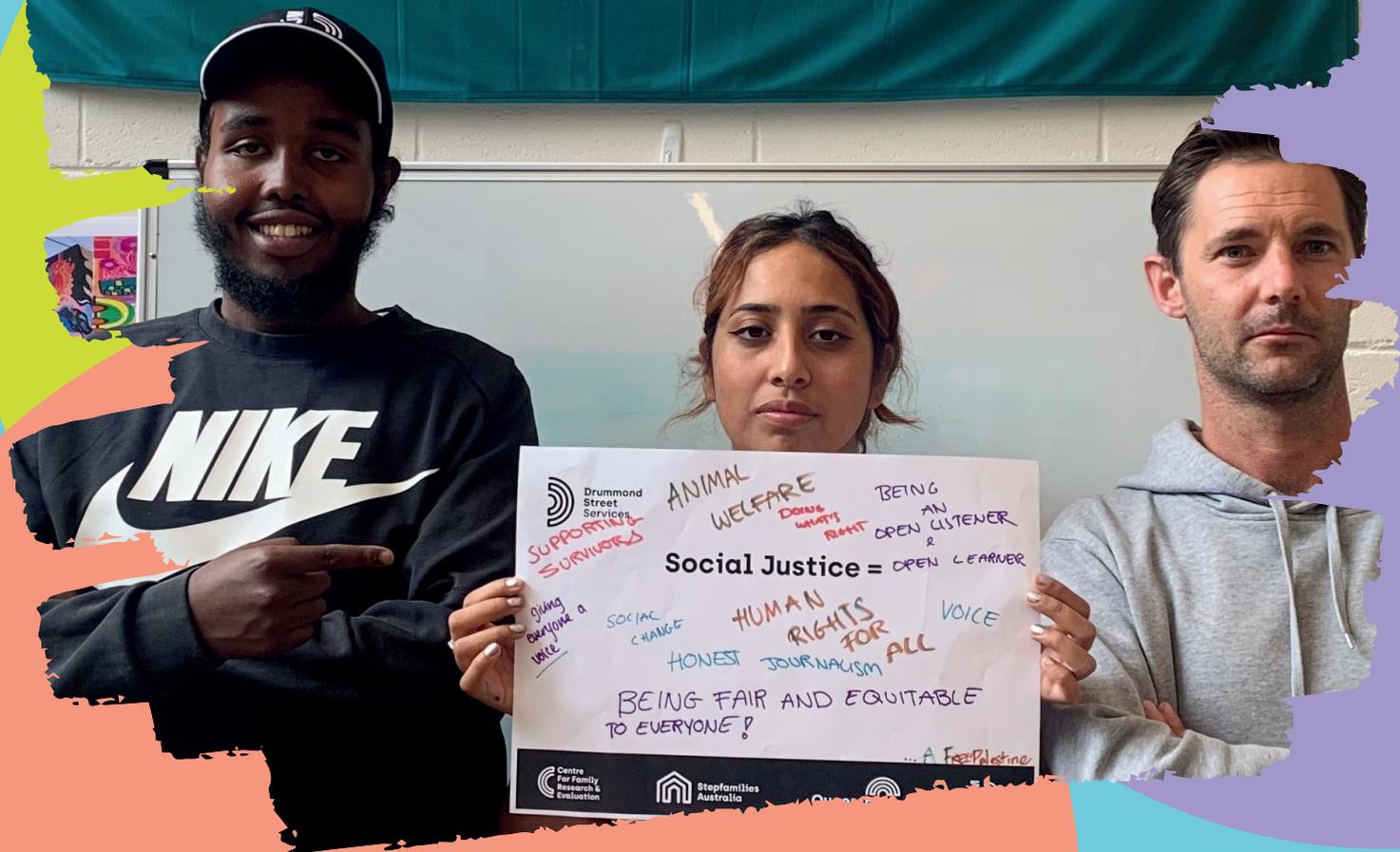


Drummond Street Services (DS) Social Justice Framework



**Drummond
Street
Services**



**Centre
For Family
Research &
Evaluation**



Queerspace



**Stepfamilies
Australia**



**THE
DRUM**

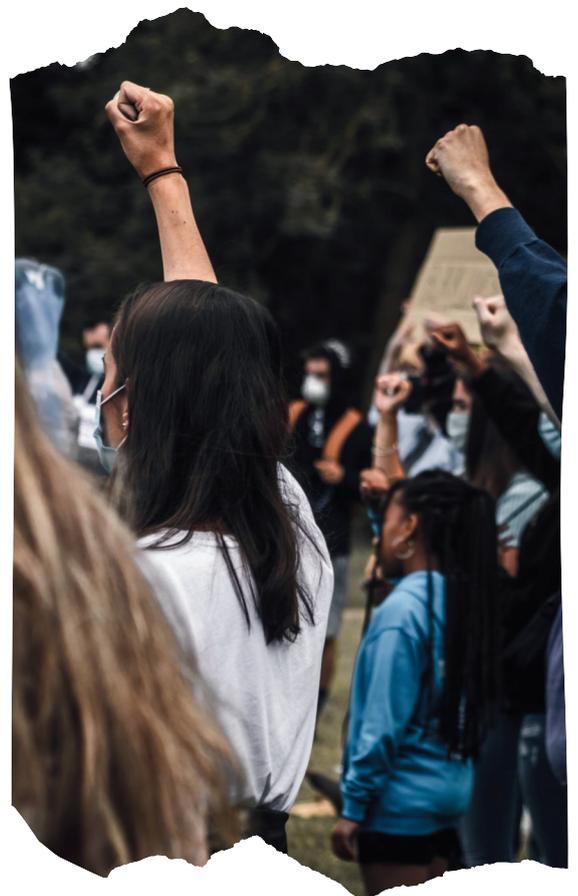
Drummond Street Services (DS) Social Justice Framework

Drummond Street holds social justice as a core principle and obligation in all our work. It is central to our organisation's mission and vision. As an organisation, Drummond Street strives for social justice, equity and fairness in promoting access to resources, enabling choices and self-determination.

Our efforts through each of our roles actively reduces barriers (including accessibility needs) and addresses the causes of vulnerability, disadvantage and oppression. This includes our collective accountabilities in reducing discrimination, speaking out about violations of human rights, and through advocacy and acts of solidarity to change the systems and structures which perpetuate