CASA CENTRE AGAINST SEXUAL ASSAULT CENTRAL VICTORIA

2025-2028

Strategic Plan

Acknowledgment Of Country

We acknowledge that the Centre Against Sexual Assault Victoria is on Dja Dja Wurrung Country; with CASACV delivering services across Central Victoria on lands belonging to the Traditional Owners of Dja Dja Wurrung, Taungurung, Yorta Yorta and Wurundjeri peoples.

We pay our respects to leaders and Elders past, present and emerging for they hold the memories, the traditions, the culture, and the hopes of all. We acknowledge the strength and resilience of all Aboriginal people, their strong living culture, and the unique role they play in the life of this region. We are sorry for the ongoing impact of colonisation, and support self-determination and justice. We express our gratitude in the sharing of this land, our sorrow for the personal, spiritual, and cultural costs of that sharing and our hope that we may walk forward together in harmony and in the spirit of healing.

Sovereignty has never been ceded. We remember that upon the land on which we stand, this was and always will be Aboriginal land.

Acknowledgement of Victim/Survivors

We acknowledge all survivors of sexual harassment, assault, and abuse, relational violence, and violence at the hands of partners, family members, trusted people and people unknown to them. We acknowledge those who have lost their lives through sexual assault and family violence. We also acknowledge the ongoing resilience, strength, and determination to not be defined by their experiences.

We extend our respect and gratitude to all the people who walk through our doors and trust us with the privilege of bearing witness to their healing and recovery.

Inclusion statement

CASACV is committed to supporting inclusion and diversity. We celebrate different abilities, sexual orientations, gender identities, ethnicity, and faith. Everyone is welcome and supported at CASACV

Our vision

A community where all people live free from sexual violence and feel safe, respected and empowered.

our purpose

Deliver high-quality, sensitive (client centred) and responsive services to people who have experienced and been impacted by sexual and family violence within the Loddon region.

Design and deliver evidence-based education programs and prevention initiatives to create systemic and social change to prevent gendered violence.

Our values

At the heart of our work is feminism, which guides our commitment to gender equality, challenges stereotypes and champions the rights of children, young people and adults to live free from sexual violence and harm as a fundamental human right.

RESPECT

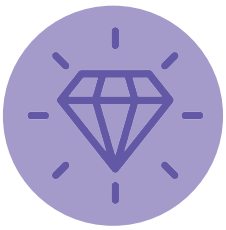
We treat all people with dignity, compassion and fairness, valuing diverse perspectives and lived experience.

INTEGRITY

We act with honesty and accountability, building trust through transparency and continuous improvement.

SAFETY

We provide trauma-informed, inclusive and non-judgemental services and programs that support healing and empowerment.



EXCELLENCE

We strive for high-quality, evidence-based practice and continuously improve to achieve meaningful outcomes.

OUR SERVICES – OUR PEOPLE

We operate through sustainable systems.
We recruit, support and develop skilled and committed professionals to deliver our services and programs.

Strategic Objective	Priorities	Outcomes
Foster sustainable growth	Diversify funding sources, including philanthropic grants and private sector partnerships. Strengthen Board capability, diversity and governance.	Funding streams are increased and diversified, reducing reliance on existing sources. A skilled, diverse and high-performing Board provides strong governance and strategic direction.
Strengthen our workforce	Implement workforce development systems that support capability and performance. Establish clear workforce pathways, including student and graduate programs. Embed CASACV values across all workforce systems, including recruitment, onboarding, supervision, performance development and exit processes.	Staff attraction, retention and performance are improved. Programs are established to support long-term workforce sustainability. CASACV values are embedded and consistently reflected across workforce practice, service delivery and stakeholder engagement.
Strengthen contemporary, fit-for-purpose systems	Develop and implement a digital and technology roadmap Streamline systems, processes and workflows to improve efficiency.	Modern, integrated systems strengthen service delivery, data security and reporting. Clear, consistent workflows and performance measures support workforce effectiveness.

AMPLIFYING CLIENT VOICE

We centre lived experience across service delivery, advocacy and engagement.

Strategic Objective	Priorities	Outcomes
Engage service users, people with lived experience, partners and the broader community.	Expand opportunities for participation through groups, forums and community engagement. Strengthen client feedback mechanisms, including for children and young people.	Participation by people with lived experience in CASACV events, groups and advocacy increases. Feedback is systematically captured, analysed and used to inform continuous improvement.
Recognise and embed lived-experience expertise.	Integrate lived-experience perspectives into service design, evaluation and advocacy. Develop peer-led programs and support groups.	Services, advocacy and evaluation are informed by lived-experience expertise. Peer-led programs strengthen connection, empowerment and outcomes.

SERVICE AND PROGRAM EXCELLENCE

We deliver high-quality, evidence-based, client-centred and accessible services and programs for our community.

Strategic Objective	Priorities	Outcomes
Deliver accessible, equitable and responsive services across the Loddon region.	Deliver high-quality, trauma-informed programs, including group work, family work, individual counselling and family counselling.	Clients across the Loddon region receive high-quality, trauma-informed services, reflected in increased client satisfaction.
	Enhance access through improved enquiry and intake systems.	Client and referrer engagement is increased and service gaps are reduced.
Ensure services are physically, culturally and geographically accessible to diverse individuals and communities.	Embed culturally safe and inclusive practices across all service areas.	Culturally safe practice is delivered consistently across all service touchpoints.
	Strengthen partnerships to improve access and referral pathways.	Outreach, in-reach and flexible service delivery are expanded to reduce geographic and other access barriers.
Strengthen community understanding and prevention of sexual violence across the Loddon region.	Use evidence and community data to inform program design.	Training and prevention programs are aligned to community need and demand.

STRATEGIC PARTNERSHIPS AND COMMUNITY ENGAGEMENT

We build collaboration, education and coordinated responses to sexual violence through strong partnerships and community engagement.

Strategic Objective	Priorities	Outcomes
Collaborate and partner to increase impact across the Loddon region.	Build and sustain strategic partnerships across the health, justice and community sectors. Collaborate on campaigns and community initiatives that address all forms of gendered violence.	Service coordination and referral pathways are improved. Community awareness of, and engagement with, CASACV are increased.
Position CASACV as a leading voice in understanding and responding to sexual and family violence across the region and state.	Contribute to policy, advocacy and sector reform through established and emerging forums. Strengthen CASACV 's representation across local, state and national platforms.	CASACV influences policy and practice through advocacy and submissions. Strong representation in sector forums reinforces CASACV's leadership and credibility.

CASA

CENTRE AGAINST SEXUAL ASSAULT CENTRAL VICTORIA

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VICTORIA State Government

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