



JULY 2024

A national responsibility

Actions towards reconciliation and preventing violence against Aboriginal and Torres Strait Islander women and their children

Our Watch report for 2024

OurWatch Preventing violence
against women



Weaving dreams (2025) by Gamilaraay artist, Karla McGrady (she/her).

Acknowledgements

Our Watch acknowledges the Traditional Owners of the land across Australia on which we work and live. We pay respect to Elders past and present and recognise the continuing connection Aboriginal and Torres Strait Islander people have to land, sea, culture, knowledge and language for over 65,000 years.

As a non-Aboriginal organisation, Our Watch understands that violence against Aboriginal and Torres Strait Islander women and children is an issue for the whole community. As highlighted in Our Watch's national resource *[Changing the picture](#)*, the evidence clearly shows the intersection between racism, sexism and colonialism drives unacceptably high rates of violence against Aboriginal and Torres Strait Islander women.

Our Watch has an ongoing commitment to the prevention of violence against Aboriginal and Torres Strait Islander women and children, who continue to suffer from violence at significantly higher rates than non-Aboriginal and Torres Strait Islander women. We acknowledge all Aboriginal and Torres Strait Islander people who continue to lead the work of sharing knowledge with non-Indigenous people and relentlessly advocate for an equitable, violence-free future in Australia.



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Foreword

Our Watch is committed to deep listening and learning from Aboriginal and Torres Strait Islander people and communities. Connected to this is our effort and commitment to addressing the ongoing impacts of colonisation and racism, sharing power, and valuing lived experience, internally as an organisation and outwardly-facing in everything we do.

We continue to be guided by the expertise, leadership and advocacy of Aboriginal and Torres Strait Islander people, particularly women, who have been leading this work for decades, often in the face of systemic barriers and without recognition. **We recognise the many Aboriginal and Torres Strait Islander women, sisters, girls, brotherboys, men, families, communities, practitioners and organisations who continue to drive this work and foster strong, respectful relationships.**

As Chair and Co-Deputy Chair of Our Watch, we are pleased to share the fourth *A national responsibility* report. This report is designed to provide transparency and accountability to Aboriginal and Torres Strait Islander communities by outlining Our Watch's efforts to prevent violence against Aboriginal and Torres Strait Islander women and their children.

Aboriginal and Torres Strait Islander women continue to experience unacceptably high rates and more severe forms of men's violence than non-Indigenous women, driven by the intersecting impacts of colonisation, racism and gender inequality. This violence is perpetrated by men of all backgrounds and is exacerbated by ongoing oppression and systemic injustice. It stands in strong contrast to traditional culture which is grounded in respect for women. Addressing this is a national responsibility that we take seriously.

In 2024, we focused on laying strong foundations for long-term, meaningful change. This included the redesign of the *Changing the picture* workshop and facilitation package to better support culturally informed prevention work to non-Indigenous and Aboriginal and Torres Strait Islander stakeholders. We also commissioned an independent evaluation of our *Innovate Reconciliation Action Plan 2020–2022* by Murawin, whose insights are now guiding the development of our Stretch Reconciliation Action Plan 2025–2028.

We contributed to the national conversation on prevention by making 3 submissions to the SNAILC Our Ways – Strong Ways – Our Voices: National Aboriginal and Torres Strait Islander Family Safety Plan, reinforcing the importance of community-led frameworks for change.

In August 2024, we welcomed the Head of Aboriginal and Torres Strait Islander Strategy to Our Watch's Executive Team – a vital step in embedding Aboriginal and Torres Strait Islander leadership across the organisation, sharing power and embedding decolonising practices.



Together, we are working towards a future where every person is safe, respected and valued – regardless of their gender or cultural background.

In this report, you will find an overview of some of Our Watch's activities and progress throughout 2024, including our work to raise awareness, change attitudes and drive systemic reform. Some aspects of our work remain confidential out of respect for cultural protocols and community leadership.

We extend our sincere thanks to all Our Watch staff, partners and supporters for their dedication and collaboration. Your continued support makes this work possible.

Together, we are working towards a future where every person is safe, respected and valued – regardless of their gender or cultural background.

Chair, Moo Baulch OAM and Co-Deputy Chair, Vicky Welgraven AM, a proud Adnyamathanha woman from the Northern Flinders Ranges SA



About this report

This report outlines how Our Watch is working towards reconciliation and the prevention of violence against Aboriginal and Torres Strait Islander women and their children. As a non-Indigenous organisation it is important we recognise that we are on a continued journey of learning, and we intend to approach this work with respect, integrity and cultural humility.

Covering 2024, this is the fourth annual *A national responsibility* report. *A national responsibility reports from 2021 to 2023* are available on the Our Watch website.

Aboriginal and Torres Strait Islander women, sistergirls, brotherboys, men, families, communities, practitioners, and organisations have led the way in working to prevent violence and foster respectful relationships, strong families and communities. We play an ongoing role to support and amplify this work.

Guided by our partners, stakeholders, and the communities we work with, some elements of our work are confidential and are not included in this report.



Weaving dreams (2025) by Gamilaraay artist, Karla McGrady (she/her).