inequalities, poverty and injustices. We must affirm the cultural, social-civic, political and economic rights of all individuals, families and communities to coexist in harmony within the natural environment, enjoying full participation in all aspects of societal life and civic and community processes.

Purpose

Drummond Street works from a human rights-based framework to provide support for individuals, families and communities. It is essential to acknowledge that specific communities and groups disproportionately experience disadvantage and are not afforded the equal social and economic opportunities, compared to other more privileged individuals and groups. For many within our society, they face multiple types of marginalisation and oppression. It is central to our work to name the oppression, as well as acknowledge, dismantle and share the privilege and positions of power that we and others hold.

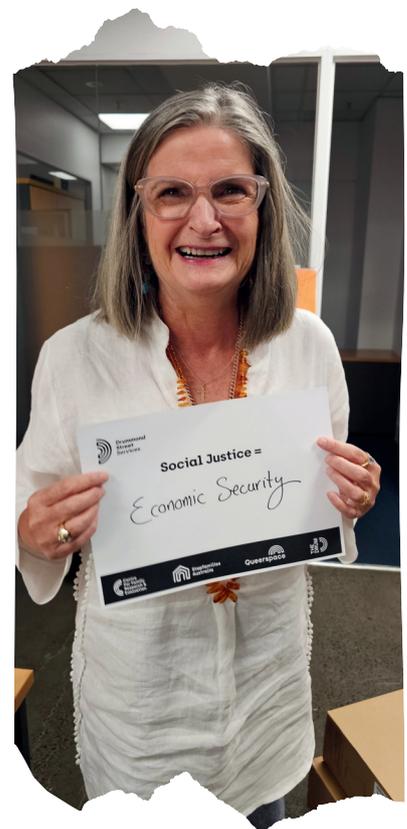
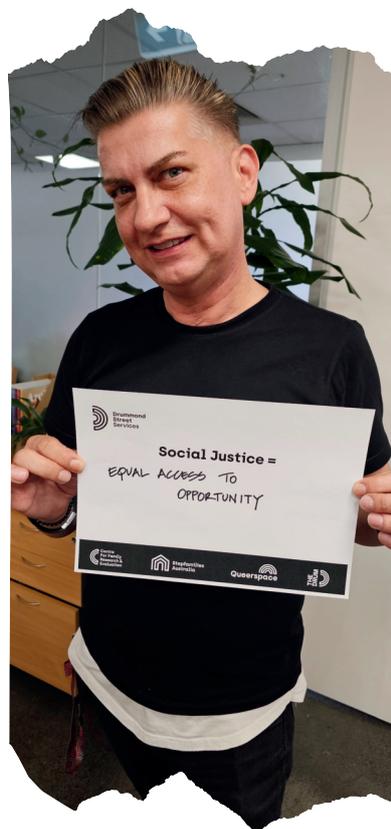
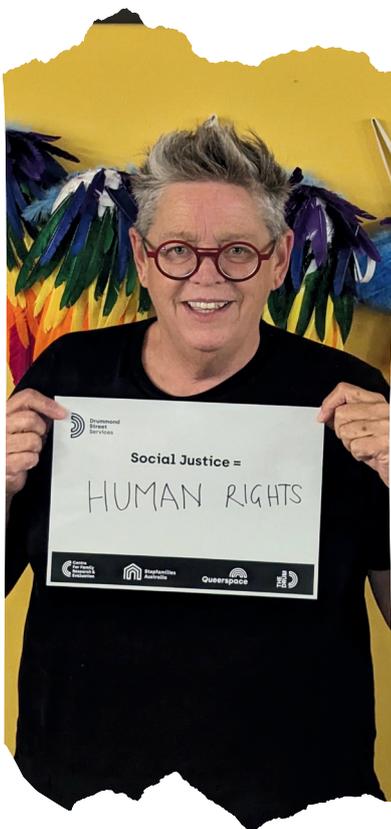


