MRS

Stepped up day-to-day management of staff and provided regular individual supervision sessions

Put into place new organisational systems to structure decision making and nurture team work, autonomy, staff wellbeing and relationships, thereby strengthening the organisation's internal culture

Managed and strengthened key stakeholder relationships with: statewide family violence NGOs (DV Vic, WDVCS, DVRCV, Federation of Community Legal Centres, Women's Legal Service, InTouch, Women with Disabilities Victoria); Victoria Police; Department of Justice; Corrections Victoria; Magistrates Courts Victoria; Department of Human Services; and Department of Social Services

Advocated for pro-feminist responses to male family violence in print and electronic media; made well-received appearances on a range of television programs and was quoted in news and in-depth articles

Collaborated with key family violence prevention organisations to devise media strategies, liaise with journalists and write media releases

Raised the profile of NTV and MRS on a national level (for example, with most state and territory governments' family violence policy units).

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**Manager (previously titled Policy & Practice Co-ordinator)**

Includes periods in role of Acting EO of NTV totalling approximately three months  
No To Violence (NTV)

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From February 2009; and  
February 2015 onwards

**Summary of role and responsibilities**

Reporting to Executive Officer: managed strategic planning; developed policy; advocated for the male family violence prevention sector; devised and implemented activities and resources to strengthen the work of the sector; supervised NTV staff; managed the NTV budget.

**Achievements**

Provided significant input into strategic direction and strategic planning processes for the organisation

Established the MRS After Hours Service and contributed to development of 'front end' responses to men

Successfully managed a wide range of contracts for state and Federal government agencies – most of which have generated profit for the organisation

Briefed the Executive Officer on major policy developments and strategic issues (such as Victorian and Commonwealth Government action plans) and interstate and international developments

Wrote submissions for a range of Victorian and Federal Government consultative processes, such as national and state male health policies

Initiated and managed the No To Violence Conference (2012)

Devised practice resources (such as Towards Safe Families for the NSW government) and planned and conducted training/professional development activities (such as Child Protection and Family Services training workshops) for male family violence, community services and justice system workers in Victoria and interstate

Advised programs on integrated risk management and implementation of minimum standards and good practice guidelines for running men's behaviour change programs

Helped to enhance practice and develop service system responses to Aboriginal men's perpetration of family violence (for example, Cross Borders Program training, Alice Springs MBCP development, and the NTV Conference Aboriginal stream)

Developed and oversaw implementation of two major surveys of male family violence workers and men's behaviour change programs

Initiated and facilitated regional men's behaviour change forums for men's behaviour change programs and other male family violence services to skill-share and learn from each other

Ensured that the NTV budget remained in a good position, with profits generated on several projects

Collaborated with leaders and policy workers of other statewide family violence services towards policy reform

Advised family violence system stakeholders (police, courts, Child Protection) on engaging men who use family violence

Represented NTV on a range of State Government integration reform committees and working groups (such as Department of Justice Stakeholder Reference Group) and national consultative forums (such as those relating to the *National Plan of Action to Reduce Violence Against Women and their Children*)

Participated in a range of initiatives to strengthen links between men's behaviour change programs, women's services, police, Magistrates Courts, Community Corrections and Child Protection

Liaised with leading academics to inform and support their research into family violence (for example, major ARC linkage projects such as SAFER and RRReF)

Led activities (such as professional development on bystander interventions) to increase capacity for primary prevention and co-convened the Men Working Towards Gender Equality network

Initiated regular face-to-face and teleconference meetings with MBCP providers and men's enhanced intake services to facilitate communication between NTV and workers in the field.

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**Community Education Service Co-ordinator**

February 2007 – May 2008

Includes two weeks as Acting EO of NTV and MRS in 2007  
No To Violence (NTV)

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**Summary of role and responsibilities**

Reporting to Executive Officer: engaged MRS volunteers and created opportunities for NTV and MRS to contribute to primary prevention and gender equity activities.

**Achievements**

Developed the service brief and funding proposal for the MRS After Hours Service and established the budget, staffing structure and policies and procedures for the service once funded

Recruited, trained and supported existing telephone counsellors to participate in community activities concerning male family violence prevention, such as through the Community Educators Team

Developed systems to encourage and support MRS volunteers to monitor and transform their own use of patriarchal power and privilege, and that of other men in their everyday networks and settings

Developed and enhanced linkages and relationships between MRS and other stakeholder agencies

Managed a project to develop new websites for No To Violence and the Men's Referral Service

Conducted social marketing research to inform new promotional materials for the Men's Referral Service

Managed campaign-oriented projects such as the AFL-NTV Father's Day campaign

Assisted the Victorian White Ribbon Day Coordinator to conceptualise community development activities

Supervised tertiary students on placement with MRS and NTV.

**OTHER RELEVANT PAID & VOLUNTEER POSITIONS**

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**Men's behaviour change group co-facilitator**

April 2004 – December 2010

Various community health settings (on casual basis)

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Co-facilitated some 80 men's behaviour change sessions for five different providers.

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**Senior Counsellor**

April 2005 – January 2007

University Counselling Service, La Trobe University

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Provided counselling and clinical psychology services to university students and their partners. Supervised intern counsellors and assisted with the design and implementation of research and evaluation projects.