Aboriginal and Torres Strait Islander strategy and action plan (2025)

In 2025, we introduced our inaugural *Aboriginal and Torres Strait Islander strategy and action plan*, establishing a guiding framework and core principles to inform Our Watch's efforts to prevent violence against Aboriginal and Torres Strait Islander women and their children and to build our internal capacity to deliver on this work.

Note: The strategy was launched during the development of this report, it is not included as part of our 2024 activities. It is referenced here to provide context for our forward direction.



Commitment to Action: Stretch Reconciliation Action Plan (2025)

Launched in 2025, the Stretch Reconciliation Action Plan (Stretch RAP) reflects our commitment to meaningful, sustainable and strategic action to advance reconciliation, embedding it into the core of Our Watch's operations as standard practice.

Note: The Stretch RAP was launched during the preparation of this report. As a key document at Our Watch, it is noted here for context rather than as part of our 2024 activities.



Changing the picture (2018)

Responding to expert advice calling for a specific resource focused on the prevention of violence against Aboriginal and Torres Strait Islander women and their children, Our Watch launched *Changing the picture* in 2018.

This resource recognises that violence against Aboriginal and Torres Strait Islander women is shaped by the intersecting drivers of, racism, the ongoing impacts of colonisation and gender inequality. It outlines the essential actions to be undertaken by Aboriginal and Torres Strait Islander people and organisations, as well as non-Indigenous people and organisations, to address the underlying drivers of violence against Aboriginal and Torres Strait Islander women.

Changing the picture builds on existing work of Aboriginal and Torres Strait Islander leaders, advocates, scholars, practitioners and organisations that have been speaking out, working, and publishing in this field for decades. To amplify these voices, the development of this resource was guided by an Aboriginal and Torres Strait Islander Advisory Group.



Change the story (2021)

Change the story is the national framework for the primary prevention of violence against women. Revised and updated in 2021, it outlines actions needed at all levels of society – from individuals to schools, workplaces to governments – to address the underlying drivers of gender-based violence and to stop it before it starts.

Change the story highlights how the ongoing impact of colonialisation intersects with gender to shape how violence is experienced by Aboriginal and Torres Strait Islander women and identifies the

Governance and operations

Aboriginal and Torres Strait Islander Steering Committee

The Our Watch Aboriginal and Torres Strait Islander Steering Committee was established in 2022. In 2024, the Aboriginal and Torres Strait Islander Steering Committee was embedded in our organisational constitution.

The Steering Committee operates under the principle of self-determination. It is integral to our commitment to decolonising our practices, and ensuring that Aboriginal and Torres Strait Islander perspectives are embedded in everything we do. The Steering Committee provides Our Watch with invaluable guidance, fostering two-way learning that enriches our approach to prevention as a non-Indigenous organisation.

Co-chaired by the CEO and Director of Aboriginal and Torres Strait Islander Strategy, the Steering

Committee is comprised of Aboriginal and Torres Strait Islander staff and Board members, as well as key non-Indigenous staff. The achievements highlighted throughout this report are largely driven by the knowledge and expertise of the Steering Committee.

Our Watch people

In 2024, Our Watch had:

- 4 Aboriginal staff members, including
 - 1 Aboriginal Executive Team member and
 - 3 identified roles
- 3 Aboriginal Board members, including
 - 1 Co-Deputy Chair

Equating to
2.94% of staff and 33% of board members.



Economic empowerment

Internally, we have prioritised the engagement of Aboriginal and Torres Strait Islander owned businesses in our procurement. In 2023-2024 financial year, Our Watch spent \$82,090 on procurement from Aboriginal and/or Torres Strait Islander-owned businesses to support the economic empowerment and development of Aboriginal and Torres Strait Islander businesses and communities.

Understanding data sovereignty

In 2024, Our Watch has been committed to building a stronger understanding and application of data sovereignty across our work. This has involved:

- embedding data sovereignty principles into how we collect, manage, and use data
- applying these principles in the co-design of projects and in our request for quote and procurement processes, particularly when partnering with Aboriginal and Torres Strait Islander businesses or sole contractors
- providing ongoing education for staff to build their understanding of data sovereignty and how it impacts their work, especially in relation to engaging with Aboriginal and Torres Strait Islander people, communities and organisations.

Head of Aboriginal and Torres Strait Islander Strategy

In August 2024, Our Watch appointed the Head of Aboriginal and Torres Strait Islander Strategy to the organisation's Executive Team. At the time, the position held the title Head of Strategy, which is used throughout this report to reflect the 2024 reporting period. As of 2025, this role has been elevated to Director of Aboriginal and Torres Strait Islander Strategy and a new Aboriginal and Torres Strait Islander directorate has been created.

Throughout 2024, the Head of Aboriginal and Torres Strait Islander Strategy played a key national leadership role as an Our Watch Aboriginal spokesperson regarding the prevention of violence against Aboriginal and Torres Strait Islander women and their children. She actively engaged with our internal staff embedding *Changing the picture* principles into our ways of working. The Head of Aboriginal and Torres Strait Islander Strategy engaged with stakeholders across jurisdictions to promote the *Changing the picture* resource and the drivers of violence against Aboriginal and Torres Strait Islander women including advocating for systemic change through a strengths-based, community-led approach that centres and promotes Aboriginal and Torres Strait Islander women and community expert voices.

