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**Fathering Across Cultures
Guide for Engaging New and Expectant Fathers from Migrant and Refugee
Backgrounds**

This Guide is for people and organisations in the community and health services sector, as well as in the multicultural and settlement sector, who engage with new and expectant fathers from migrant and refugee backgrounds as part of their work.

The Guide provides advice and practical tips on how to engage with new and expectant fathers from migrant and refugee backgrounds, and to better support them in understanding their role and expectations of parenting in Australia while maintaining their cultural values. Service providers will be better able to support the fathers in going through this significant change in their lives.

The Guide is accompanied by a mobile app for new and expectant fathers from migrant and refugee backgrounds with information on the first five years of fatherhood and where they can find support.

This Guide does not replace specialised training in cultural awareness and competence or trauma and/or domestic violence training.

Taking training if you or your workplace have not done so already is strongly recommended.

The Guide was developed by Migration Council Australia in collaboration with the Australian Government, drawing on the knowledge of a dedicated expert panel. We thank the individuals and organisations that provided input into the development of this material.

[About the Guide]

The Guide can be used by individuals engaged in a broad range of organisations and services that interact with, and provide services to, the community, such as:

Generalist community and health services, including primary health care providers, particularly General Practitioners and Maternal and Child Health Nurses; Local Government; sports organisations; men's sheds; and educators.

Specialist community and health services that primarily work with people from migrant and refugee backgrounds, including organisations providing various settlement services; torture and trauma counselling services; migrant health services; and transcultural mental health services.

Multicultural or ethno-specific community organisations, Migrant Resource Centres, multicultural community services or hubs as well as the large number of organisations catering for a specific language, cultural or religious group.

This Guide is also for individuals who are **community leaders** or **faith leaders**, and therefore have significant standing and authority within communities and may be the go-to people for advice and support.

Depending on the role, your level of engagement and interaction with new or expectant fathers from migrant and refugee backgrounds will be different. In recognition of the diversity of organisations and services—and therefore, of the level of engagement—the information in this Guide can be tailored to a range of settings and is applicable to a range of circumstances.

As someone working or volunteering with such services and organisations, you are likely to engage with new and expectant fathers from migrant and refugee backgrounds who:

1. have recently migrated to Australia and have diverse cultural, religious, linguistic characteristics, as well as recent migration and settlement experiences; or
2. are born in Australia to parents from migrant and refugee backgrounds and have diverse cultural and religious traditions and influences.

Although there are challenges in engaging fathers in general,¹ men from migrant and refugee backgrounds who recently migrated to, and settled in, Australia may require specific approaches that factor in a range of cultural complexities. These complexities include:

¹ Andrew King, Joe Fleming, Dave Hughes, Mohamed Dukuly, Marc Daley and Tick Welsh, *Practitioner's Guide to men and their roles as Fathers, Men's Health Resource Kit 3* (Penrith, MHIRC, Western Sydney University, 2014) 8.

- limited English
- lack of networks
- lack of family and community resulting in isolation
- limited understanding and awareness of Australian systems
- traumatic, refugee-like pre-migration experiences
- different cultural expectations of fatherhood and family relationships
- feelings of frustration, anger and a sense of hopelessness as a result of unmet expectations held prior to migration²

While men who were born and grew up in Australia do not have to face challenges related to adapting to a new country and language, the transition to fatherhood may still require making decisions about how they will maintain family belief systems, practices and traditions in a cross-cultural environment,³ or how to manage family and community expectations.

What to consider

1. In your professional or volunteering role/s, do you interact with men from migrant and refugee backgrounds who may be new or expectant fathers?
2. If so, how close and regular is such interaction?
3. As part of such interaction, do you discuss, or have opportunities to discuss the men's experiences around fatherhood? Do you share any information or advice in this regard?

Why use the Guide

The Guide supports engagement with new and expectant fathers from migrant and refugee backgrounds to:

1. help them to appreciate their current or future role as parents and partners
2. provide them with access to evidence-based and culturally appropriate information and advice
3. support them to maintain healthy and respectful family relationships

The purpose of engagement is to provide a safe space for interaction, in a constructive and affirmative way, and to focus on the positivity of fatherhood experience and respectful family relationships. Engagement can also help men participate in their local community, meet other fathers to exchange experiences,

² Andrew King, Joe Fleming, Dave Hughes, Mohamed Dukuly, Marc Daley and Tick Welsh, *Practitioner's Guide to men and their roles as Fathers, Men's Health Resource Kit 3* (Penrith, MHIRC, Western Sydney University, 2014) 20.