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**Generalist Casework Counsellor, Men's Responsibility Program**

April 2004 – June 2005

**Coordinator (shared role) and Men's Responsibility Program Co-facilitator**

Inner South Community Health Service

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Jointly coordinated the Men's Responsibility Program. Co-facilitated approximately 60 MRP group sessions, assessed men, undertook partner contact, provided support for women, supervised trainee facilitators and assisted with program evaluation.

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**Counsellor (including facilitator of men's behaviour change groups)**

Oct 2001 – July 2002

Centrecare Western Australia

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Facilitated men's behaviour change groups and provided generalist casework counselling services.

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**Management Committee member (Chair since March 2014)**

October 2012 - present

Friends of the Earth (Melbourne)

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## Publications – Rodney Vlais

*The following are publications where I am the noted author:*

Vlais, R. (in preparation). Then challenges and opportunities for domestic violence perpetrator program work. *Ending Men's Violence Against Women and Children: The No To Violence Journal*, Spring 2014 edition.

Vlais, R. (2014). Domestic violence perpetrator programs: Education, therapy, support, accountability 'or' struggle. Retrieved from <http://ntv.org.au/wp-content/uploads/140409-Elements-of-DV-perpetrator-program-work.pdf>

Vlais, R. (2013). Superman? Really? *Ending Men's Violence Against Women and Children: The No To Violence Journal*, Spring, 145–156.

Vlais, R. (2012). *Program length and intensity*. Melbourne: No To Violence Male Family Violence Prevention Association. Retrieved from <http://ntv.org.au/wp-content/uploads/docs/2012/120515-ntv-program-length.pdf>

Vlais, R. (2012). *Managing waiting lists*. Melbourne: No To Violence Male Family Violence Prevention Association. Retrieved from <http://ntv.org.au/wp-content/uploads/docs/resources/121004-managing-waiting-lists.pdf>

Vlais, R. (2012). *Work with men at the crossroads? A review of Ed Gondolf's latest book*. Melbourne: No To Violence Male Family Violence Prevention Association. Retrieved from <http://ntv.org.au/wp-content/uploads/docs/2012/120518-ntv-workwithmen.pdf>

Vlais, R. (2010c). *Being backed-up by the system: Graham Barnes and the Duluth model*. Melbourne: No To Violence Male Family Violence Prevention Association. Retrieved from <http://ntv.org.au/wp-content/uploads/docs/resources/2010-backed-up-by-the-system-rv-nov10.pdf>

Vlais, R. (2010b). *What is the work with men all about?* Melbourne: No To Violence Male Family Violence Prevention Association. Retrieved from <http://ntv.org.au/wp-content/uploads/docs/resources/2010-engaging-men-objectives-rv-sep10.pdf>

Vlais, R. (2010a). *Asking for additional resources for male family violence work*. Melbourne: No To Violence Male Family Violence Prevention Association. Retrieved from <http://ntv.org.au/wp-content/uploads/docs/resources/2010-funding-asks-rv-nov10.pdf>

*The following publications I am the noted co-author:*

Donovan, R. J., & Vlais, R. (2006). *A review of communication components of anti-racism and prodiversity social marketing/public education campaigns*. VicHealth Paper One of the Discrimination Community Attitudes Project. Melbourne: Victorian Health Promotion Foundation.

Donovan, R. J., & Vlais, R. (2005). *VicHealth review of communication components of social marketing/public education campaigns focusing on violence against women*. VicHealth Paper Two of

the Violence Against Women Community Attitudes Project. Melbourne: Victorian Health Promotion Foundation.

*The following are No To Violence publications where I was the principle writer or one of two co-writers for the publication.*

No To Violence. (2013). *What can be done to strengthen accountability for men who perpetrate family and domestic violence?* Retrieved from <http://ntv.org.au/wp-content/uploads/130919-ntv-accountability-paper.pdf>

No To Violence. (2011). *Sector snapshot survey*. Melbourne: No To Violence Male Family Violence Prevention Association. Retrieved from <http://ntv.org.au/wp-content/uploads/docs/resources/2011-NTV-sectorsnapshot.pdf>

No To Violence. (2011). *Determining who is doing what to whom in family violence referrals*. Retrieved from <http://ntv.org.au/wp-content/uploads/docs/resources/121003-primary-aggressor-practice.pdf>

NSW Department of Attorney General and Justice. (2012). *Towards safe families: A practice guide for men's domestic violence behaviour change programs*. New South Wales Government. Retrieved from [http://www.domesticviolence.lawlink.nsw.gov.au/domesticviolence/minimum\\_standards\\_mdvbcp/what\\_provide.html](http://www.domesticviolence.lawlink.nsw.gov.au/domesticviolence/minimum_standards_mdvbcp/what_provide.html)

Western Australia Department for Child Protection. (2012). *Perpetrator accountability in child protection practice: A resource for child protection workers about engaging and responding to men who perpetrate family and domestic violence*. Perth: Family and Domestic Violence Unit. Retrieved from <http://www.dcp.wa.gov.au/CrisisAndEmergency/FDV/Documents/Perpetrator%20Accountability%20in%20Child%20Protection%20Practice.pdf>