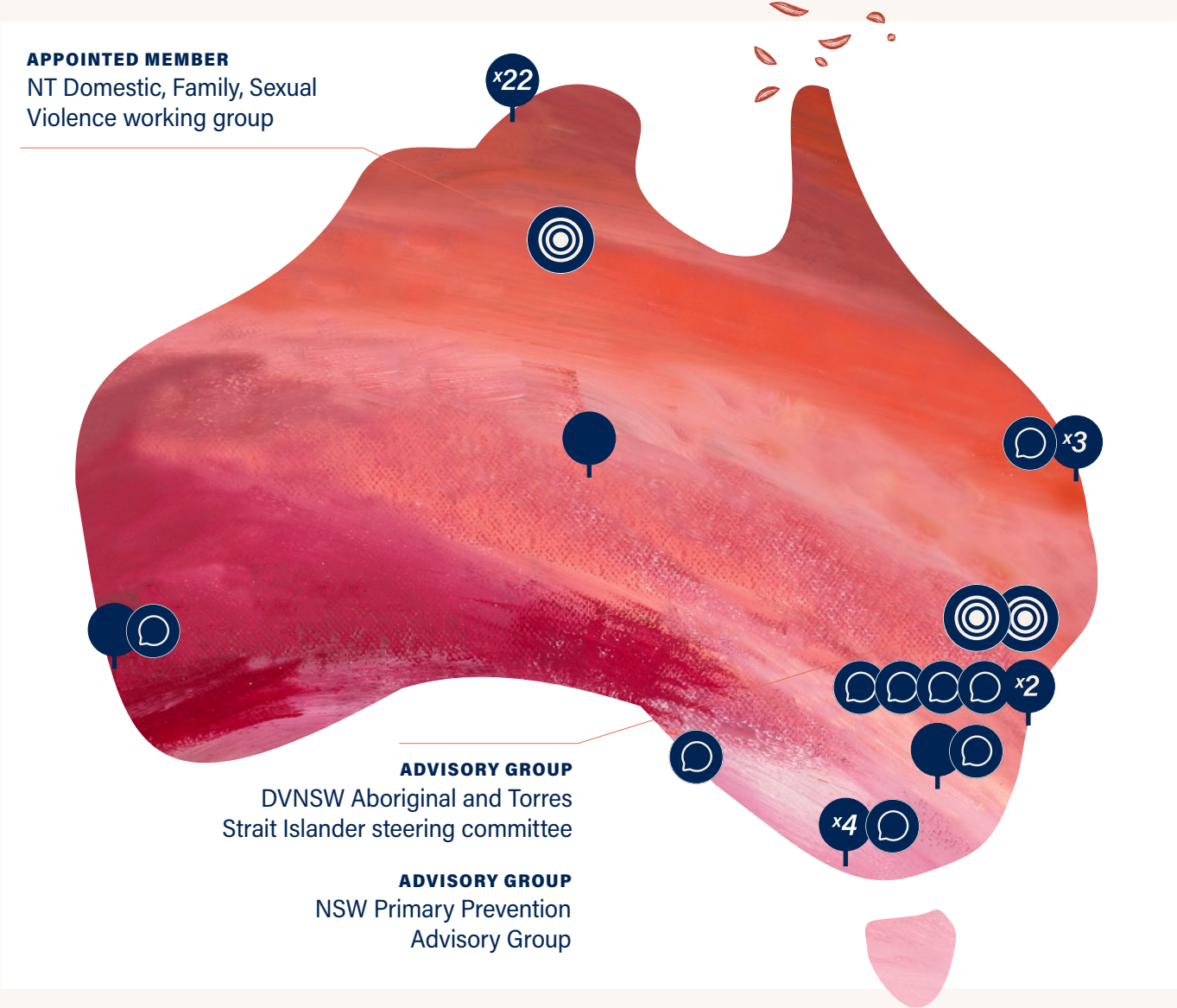
The Head of Aboriginal and Torres Strait Islander Strategy's contributions included:

- appearing 6 times across national media platforms including television, radio, and podcasts
- presenting at 10 national domestic and family violence conferences, forums, and roundtables
- contributing as a member of the Northern Territory Domestic, Family and Sexual Violence Cross Agency Working Group
- contributing as a member of the New South Wales Primary Prevention Advisory Group and the DVNSW Aboriginal Steering Committee
- Co-chair of the Our Watch Aboriginal and Torres Strait Islander Steering Committee
- presenting at all staff meetings as a permanent agenda item to provide Aboriginal and Torres Strait Islander Strategy updates and ongoing cultural learning to staff.

In addition, the Head of Aboriginal and Torres Strait Islander Strategy attended 35 events and strategic meetings across the Northern Territory, Queensland, Western Australia, New South Wales, Victoria, and the Australian Capital Territory, engaging with local Aboriginal and Torres Strait Islander organisations, experts and Ministers for the purpose of two-way learning and sharing expertise across sectors and communities.