³ Gabriela Salabert, 'Perinatal Experiences in a Foreign Land', *Refugee Transitions*, 59.

and feel that they belong and play a key role in the wellbeing of their families and communities.

The approach

This Guide supports engagement that is:

1. Person-centred
2. Trust-based
3. Strength-based
4. Prevention-focused
5. Embedded in positive narrative

The approach acknowledges the importance of the father's role in shaping the family environment and positively influencing their children's lives and future views of relationships by normalising gender equality in family relationships and in the context of fatherhood.

[Why and how to engage]

Transition to fatherhood

The transition to parenthood is a time of increased risk of family and domestic violence as women experience greater vulnerability during pregnancy and post-birth.⁴ Violence often begins during pregnancy or, if violence already existed, increases in severity during pregnancy and into the first months of parenthood. Becoming a father is a recognised point of additional stress, and can have a transformational impact on men and their views on gender equality.

However, the transition to fatherhood also opens up the opportunity for prevention-focused engagement that has the potential of fostering positive and respectful attitudes and behaviours in men. Such engagement can also expand men's involvement in caregiving, which is particularly valuable in the child's first years — from 0 to 5 years —and has an enormous impact on the child's future health and wellbeing.

Does your profession/industry have specific guidelines or obligations for engaging with communities from migrant and refugee backgrounds?

Importance of tailored approaches

Men from migrant and refugee backgrounds might find it difficult to relate to mainstream fatherhood-focused services and supports. There can be cultural, structural and service-related complexities, often interrelated, in addition to individual or family circumstances.⁵

Cultural complexities include language, ethnicity, identity, acculturation, religious considerations, cultural norms, gender roles, perceptions of services, as well as barriers related to migration and pre-migration experiences (including experiences of trauma in the case of men from refugee backgrounds in particular) and experiences of racism and discrimination.

In some cultures, disclosing family issues to a third party can affect the family's social status in the community. The fear of bringing about perceived shame to their family often prevents men (and women) from migrant and refugee backgrounds from engaging with services and supports. Further, some communities may not be familiar with the purpose of counselling and may attach stigma to mental health issues.

Structural complexities include practical limitations such as availability and accessibility of appropriate services and supports, including clashes with work and family commitments. This is coupled with lack of knowledge or understanding of

⁴ Monica Campo, *Domestic and family violence in pregnancy and early parenthood Overview and emerging interventions* (2015).

⁵ Australian Institute of Family Studies, *Enhancing family and relationship service accessibility and delivery to culturally and linguistically diverse families in Australia* (2008).

services available, and lack of confidence to navigate them. For newly arrived migrants this can become overwhelming.

Service-related complexities relate to lack of cultural responsiveness of support and service models. Men from migrant and refugee backgrounds are unlikely to engage with programs if they feel they do not meet their cultural and individual needs and expectations. It is important for this cohort to feel that their personal experiences and cultural complexities are acknowledged and that they are not being stereotyped or judged. Similarly, men from migrant and refugee backgrounds need to feel they are being treated equally and provided full and accurate information that addresses their circumstances.⁶

What to consider

Diversity of the cohort

Whether you work with men who have recently migrated, arrived as refugees, or are second-generation migrants, you will find each individual has different experiences. Each of these groups will be different depending on their individual experiences, cultural background, language, and religion. Make sure you do not stereotype cultural, religious or linguistic groups, as there is diversity within every group. Recognise the existing strengths of the person you are working with.

1. Specific needs of refugees and asylum seekers

Remember that refugees and asylum seekers may have different needs to other migrants. They may have trauma-like experiences and difficult pre-migration experiences. This might include feelings of loss, grief and difficult journeys. Their experiences may affect their capacity to seek help.⁷

2. Factors increasing vulnerability⁸

These include:

- migration and pre-migration experiences (e.g. difficult journeys in search of safety, experiences of war migration status or visa uncertainty, changes in family structure as a result of migration)
- settlement experiences
- socio-economic factors (such as unemployment and underemployment)

⁶ Ashok Chand and June Thoburn, *Child and family support services with minority ethnic families: what can we learn from research?* (2005).

