



SA Royal Commission into Family, Domestic and Sexual Violence

GOGO Foundation Submission in
response to the Issues Paper

27 September 2024

The GOGO Foundation

The GOGO Foundation empowers women and those who identify as non-binary by providing them with a space to heal, learn and grow through its Inclusive Work Program (IWP). This program offers a safe and supportive environment where women can develop new skills, gain confidence, and rebuild their lives with financial autonomy post trauma.

Participants of the Foundation's IWP leave the program with increased confidence and self-esteem, as well as a greater sense of connection to their community.

Over the past three years, 60 percent of program graduates have secured suitable employment within six months, with roles spanning across various industries such as banking and finance, the care sector, transport, retail, hospitality, manufacturing, and community services. The program is inclusive, with participants representing a diverse range of backgrounds, including First Nations women, those for whom English is a second language, long-term unemployed, mothers, carers and with varying levels of education.

Additionally, the program aims to support women who have experienced gendered violence, including those who have encountered intimate partner violence and those facing violence from other family members. The GOGO Foundation strives to fill the gaps in existing social support systems and provide much-needed assistance to marginalised women with multiple and complex needs.

In response to the Issues Paper the GOGO Foundation highlighted its concerns over the narrow definition of gendered violence this Royal Commission had adopted. With this submission we would like to reiterate that the gendered violence we see with women and those who identify as non-binary goes further. We see experiences of violence from family members and not just intimate partners. Because of this they are often illegible for crisis support, despite being victims of gendered violence. These needs are unseen and complex.

What we know

Unemployment

Unemployment has a direct relationship with gendered violence.

We are increasingly receiving referrals from Job Active providers. The women who are referred through this pathway have been unable to secure work. They are lingering on the books of the unemployment service providers. For many women, they have experienced long term unemployment, many for more than five years. Some have never had a job. We believe there can be a direct relationship between the impact of FDV and inability to gain and sustain safe work.

Poverty

Unemployment can lead to poverty

Poverty can also be a cause of unemployment, and an outcome of unemployment. Women can become trapped in poverty due to a series of complex issues, but most commonly, we see the cause of poverty and unemployment is unresolved trauma, whether that is from family violence (as we define it), domestic violence, childhood trauma or sexual violence.

Unresolved trauma can be the cause of ongoing poverty. The women we see trapped in this predicament are a subsection of an underclass of marginalisation and disadvantage.

Healing

Survivors of Family and Domestic Violence deserve long term wrap-around psychosocial support to address emotional, psychological, physical, social and spiritual needs.

Healing from F and DV requires trauma-informed, person-centred care and healing, so women can find safe and peaceful ways to be in the world, to engage with society, to maintain their wellbeing and to seek fulfillment, to be able to move on from their trauma. Without the ability

to heal, gaining and sustaining secure, safe and long-term employment is difficult, if not impossible.

Employment is a step to re-engagement with society and economic independence

Given many of the women we support have been marginalised from the workforce, it is critical to assist them to understand what a modern workplace looks and feels like, what their rights and responsibilities are, how to keep themselves well and safe, and how to be successful in the workplace. Our work readiness includes understanding what an inclusive, flexible and safe workplace looks like. We include modules on how to have difficult conversations and being accountable. We look at knowing your job description, contracting, terms of employment, codes of conduct and what are the expectations of your employer. These are elements of work preparedness they will not learn anywhere else.

Primary health care

Many participants through our program have not had their basic health needs met for a long time. We see women in desperate need of dental care, pain support, treatment for bones that have not healed properly and other significant physical health issues.

Cedar Women's Health is funded to assist women if they have experienced violence within the last 12 months. This is only the case for a small percentage of our cohort. Most of the women we support have long term physical, emotional and physiological health needs that due to poverty and or trauma, have not and are not receiving treatment that addresses their needs adequately.

Housing

Safe and secure housing is critical to women escaping and recovering from gendered violence.

Summary

The GOGO Foundation's Inclusive Work Program is more than a job ready program. It is a key component to the healing from trauma brought on by gendered violence.

Through this submission we wish to raise the voices and visibility of women and those who identify as non-binary, who are falling through the cracks.

The GOGO Foundation brings compassion to its work and recognises our participants are often living day-by-day, only just surviving. The IWP supports those living with a lifetime of trauma by assisting them with wrap-around, holistic, psychosocial support, a place of belonging and inclusiveness, where they are valued. With our support, we see women transformed. We wish this transformation for all women who are suffering the impact of FDV.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This not only helps in tracking expenses but also ensures compliance with tax regulations.

In the second section, the author provides a detailed breakdown of the company's revenue streams. This includes sales from various product lines and services. The data shows a steady increase in revenue over the past year, which is attributed to strategic marketing efforts and product diversification.

The third section focuses on the company's operational costs. It details the expenses related to manufacturing, distribution, and administrative functions. The analysis reveals that while production costs have remained relatively stable, there has been a notable increase in marketing and sales expenses.

Finally, the document concludes with a summary of the overall financial performance. It highlights the company's ability to maintain a healthy profit margin despite rising operational costs. The author also offers recommendations for future financial planning, suggesting areas for cost optimization and investment.