HEAD OF ABORIGINAL & TORRES STRAIT ISLANDER STRATEGY 2024 ENGAGEMENTS

Elevating *Changing the picture*



35+ Meetings	6 National broadcasts
10 Presentations	3 Advisory panels

Key	National broadcasts	
● MEETING	📻 ABC Breakfast TV	📻 SBS Arabic Radio
⦿ PRESENTATION	📻 National Indigenous Radio Service	📻 Australian Associated Press Radio
◎ ADVISORY PANEL	📻 NITV	📻 DVNSW Coercive Control podcast

Evaluating and developing our Reconciliation Action Plans

In 2024, Our Watch engaged Murawin, an Indigenous-owned and led organisation, to evaluate our Innovate Reconciliation Action Plan (RAP) 2020–2022 and to support the development of our Stretch RAP 2025–2028 in a cultural advisory capacity. Murawin's final report, delivered on 17 June 2024, provided valuable insights that have directly shaped the development of the new RAP.

The evaluation commended Our Watch for its proactive and strategic approach to reconciliation:

"Our Watch's proactive and reflective approach to reconciliation is leveraging opportunities for cultural growth while leading the way for a positive reconciliation trajectory in Australia. Strong strategic leadership and governance played significant roles in achieving 53 of the 58 (91.3%) Innovate RAP's 2020–22 goals, alongside an invested workforce committed to contributing further to reconciliation outcomes."

Building on this strong foundation, the Stretch RAP has been developed through deep engagement with the Our Watch Aboriginal and Torres Strait Islander Steering Committee, the Head of Aboriginal and Torres Strait Islander Strategy, interviews with staff and Board members, and independent consultations with 4 external Aboriginal and Torres Strait Islander stakeholders. These sessions, facilitated by Murawin, created space for stakeholders to articulate their priorities for Our Watch's future reconciliation efforts and were instrumental in shaping the Our Watch *Commitment to Action: Stretch RAP 2025–2028*.

A key and defining shift in this RAP is Our Watch's strengthened commitment to long-term, mutually beneficial partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. This direction responds to a central finding from the evaluation:

"Although Our Watch are building ways that nurture First Nations relationships, internally and externally, there was a concern raised about the extent to which Our Watch has established mutually beneficial relationships with Aboriginal stakeholders and organisations previously... Some staff would like to see formal partnerships similar to those Our Watch has with government entities, implying a desire for long-term, committed relationships that go beyond the scope of the RAP."

This feedback has driven a renewed focus on formalising partnerships, increasing internal awareness of existing relationships, and embedding structures for sustainable, accountable engagement.

The Stretch RAP was developed in close collaboration with the RAP Working Group, Aboriginal and Torres Strait Islander staff, the CEO and Executive team, and the Board. It sets out a series of ambitious, measurable actions. Many of these are designed to be led by non-Indigenous staff to build cultural capability across the organisation, reduce the colonial load on Aboriginal and Torres Strait Islander employees, and support whole-of-organisation leadership in reconciliation - aligning with a key recommendation from the Innovate RAP evaluation.



Statement on 26 January

Our Watch published its third annual statement on 26 January 2024 to stand in solidarity with Aboriginal and Torres Strait Islander people and highlight the importance of collectively building a future that is safe, equal and respectful for all people in Australia.

The 2024 statement emphasises the importance of truth-telling, listening, and addressing the ongoing effects of racism, colonisation, and gender inequality.

The statement also highlighted the recent Voice Referendum as a missed opportunity to advance progress in this area and reaffirmed Our Watch's commitment to working alongside Aboriginal and Torres Strait Islander communities toward a safer and more inclusive Australia.

This statement was shared widely on social media and via our monthly e-newsletter, which reaches key stakeholders in the prevention sector and government.

Decolonising events

In 2024, a series of whole of organisation events for National Reconciliation Week and NAIDOC Week were held, including:

- inviting Nornie Bero, Meriam Mir woman and CEO of Mabu Mabu, to share her personal story to highlight the significance of Mabo Day, and to teach our team about native ingredients
- the RAP Working Group developed and facilitated a workshop on how to write a personalised Acknowledgement of Country and invited all staff to write their own personalised reconciliation commitment card
- inviting Janty Blair, Butchulla, Mununjhali and Woppaburra woman and comedian, to host a comedy set and talk about comedy as a tool for social change
- inviting Goorlil Consulting to host an anti-racism and decolonising workshop for our national team.
- supporting staff to attend community-led events across awareness days.

Innovation

Respect and Equality in TAFE project

In 2024, Our Watch signed Memorandums of Understanding (MOUs) with Charles Darwin University and Batchelor Institute of Indigenous Tertiary Education, both in the Northern Territory, as part of the *Respect and equality in TAFE* project. These MOUs were designed to be enablers for partnership between the respective institutes and Our Watch to develop a gender equality action plan using tools from the *Respect and equality in TAFE* framework.

Each institute underwent a process of 6 working group meetings, of which 4 were delivered in person and 2 were online, to increase their understanding and develop a shared language about primary prevention of violence against women and to develop an action plan that they can monitor and implement over the next few years. By the end of the academic year, both institutes had a robust action plan.

The institutes chose to approach their action plans in different ways, with varying degrees of early impact. For example, Batchelor Institute attest to already seeing the benefit menstrual and gender affirming leave being added into their enterprise bargaining agreement as a result of their work with Our Watch. Charles Darwin University intend to align their action plan with their university-wide strategic plan, with a view to embedding the plan into business-as-usual so have fewer early wins, but longer-term aspirations.

Staff from both institutes also participated in the recording of *'Creating Equal Space'* audio episodes, designed to support staff that are new to the *Respect and equality in TAFE* framework to navigate the various tools on offer and understand their role, the challenges they might come up against, and the benefits they are likely to see.