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- Co-building evidence and knowledge in program and practice development to inform policy, social and political commentary and public advocacy, including valuing lived experience, cultural knowledge and identity knowledge alongside 'professional' skills and knowledge
- Sustained commitments to affirmative employment practices for those communities disadvantaged by colonisation, racism, ableism, ageism, sexism, classism, homophobia, transphobia
- Investing in communities through greater social procurement and allocation of funds and sharing resources for community-controlled organisations and groups.

Background

Drummond Street remains proudly committed to social justice. We have a 130+ year of history of working with individuals, families and communities from all backgrounds in the pursuit of social justice.



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Social justice involves moving beyond a mere belief that all people have equal social, economic and cultural rights. It involves sustained action, and it is inherently political. We recognise that many people within our communities experience high rates of social inequality and marginalisation. As a result, some people, groups, families and communities continue to experience poorer health and wellbeing outcomes. Our service responses and advocacy efforts must respond where we can, at service, policy and community levels in the pursuit of real and lasting social change. Using a public health framework, Drummond Street recognises that social determinants of health shape life opportunities and trajectories. Regrettably, this means for some community members, frequently labelled 'at risk' and 'vulnerable', their hopes and aspirations can be limited or curtailed. In key areas of housing, education, health care, employment, civic engagement- including for many communities an over representation in the criminal justice system- all limit potential and opportunities and contribute to social inclusion.

Exclusion and marginalisation processes can be complex, multidimensional or intergenerational, where 'risks' and 'vulnerabilities' manifest as discrete and connecting forms of exclusion. They can also occur in specific geographic locations or neighbourhoods and/or can be experienced by specific social groups and cohorts.



Our approach to our work and support does not consider these to be individual failings or stemming from cultural, religious, gender or class frameworks or positions. Rather, evidence shows that the social determinants of health remain heavily influenced and shaped by division and practices of discrimination, marginalisation, negative stereotypes and exclusion. Many individuals and families must negotiate intersecting social inequalities and experiences of discrimination daily, across multiple facets of their lives.

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Naming discrimination and marginalisation and calling out injustice must be at the forefront of our thinking, planning, acting and doing, if we are to remain true to our commitment to understand and dismantle the systems and structures which constrain the resources, opportunities and power available to many in our communities.



Our focus

As a community-based service organisation we have a vital role to play in responding to the inequalities. We cannot ignore either the historical and current evidence showing that many individuals and communities continue to experience higher levels of disadvantage, and how this contributes to poorer wellbeing outcomes.

Due to historical injustices, abuses and discrimination, and current social and political environments, particular groups in our society are at increased risks of poor health, wellbeing and life outcomes, including:

- First Nations communities
- LGBTIQ+ community members
- People from refugee or humanitarian backgrounds
- People of colour
- People with a disability
- People living in poverty



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People who have experienced complex trauma, abuse and neglect. It is important to note, that whilst the framework lists these particular groups or cohorts, we know that social identities and positions are far more complex. It is the intersections of these social identities, positions and life-course events that can impact an individual's vulnerability and social status, including their experiences of poverty.

Our Social Justice Framework outlines some of the key priorities for action and objectives that will support the achievement of our Social Justice goals. It will help guide our investment in workforce development and improving our individual and collective competency across all organisational roles and areas of our work.

In striving for "wellbeing for all" we must be bold in our commitment to take tangible steps to remedy structural and systemic issues. Our efforts must involve providing support for each individual, family and community seeking support, whilst undertaking sustained advocacy and using our resources and platforms to contribute to tangible changes. We aim to achieve our Social Justice objectives by prioritising the following:

1. Recognising First Nations peoples as the custodians of the land and responding to the harms of colonisation
2. Maintaining a commitment to affirmative employment opportunities
3. Using and valuing diverse knowledges to achieve our mission/goals
4. Delivering assertive, inclusive and anti-oppressive practice
5. Having frameworks, policies and procedures grounded in accountability and restorative justice models
6. Leveraging our organisational power, authority and influence in social change and advocacy efforts

How we will prioritise these achieving these goals, is outlined in the Social Justice Action Plans, which are developed annually and monitored by the Social Justice Action Committee. The progress of the Social Justice Framework will also be monitored through biannual review processes, alongside our strategic and annual operational planning process. This review process will be done across all levels and roles of the organisation.