⁷ Domestic Violence Victoria, *Submission to Family Safety Victoria: Family Violence Information Sharing and Risk Assessment and Risk Management Framework* (10 July 2018) 52.

⁸ Eileen Pittaway and Rebecca Eckert, 'Domestic violence, refugees and prior experiences of sexual violence: factors affecting therapeutic and support service provision', in Australian Domestic & Family Violence Clearinghouse, *Improving responses to refugees with backgrounds of multiple trauma* (2013) 10-13.

- isolation and loss of family support or social networks
- lack of trust towards authorities; and
- low levels of literacy (including English language).

Due to these difficulties, fathers can be under increased pressure and stress in providing for their children.⁹

3. Family composition, dynamics and roles and responsibilities

For some men, settlement challenges include having a different role in society, changes in their family structure and income.¹⁰ There may be gender stereotyped attitudes and beliefs relating to gender roles, that are a significant barrier to engaging men from migrant and refugee backgrounds.¹¹

Some culturally-embedded views of gender roles see the raising of children as being a predominantly 'women's activity' or women as responsible for maintaining family unity. Similarly, family composition may extend to aunts, uncles, cousins and extended family and they may have a greater role in raising children, in a communal setting, than is commonly practiced in Australia.

They may find the expectations of parenting and fatherhood to be different to their understanding of family. While this can be true both for first- and second-generation men, migration experience can also result in change in gender dynamics in families and intergenerational conflict.

4. Collectivist approaches

In some cultures, it is normal for the wider community to be involved in couple, family and child raising issues. Likewise, some cultures may have different, much broader concepts of personal space and privacy. The notion of confidentiality could have a broader, community application, meaning that the information can be shared beyond those immediately privy to it.¹²

5. Parent-child relationship

There may be different views on raising children, with some people preferring an approach whereby the parent has complete authority and obedience is expected from the child. In other families, children may be brought up to meet the expectations

⁹ Andrew King, Joe Fleming, Dave Hughes, Mohamed Dukuly, Marc Daley and Tick Welsh, *Practitioner's Guide to men and their roles as Fathers, Men's Health Resource Kit 3* (Penrith, MHIRC, Western Sydney University, 2014) 8.

¹⁰ Andrew King, Joe Fleming, Dave Hughes, Mohamed Dukuly, Marc Daley and Tick Welsh, *Practitioner's Guide to men and their roles as Fathers, Men's Health Resource Kit 3* (Penrith, MHIRC, Western Sydney University, 2014) 8.

¹¹ Claire Berlyn, Sarah Wise and Grace Soriano, *Engaging Fathers in Child and Family Services: Participation, Perceptions and Good Practice* (2008).

¹² Migrant Information Centre, *"But here, life is different...": A Service response for the prevention and intervention of family violence within the Southern Sudanese community in Australia* (2008) 26.

of their parents, rather than develop independence. You may find that, for some men, it is not customary in their cultures or countries of origin to be present or to be invited to be present at the birth of their children.

[Starting the Conversation]

Depending on your role, and the organisation or service you are part of, there may be a number of opportunities to engage in discussions with men from migrant and refugee backgrounds about their current or future roles as new fathers and partners.

In some circumstances, it may be more appropriate to have an informal conversation, whereas in other settings a more structured approach would be suitable.

What to consider

Language

- Does the person speak English?
- If not, do you speak the same language as the person, and are you confident enough in your own language skills to be able to discuss sensitive topics?
- Alternatively, consider engaging an interpreter. If you are part of a generalist organisation or service, you may already be working with interpreters to support your communication with people from migrant and refugee backgrounds.
- If you require interpreting assistance to communicate with the person, make sure you know how to access interpreters and how to work with them.
- Note that some individuals will hesitate to communicate via an interpreter, particularly in small, tight-knit communities, where the interpreter and the individual may be known to each other. In such circumstances, it is preferable to work with a telephone interpreter.
- Consider your listening skills and using strength-based rather than deficit-based language.

Time

- Do you regularly engage with the same man from a migrant or refugee background who is a new or expectant father?
- Or, is it a one-off interaction that is unlikely to be repeated?
- How much time do you and the father have available?
- Consider what is more suitable – to engage in a brief discussion and refer the individual to the App (one-off engagement) or to engage in a more structured conversation, refer the individual to the App, and have a follow up (recurring engagement).