Changing the picture in action

In 2024, Our Watch continued its critical work to prevent violence against Aboriginal and Torres Strait Islander women and their children by strengthening the foundations of culturally informed training and capacity building.

A key part of this work was the redesign of the *Changing the picture* workshop and facilitation package in response to prevention sector needs.

Over 9 months, Our Watch's Practice Lead for Preventing Violence against Aboriginal and Torres Strait Islander Women, the Aboriginal staff member leading this project has focused on building strong relationships and listening deeply to what communities and the sector need. One result of this has been the ongoing development of a co-led and co-designed new media capacity-building package, in partnership with Aboriginal and Torres Strait Islander media professionals, academics and sector stakeholders using a yarning circle approach. This new resource will aim to shift how violence is reported in the media, promoting truth-telling, respect, and accountability.

While only a limited number of training sessions were delivered during this period, the groundwork laid has been significant. This work is guided by the cultural knowledge and lived experience of the Practice Lead, ensuring content and delivery remains meaningful and relevant.

In 2024, 2 key learnings emerged from the prevention of gender-based violence against Aboriginal and Torres Strait Islander women and their children project:

1. Strengthen co-design and collaborative approaches

The success of the yarning circle method highlighted the value of co-designed, collaborative approaches. Future training and capacity-building activities will explore expanding these culturally grounded practices to better engage and reflect the experiences of Aboriginal and Torres Strait Islander women and communities.

2. Tailor content for diverse audiences

Feedback from participants highlighted the need to contextualise training content more effectively. The project team recognised the importance of striking a balance between delivering Our Watch's evidence-based content and ensuring cultural relevance and authenticity for Aboriginal and Torres Strait Islander audiences, a practice the Aboriginal and Torres Strait Islander Practice Lead described as 'walking in two worlds'.

2024 *Changing the picture* activity and reach

Activity types	Count of activity type	Sum of number of participants
Training/workshop	3	59
Event (incl. networking event or conference attendance)	5	Data unavailable
Community of practice(s)	2	Data unavailable
Advisory group	1	7
Presentations	2	6
Grand total	13	72

Participant key takeaways

"That we all need to be involved and intentional about educating ourselves and others that a primary prevention approach is needed. And that this is based in social change, which may not happen overnight but is necessary for sustainable, long-term improvement of how colonisers recognise and reconcile the ongoing effects of colonisation."

"I have a much clearer understanding of the role of intergenerational trauma and the continuing effect that it can have on First Nations people."

"We need more of these sessions more often. The more we talk about this the easier it becomes to address these issues in the work place without the stigma."

"The content has helped me understand how I might apply this knowledge/ understanding to my work in the decision-making, communicating, etc."



STORIES OF IMPACT

Media masterclass for emerging journalists or media professionals new to reporting on violence against women

As part of Our Watch's commitment to improving media practices around the reporting of violence against women, in June 2024 we delivered a targeted media masterclass in Melbourne. Designed for emerging journalists and media professionals, the session was delivered through the *Respect@Work13: Prevention in Media Settings* project, funded by the Department of Social Services.

A key highlight of the session was a one-hour presentation led by Our Watch's Practice Lead for Preventing Violence Against Aboriginal and Torres Strait Islander Women. This session focused on increasing media professionals' understanding of:

- **the disproportionately high rates of violence** experienced by Aboriginal and Torres Strait Islander women.
- **the underlying drivers and unique contexts** of this violence.
- **the importance of culturally informed and sensitive reporting practices.**
- **the ongoing media silence** that often surrounds violence against Aboriginal and Torres Strait Islander women.
- **how to improve their reporting practices** when reporting on violence against Aboriginal and Torres Strait Islander women
- **their critical role and responsibility** in the prevention of violence against all women and children.

Participants engaged in an interactive cultural safety reflection activity and responded positively to the session's depth and relevance. Feedback showed that participants valued learning about the diverse experiences of women, particularly how Aboriginal and Torres Strait Islander women, women with disabilities, and migrant and refugee women have different and complex experiences of violence.

Participants expressed a strong interest in more time with the Practice Lead and additional content on culturally safe reporting. This response highlights the demand for continued professional development in this area.

Following the masterclass, a participant published an article emphasising the importance of education in preventing violence against women. She credited Our Watch's work, including *Changing the picture*, as critical in helping build a shared understanding of primary prevention for Aboriginal and Torres Strait Islander women and children.

This initiative reflects Our Watch's broader efforts throughout 2024 to strengthen the capacity of the media to report responsibly and respectfully on violence against Aboriginal and Torres Strait Islander women, as part of our national approach to primary prevention.



Submissions and evidence to government

A key focus of Our Watch's work is to provide expert policy advice, information and support to inform government policy development. Our Watch supports evidence-based legislative, regulatory and policy approaches at a Commonwealth, state and territory level in the prevention area.

Changing the picture grounds our advice in relation to preventing violence against Aboriginal and Torres Strait Islander women. We also draw consistently on the expertise of the Aboriginal and Torres Strait Islander staff and Steering Committee.

This section of the report outlines some of our key submissions to government from 2024.

Submission to the National Aboriginal and Torres Strait Islander Family Safety Plan

The development of the SNAIIC *Our Ways – Strong Ways – Our Voices: National Aboriginal and Torres Strait Islander Family Safety Plan* is an important milestone and presents a vital opportunity to provide a clear national framework focused on preventing violence against Aboriginal and Torres Strait Islander women and children that reflects the vision and priorities of Aboriginal and Torres Strait Islander people and communities.

In 2024, Our Watch submitted evidence to the SNAIIC *Our Ways – Strong Ways – Our Voices: National Aboriginal and Torres Strait Islander Family Safety Plan Engagement* including an additional 2 submissions on the first and second drafts of the Plan.

Drawing on the evidence outlined in *Changing the picture*, Our Watch emphasised the value of:

- taking a primary prevention approach that addresses the drivers of violence against Aboriginal and Torres Strait Islander women and children
- establishing essential systems and structures that will support and sustain prevention efforts, ensuring the effectiveness and long-term impact of the National Family Safety Plan
- applying and embedding key principles and approaches to the design, implementation and evaluation of policy and practice under the National Family Safety Plan
- ensuring both non-Indigenous and Aboriginal and Torres Strait Islander people have a role and responsibility.

Highlighted in Our Watch's formal submission to the Family Safety Plan, the Aboriginal and Torres Strait Islander Steering Committee provided their own independent statement. This was a deliberate and important decision to ensure that Aboriginal and Torres Strait Islander voices could be heard on their own terms, free from the broader organisational framing that typically shapes Our Watch's submissions. This independent statement stands as a powerful expression of self-determination and cultural authority. The Steering Committee also provided guidance and advice that informed the development of Our Watch's primary submission.

Our Watch submission and response to coroner's report into the deaths of 4 Aboriginal women in the Northern Territory

In November 2024, Our Watch welcomed the Northern Territory coroner's report into the domestic violence-related deaths of 4 Aboriginal women - Kumanjayi Haywood, Ngeygo Ragurk, Miss Yunupiju and Kumarn Rubuntja. The CEO and Head of Aboriginal and Torres Strait Islander Strategy gave in-person verbal evidence supporting long term, appropriate funding. The report shines a critical light on the systemic failings and challenges in addressing domestic and family violence in the Northern Territory. The coroner's report made 35 recommendations aimed at preventing and responding to violence against women in the Northern Territory.

Several recommendations align with points raised by Our Watch in our 2023 in-person submission led by CEO Patty Kinnersly and Head of Aboriginal and Torres Strait Islander Strategy Regan Mitchell.

- **Recommendation 30** mirrors Our Watch's advocacy for culturally appropriate prevention and education programs targeting young people to promote respectful relationships and address gender norms.
- **Recommendation 29** aligns with Our Watch's focus on engaging men and boys in primary prevention through culturally grounded, community-led initiatives.
- **Recommendation 5** reflects Our Watch's evidence linking alcohol misuse to DFSV and the call for harm-reduction policies integrated into prevention strategies.
- **Recommendation 34** to increase baseline funding for frontline domestic and family violence crisis services by about 10%, aligns with Our Watch's evidence that an appropriately resourced and coordinated approach to prevention is essential.

Our Watch provided evidence to support the leadership and expertise of local experts, organisations and Community in the Northern Territory, whose voices are central to this work.

The Inquiry's evidence-based recommendations highlighted important opportunities for strengthening the *Changing the picture* framework - particularly by embedding the importance of traditional practices, healing-centred approaches, and culturally tailored prevention strategies. These findings reinforce the need for Our Watch to deepen our engagement and ensure our work continues to align with community-led, evidence-based approaches.

Final report from the inquiry into Missing and Murdered First Nations Women and Children

Our Watch welcomed the inclusion of culturally safe, community-led, and evidence-based approaches in the Inquiry into Missing and Murdered First Nations Women and Children final report, especially in Recommendation 6, which calls for sustainable funding and support for prevention strategies led by Aboriginal and Torres Strait Islander people.

Throughout the report, there are several references to *Our Watch's* work, more than 48 in total, acknowledging the ways in which our submissions and frameworks have supported the broader effort to prevent violence.

- ***Changing the picture*** is mentioned as an ongoing resource that continues to inform primary prevention, especially in work with Aboriginal and Torres Strait Islander communities.
- **Chapter 3**, which focuses on the causes and drivers of violence, draws on our evidence to help outline the underlying drivers of violence against Aboriginal and Torres Strait Islander women. This includes insights from *Changing the picture*, which help frame the discussion in that chapter.
- **Chapter 5** includes references to our media work and national guidelines, as well as further use of *Changing the picture* to support its analysis.
- The report also includes quotes from our CEO, Patty Kinnersly, highlighting the value of investing in prevention, supporting frontline services, and addressing systemic racism as part of a broader, long term effort.

- Our submission's recognition of the role governments must play in showing leadership and supporting community-led efforts is also mentioned in the report.

We recognise that while the report touches on many of the areas we raised, the evidence and perspectives that informed it were strongly shaped by Aboriginal and Torres Strait Islander voices. These contributions centred community-led, culturally safe, and long-term approaches to prevention. While the final recommendations reflect some of this direction, they also left out several critical areas highlighted in submissions, such as the need for stronger recognition of police as potential perpetrators and clearer measures to safeguard children. We remain committed to standing alongside communities to continue advocating for the changes that are still needed.