Self-reflection/reflexivity

- Consider your own viewpoints, biases and values.
- Consider how your background and environment have influenced your attitudes to fatherhood and respectful relationships.
- Consider your professional training and capacity to discuss family violence and other issues. Be aware of the risk of collusion and other intervention-related risks that specialised services are better placed to manage.¹³

Ideas for conversations

Depending on the settings and circumstances of the engagement, there are opportunities to start the conversation with men from migrant and refugee backgrounds about various aspects of fatherhood. These suggested ideas can be tailored to either an informal conversation or a more structured discussion with new and expectant fathers from migrant and refugee backgrounds to enable their understanding of:

1. The similarities and differences between the expectations of parenting and fathering across cultures.
2. The tools that can help them to manage change in their lives.
3. The role that they would like to play as fathers and if this is different from family or community expectation.
4. The opportunities to become more involved in the raising of their child.

These suggested topics are based on the workshop/engagement ideas from: Dad Central Ontario, *Fathers in a New Land: A Workshop from the My Dad Matters Toolkit* (2015) and have been adapted with permission.

Each conversation idea is framed to take up no longer than 10-15 minutes.

Idea 1: Comparing fathering approaches across cultures

¹³ See North West Metropolitan Region Primary Care Partnerships, *Guidelines for Identifying and Responding to People Who Cause Family Violence Harm* (April 2018). <http://inwpcp.org.au/resources/identifying-and-responding-to-family-violence/guidelines-for-engaging-people-who-cause-family-violence-harm/>.

There are differences and similarities in parenting when comparing different countries, cultures or religions.

1. Consider raising the difference of the approaches and the similarities in parenting in Australia, and the role of culture, religion or language (mainstream Australian vs strongly culturally embedded/culturally specific roles).
2. Ask the father what is unique about parenting to their culture or country of origin.
3. Ask what they have observed as unique, in their view, about parenting in Australia.
4. Discuss what stands out for them about the similarities and differences in parenting. Were there any surprises? Did they learn something about parenting in their own culture and in Australia?
5. Focus on the shared approaches.

Option: If the settings and circumstances are appropriate, and to help you visualise the conversation, consider using a Venn Diagram approach—two intersecting circles to identify common points. Reflect on the unique approaches to parenting in their culture/country, and what they have observed as unique in Australia in the circles. Discuss the similarities that can be ‘placed’ in the overlapping circles.

Idea 2: Managing change

While becoming a father is a transformational experience in itself, for recently settled men, migration to Australia may have also brought many changes to their family structure and dynamics. Some things that change will be good and helpful. Other changes will be more difficult to manage. It is useful for new and expectant fathers to take some time to reflect on the expectations they had and how they have been managing the transition for the family. They will notice changes in their relationship with their partner and, for those who are already fathers, with their children. There will also be different sources of support or opportunities in Australia, and how they are dealing with the change within themselves, may be different.

1. Consider discussing the changes that occurred in their family relationships and their roles as current or expectant fathers since moving to Australia/since becoming a new or expectant father.
2. Suggest looking at changes in their relationship with their partners, their relationship with their children, and changes within themselves (e.g. emotions, reactions). Ask the father to share some things that they notice have changed.
3. Ask the father about the strategies they already use to manage change and share some ideas that can help with adjusting to new things:

Be aware of the losses that come with the change. For example, leaving your home country can mean losing position in a community, a home, family support, and more. Becoming a father can mean spending less time with friends or changing work/hobby routines. Things are not the same as they used to be.

Accept that change touches a lot of things, including our relationships, our emotions, and how we manage day-to-day activities.

Keep focused on the reason for the change. Remind yourself why you made this decision. This is a new opportunity that you can make the most of.

Keep check on reality. What truth can you tell yourself (this will pass, we will get through this, we can get help)?

Talk about the change and how it is affecting you. Talk with your wife/partner or find a trusted friend or support worker.

Look after yourself. Eat right, exercise and get a good amount of sleep.

Expect to feel different: depression, anxiety, confusion, joy. If it seems like your emotions are confusing or out of control, talk to a doctor or social worker.

Look for ways you can grow and change yourself. What can you learn about yourself?