Truth and Justice Commission Bill submission

In July 2024, Senator Dorinda Cox (The Greens) introduced a bill to establish a federal Truth and Justice Commission, following the failed Voice referendum. Our Watch made a submission supporting the proposed Commission as a vital mechanism for addressing the structural drivers of violence against Aboriginal and Torres Strait Islander women.

While *Changing the picture* does not explicitly list truth-telling as a standalone action, Our Watch highlighted the Commission's potential to support key prevention efforts, including:

- **Healing the impacts of colonisation and intergenerational trauma**, and improving access to justice for Aboriginal and Torres Strait Islander peoples.
- **Addressing the ongoing effects of colonisation for non-Indigenous people**, including challenging and preventing all forms of racism, indifference, ignorance and disrespect.
- **Addressing the gendered drivers of violence through intersectional approaches**, challenging racism and sexism, and supporting Aboriginal and Torres Strait Islander women's leadership.

Aboriginal and Torres Strait Islander perspectives and Aboriginal-led evidence were incorporated into several other mainstream submissions and policy briefs, contributing meaningfully to broader national prevention strategies.

Key examples include:

- Our Watch submission to the South Australian Royal Commission into Domestic, Family and Sexual Violence
- Our Watch's submission to the Inquiry into elder abuse in Queensland submission
- The prevention of gender-based violence and the early years - Policy guide
- Opportunities for prevention of violence against women and children in the Northern Territory - Policy brief.



Communications

This section outlines Our Watch content on preventing violence against Aboriginal and Torres Strait Islander women across website, media engagement and social media. This report compares results from 1 July to 31 December 2024, to the same period in 2023 (where possible).

Website visitation

Changing the picture framework

Measure	2023	2024	% difference
Total views	3134	4142	32% increase ↑
Active users	2035	2523	24% increase ↑
Total downloads*	2078	2076	No change

*Includes full framework, exec sum and background paper

Changing the picture is the second most popular publication on the Our Watch website. *Change the story* is the top publication with 4,792 downloads for the same period.



Preventing violence against Aboriginal and Torres Strait Islander women page

Measure	2023	2024	% difference
Total views	2540	1619	25% decrease ↓
Active users	1964	1167	41% decrease ↓
Downloads from page*	na	307	na

**Changing the picture* is embedded as a download on the 2024 page

This page is the most visited page of the [Preventing violence against different groups](#) section.

Media releases

Media releases are included below in order of recent appearing at the top of the table.

Of 64 media releases published between 1 Jan 2023 31 December 2024, 12 were related to Aboriginal and Torres Strait Islander women which is 19%.



19%
of media releases were
related to Aboriginal and
Torres Strait Islander women.

Media release title	Date published
<u>Our Watch welcomes coroner's report into the deaths of four Aboriginal women in the NT</u>	26 th Nov 2024
<u>Alarming spike in violence against Aboriginal and Torres Strait Islander women</u>	20 th Nov 2024
<u>New paper outlines opportunities for NT government in prevention of violence against women</u>	11 th Sep 2024
<u>Report into missing and murdered First Nations women and children</u>	16 th Aug 2024
<u>Our Watch announces permanent First Nations Deputy Chair</u>	3 rd May 2024
<u>Statement on 26 January 2024</u>	26 th Jan 2024
<u>Opinion: The long tail of colonisation</u>	25 th Jan 2024
<u>Coroner's Inquest into the deaths of four Aboriginal women is a wake-up call to commit to stopping violence before it starts</u>	8 th Nov 2023
<u>Our Watch public statement on the 2023 Referendum</u>	14 th Sep 2023
<u>Regan Mitchell appointed as Head of Aboriginal and Torres Strait Islander Strategy</u>	30 th June 2023
<u>Karen Iles appointed as Our Watch Board Director</u>	16 th June 2023
<u>Our Watch's statement on 26 January 2023</u>	24 th Jan 2023

Social media

Our social media content aims to grow understanding about the drivers of violence against Aboriginal and Torres Strait Islander women and everyone’s role and responsibility to contribute to preventing it. From 1 July to 31 December 2024, Our Watch posted 71 times on topics related to Aboriginal and Torres Strait Islander women content. This data is combined from Facebook, LinkedIn, Instagram and Twitter/X.

We were not able to collect data on the same period for 2023 due to the limitations of Sprout Social.

Number of posts	71
Engagement Rate	6.4%
Engagements	7307
Link Clicks	2953
Impressions	113775

During the reporting period 567 posts were shared across all 4 platforms, of these, 71 were specifically focused on Aboriginal and Torres Strait Islander issues, or approximately 12.5%.

Compared to our overall engagement rate during this period (7.3%) these posts performed slightly below average, however this is typical of posts focused on a single topic – it surpassed our benchmark of 6% indicating good engagement.

The top performing posts during this reporting period included event posts (such as the yarning circle and Ending Coercive Control, Family & Domestic Violence conference), as well as posts addressing current media stories, such as the Head of Aboriginal and Torres Strait Islander Strategy appearing on ABC News and CEO’s quote regarding the deaths of Aboriginal and Torres Strait Islander women in the Northern Territory.

The strongest engagement during this period was on LinkedIn and Instagram.

During this period, posts included Awareness Days such as NAIDOC Week and National Aboriginal and Torres Strait Islander Children’s Day.

Media

We work with national media to shape the public conversation about preventing violence against Aboriginal and Torres Strait Islander women.

From 1 July to 31 December 2024, there were 833 media stories mentioning Our Watch and Aboriginal and Torres Strait Islander women.

In November 2024, we issued a media release about the [Alarming spike in violence against Aboriginal and Torres Strait Islander women](#) following the release of the coronial inquest into the deaths of 4 Aboriginal women in the Northern Territory.

The CEO and Head of Aboriginal and Torres Strait Islander Strategy were quoted across national media.

“Our people have always known these shocking rates of violence came with colonialism. When combined with racism, poverty, oppression and disrespect for women - particularly for our women - this creates a dangerous breeding ground for violence to take place and be tolerated.”

—Regan Mitchell.
Director, Aboriginal & Torres Strait Islander Strategy

2025 and beyond

Aboriginal and Torres Strait Islander strategy

Our Watch launched its inaugural Aboriginal and Torres Strait Islander strategy in 2025, the strategy provides an overarching framework and set of principles to guide Our Watch's work to prevent violence against Aboriginal and Torres Strait Islander women and their children and strengthen our internal capacity to support this work.

Based around 4 core key focus areas:

- 1. Taking action**
- 2. Using our influence**
- 3. Valuing Aboriginal and Torres Strait Islander evidence**
- 4. Strengthening our own organisation**

The strategy will help us operationalise and amplify *Changing the picture* actions and principles and guide organisational decision-making, action planning and implementation.

Aboriginal and Torres Strait Islander Strategy directorate

In 2025, Our Watch established a new Aboriginal and Torres Strait Islander Strategy directorate to provide strategic and cultural leadership, advice and support across the organisation. The directorate leads the development and implementation of Our Watch's Aboriginal and Torres Strait Islander strategy and action plan, and ensures accountability to its objectives.

The directorate plays a critical role in embedding Aboriginal and Torres Strait Islander perspectives throughout Our Watch's internal operations and external work and ensures the prevention of violence against Aboriginal and Torres Strait Islander women is a core priority in our directorates, partnerships and programs.

In June 2025, the previous Head of Aboriginal and Torres Strait Islander Strategy was appointed as the inaugural Director of the directorate.

The launch of the Our Watch *Commitment to Action: Stretch Reconciliation Action Plan (RAP) 2025-2028*

The *Our Watch Commitment to Action: Stretch Reconciliation Action Plan* (Stretch RAP) was launched in July 2025. The Stretch RAP is intended to challenge us as an organisation and individuals to be brave in truth telling and creating social change to advance national reconciliation. It will enable us to continue to systematically improve the cultural safety and security of our workplace, share power, value Aboriginal and Torres Strait Islander lived experience, decolonise our ways of working and support self-determining practices in the development of internal and external policies and resources.

This is a whole-of-organisation project, and all staff are expected to play a role in advancing reconciliation. Leadership at Our Watch, including Board members and the executive team, will be accountable for the implementation of the new Reconciliation Action Plan. Actions and deliverables will be dispersed across all Directorates.

Aboriginal and Torres Strait Islander Subcommittee to the Board

The board has made a decision (as of January 1 2025) to establish a formal Aboriginal and Torres Strait Islander Sub-committee of the Board.

The subcommittee is made up of Aboriginal and Torres Strait Islander board members and is currently working with an Aboriginal governance expert to establish a Terms of Reference.

Strengthening our work

This report is the fourth *A national responsibility* report.

Through the process of evaluating and reporting on our organisational activities to prevent violence against Aboriginal and Torres Strait Islander women under the Aboriginal and Torres Strait Islander Strategy and Action Plan, Our Watch will continue to embed the objectives behind this report in all internal and external work.

As a non-Indigenous-led organisation, we are committed to amplifying the voices of Aboriginal and Torres Strait Islander people and organisations and ensuring that our primary prevention work is responsive to the needs and shared priorities of communities.

We will continue to stand by and walk alongside Aboriginal and Torres Strait Islander people as we work towards a future where all women and children are **safe, respected and equal.**



About the artwork

Weaving dreams

2025. Acrylic on canvas

Learning and remembering a cultural practice as old as my people, I started weaving because I wanted to learn a cultural practice, reclaiming a skill made scarce by colonisation.

For me, weaving encourages focus, attention and humility to create something beautiful. A practice that takes patience and persistence, learning and accepting that you may not get it right the first time, but you won't know until you try.

It's not always about what you make, sometimes it's just about the process of creating.

About the artist

Karla McGrady

Gamilaraay Artist (she/her)

Karla McGrady is a Gamilaraay/Kamilaroi woman born in Tenterfield NSW, now residing in Magan-Djin/Brisbane, Queensland. She has been painting for 15 years and exhibiting, selling, curating, and promoting art since 2008. Her experience as a visual artist has led her to arts retail and commissions, curating art exhibitions with philanthropic bodies and government institutions, and various forms of art and artist promotion. Recently she has been commissioned to develop Aboriginal Art design for murals, tattoos, logos and digital art for businesses. She has also worked with sports teams to design uniforms, and collaborated with an Indigenous-owned business to design clothing and products to celebrate NAIDOC Week.

Our Watch



Preventing violence
against women