Take your time. Give you and your family some time to adjust.

Check if there are specialised resources or services available that you can refer the father to: Go to resources page.

Idea 3: Being involved as a parent

Sometimes fathers may be unclear about their roles as a parent, the expectations of parenting practices in Australia, and how they can be involved with their children. There are expectations about parenting that are unique to Australia.

Consider discussing some or all of these parenting practices and how they are similar or different to the father's own parenting approaches:

Care/Nurture: Provide what is necessary for your child to grow and be healthy.

Supervision/Protection: Be aware of where your child/children are, what they are doing, who they are with. With young children that means staying in the same room with them and keeping them in eyesight. With older children (8 and up) it means

knowing where they are, what time they should be home from school, who their friends are, etc.

Structure/Limits: Set clear limits with children. Enforce them in gentle, loving ways that help a child learn to make good choices. These limits will change as your child gets older and more independent.

Independence: Becoming independent encourages children to try new things and gain confidence in what they are able to do. It also helps prepare them for child care and school. It is important to encourage children to grow independence as they develop, knowing what your child is able to do and not do depending on their age and abilities, including: going to the bathroom with little or no help; washing hands; telling others their full name; crossing the street safely with an adult; eating by themselves; being able to share and take turns; telling others about things they have done; and dressing themselves.

Respect: Enforce limits in gentle and caring ways. Use consequences that make sense to the child and encourage them to make a different choice next time. Be respectful, but not to the point of always giving in.

Positive discipline: There are many different views on discipline around the world. In Australia, there is a noted difference between 'positive discipline' and 'punishment'. Positive discipline supports children to make good choices in a respectful, caring way.

Socialisation: Children learn to relate by being with other people. This includes people in their family, like their father, their mum, their siblings, grandparents, etc. It also includes neighbours, childcare or school friends, teachers, and other adults. Children can learn to relate with other people by getting along with other children and getting along with adults (e.g. going to a father's group, playdate, role modelling good communication skills within their family).

Discussion with children: Children learn a lot through the ways their fathers speak with them. The best learning happens when fathers are sharing their experiences, talking about what is happening around them, and taking time to listen to what their children are saying. Talking to children from birth during regular routines is a helpful way for them to learn and bond with their father. Suggest some routines as good opportunities for talking to children, including: when doing housework; shopping for groceries; preparing a meal and eating; doing a bedtime routine.

[Resources and Referrals]

If violence is already present

For guidance and advice about how to address a situation when someone has been identified or is suspected of using family violence, contact the Men's Referral Service on 1300 766 491

If the father discloses behaviours that could be interpreted as controlling or abusive from the partner's point of view, refer them to preventative services. Do not attempt to screen him by asking him more questions, unless required by legislation. Asking screening questions may risk the perpetrator suspecting that his partner has disclosed information and could risk escalation of violence and controlling behaviour where already present, especially if the victim also attends the same health/mainstream service.¹⁴

In Victoria, organisations may be required to use screening and identifying tools when family violence is suspected or identified. You should be aware of your obligations under the Family Violence Information Sharing Scheme and the MARAM framework. Victoria has different information sharing schemes applied to prescribed organisations that oblige certain services and professionals to share information about perpetrators and alleged perpetrators of family violence. Service providers in Victoria working with alleged/perpetrators have to update clients on their limited confidentiality under the scheme.

No matter the setting in which it occurs, family violence is a human rights issue. Excuses of circumstance, religion and cultures are not legitimate defences of the practice. 'Response to perpetrators must be done in ways that minimise collusion with the attitudes and beliefs that the perpetrator uses to absolve himself of responsibility for his violent and controlling behaviour, to minimise the importance and impact of this behaviour, and to make himself out to be the victim.'¹⁵ Collusion can take the form of agreement with his excuses and focusing on his experience as a victim more than on the family's experience, or aggressively contradicting his views. Above all else, remain respectful during the interaction to keep him engaged with your service, and not trigger an angry or defensive response.

Recognise the signs

Note some indicators of men who use violence against family members:

- Dehumanises or pathologises her

¹⁴ North West Metropolitan Region Primary Care Partnerships, *Guidelines for Identifying and Responding to People Who Cause Family Violence Harm* (April 2018)

12. <http://inwpcp.org.au/resources/identifying-and-responding-to-family-violence/guidelines-for-engaging-people-who-cause-family-violence-harm/>.

¹⁵ North West Metropolitan Region Primary Care Partnerships, *Guidelines for Identifying and Responding to People Who Cause Family Violence Harm* (April 2018)

18. <http://inwpcp.org.au/resources/identifying-and-responding-to-family-violence/guidelines-for-engaging-people-who-cause-family-violence-harm/>.

- Acts or talks in a way that makes her out to be inferior to him
- Comments negatively on her decisions and actions
- Criticises her parenting
- Blames her for showing him 'no respect' or accuses her of being 'disloyal' to him
- Restricts/gatekeeps her access to services, always accompanies her to appointments
- Speaks for her, rather than her answering questions she is asked
- Controls her access to financial or other resources
- Is clearly intent on getting his own way
- Tries to get you to agree with his negative views about his ex/partner/family member
- Is blind to, or does not appear to care about, her viewpoints and needs
- Presents or talks about himself being the real victim
- Talks about her in emotionally abusive or degrading ways¹⁶

Other disclosures of non-physical abuse include:

- Visa or immigration status related threats or controlling behaviours
- Withholding information and using manipulative tactics that rely on their partner's lack of knowledge of legal rights in Australia¹⁷
- Complete control of finances and money
- Forbidding a woman from getting to work by taking her keys or car
- Taking a woman's pay and not allowing her to access it¹⁸
- Deciding what she wears or eats
- Humiliating her in front of other people
- Monitoring what she is doing, including reading her emails and text messages
- Discouraging or preventing her from seeing friends and family
- Threatening to hurt her, the children, pets or property
- Yelling at her
- Deciding if she can and what she uses for birth control
- Forcing her to have an abortion or to continue a pregnancy
- Constantly comparing her with other people
- Constantly criticising her intelligence, mental health and appearance
- Stopping contact with family and community members in a cross-cultural relationship

¹⁶ North West Metropolitan Region Primary Care Partnerships, *Guidelines for Identifying and Responding to People Who Cause Family Violence Harm* (April 2018)

18. <http://inwpcp.org.au/resources/identifying-and-responding-to-family-violence/guidelines-for-engaging-people-who-cause-family-violence-harm/>.

¹⁷ Domestic Violence Victoria, *Submission to Family Safety Victoria: Family Violence Information Sharing and Risk Assessment and Risk Management Framework* (10 July 2018) 52.

¹⁸ White Ribbon Australia, *Financial abuse*, <https://www.whiteribbon.org.au/understand-domestic-violence/types-of-abuse/financial-abuse/>.

- Preventing her from practicing her religion¹⁹

Risk factors for increased risk of family violence in perpetrators:²⁰

- Use of weapon in most recent event
- Access to weapons
- Has ever harmed or threatened to harm the victim
- Has ever tried to choke the victim
- Has ever threatened to kill victim
- Has ever harmed or threatened to harm or kill other family members, pets, or other animals
- Has ever threatened or tried to commit suicide
- Stalking of the victim
- Sexual assault of the victim (including rape, coerced sexual activity or unwanted sexual touching)
- Previous or current breach of Intervention Order
- Drug and/or alcohol misuse/abuse
- Obsession/jealous behaviour towards victim
- Controlling behaviours (for example, the perpetrator telling the victim how to dress, who they can be friends with, controlling how much money they can access and determining when they can see friends and family or use the car)
- Unemployment
- Depression/mental health issue
- History of violent behaviour

Relationship factors:

- Recent separation
- Escalation – increase in severity and/or frequency of violence
- Financial difficulties
- Major life transition

Respond with a degree of respect but without justifying the behaviour

If someone discloses that they are concerned about their own violent or controlling behaviour, it is important to remind them that they have a choice about their behaviour, that there is support available to help them, and refer them to the available support services.

¹⁹ White Ribbon, *Signs of an abusive relationship*, <https://www.whiteribbon.org.au/understand-domestic-violence/what-is-domestic-violence/signs-abusive-relationship/>.

²⁰ Victorian Government, Department of Human Services, *Family Violence Risk Assessment and Risk Management Framework and Practice Guides 1-3* (2nd Ed, 2012) 21-22.

Refer the person to a support service

- **Men's Referral Service** provides anonymous and confidential telephone counselling, information and referrals to help men take action and stop using violent and controlling behaviour – 1300 766 491 – Available 24/7 for TAS and NSW. 8am-9pm Mon-Fri; 9am-6pm Sat-Sun for all other states.
- **1800RESPECT** has qualified and experienced counsellors that can provide information, anonymously, 24/7 – 1800 737 732 – www.1800respect.org.au/help-and-support/using-violence/
- **MensLine Australia** is the national telephone and online support, information and referral service for men with family and relationship concerns. MensLine Australia offers telephone anger management and behavioural change programs, as well as online counselling – 1300 789 978 – mensline.org.au

Resources for fathers

- **1800RESPECT** has qualified and experienced counsellors that can provide information, anonymously, 24/7. 1800 737 732 – www.1800respect.org.au/help-and-support/using-violence/
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- **Men's Referral Service** provides anonymous and confidential telephone counselling, information and referrals to help men take action and stop using violent and controlling behaviour – 1300 766 491
- **NSW and TAS:** Open 24/7. ACT, NT, QLD, SA, VIC and WA: Weekdays 8am – 9pm. Weekends 9am to 5pm. The Men's Referral Service is also for people concerned about a friend's or relative's violent behaviour, and from service providers seeking a secondary consultation.
- **No to Violence** is the peak body for organisations and individuals working with men to end their violence and abuse towards family members in Victoria and NSW. www.ntv.org.au/get-help/
- **Dadvice** by Beyond Blue: resources for fathers focused on preventing anxiety, depression and stress. healthyfamilies.beyondblue.org.au/pregnancy-and-new-parents/dadvice-for-new-dads
- **Support for Fathers by Relationships Australia Victoria** – upcoming
- **Fatherhood Program** – White Ribbon Australia. www.whiteribbon.org.au/fatherhood/

- **Raising Children Network** – resources for fathers raisingchildren.net.au/grown-ups/fathers
- **MensLine Australia**– resources for fatherhood mensline.org.au/being-a-dad/
- **Fathering Across Cultures App** – upcoming

Resources for service providers

- **DSS Community Profiles** have been developed to assist service providers to better understand the backgrounds and needs of Humanitarian Program arrivals. www.dss.gov.au/our-responsibilities/settlement-services/community-profiles
- **SBS Cultural Competence Program** is an online training course aimed at building capability around cultural diversity in the workplace. It features engaging multimedia learning modules and a wealth of resources cultural-competence.com.au/home
- **SBS Cultural Atlas** is an educational resource providing comprehensive information on the cultural background of Australia's migrant populations culturalatlas.sbs.com.au
- **Brotherhood of St Laurence** Cross-cultural Responsiveness training has modules with a focus on families and children and information on diverse child-rearing practices. www.bsl.org.au/services/refugees-immigration-multiculturalism/cross-cultural-responsiveness-training/
- **STARTTS** has a *Cultural Competence in Working with People from Refugee Backgrounds Workshop Booklet* (2015) available for free download. www.startts.org.au/resources/resources-for-free/
- Australian Government, Department of Social Services **Family Safety Pack (2019)** www.dss.gov.au/family-safety-pack. A resource informing men and women coming to Australia about Australia's laws regarding domestic and family violence, sexual assault and forced marriage, and a woman's right to be safe. This resource has been translated into 46 languages.
- **DV-alert** provides education and training on domestic violence www.dvalert.org.au
- **The Lookout** contains a guide for family violence workers and other professionals to respond to family violence used in Victoria. www.thelookout.org.au
- **No to Violence** has a Bystander Intervention Training and other working with men training programs. www.ntv.org.au/training-resources/training/

- **No to Violence** factsheet: *Tips for engaging men on their use of family violence* www.ntv.org.au/mdocs-posts/tips-for-engaging-men-on-their-use-of-family-violence/
- **No to Violence** offers Bystander Intervention Training and Culturally Responsive Practice: When working with CALD clients using family violence training. www.ntv.org.au/training-resources/training/
- **Jasmin Chen**, *Intersectionality Matters: A guide to engaging immigrant and refugee communities to prevent violence against women* (Multicultural Centre for Women's Health, 2017) <http://www.mcwh.com.au/downloads/Intersectionality-Matters-Guide-2017.pdf>
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