



**ANTI-SLAVERY  
AUSTRALIA**

The

# Speak Now

Project

A national forced marriage education  
and awareness-raising project

A report on the key outcomes and  
learnings from the Speak Now Project  
between July 2020 to June 2024

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## About this report

This report is a summary of the key outcomes and learnings captured by the monitoring, evaluation and learning (MEL) system conducted over a 4-year period, July 2020 to June 2024, as part of Anti-Slavery Australia's project, 'Speak Now'.

## About Anti-Slavery Australia

Anti-Slavery Australia (ASA) is the only specialist organisation that delivers nation-wide legal and migration services to people affected by modern slavery in Australia, including forced marriage. ASA is based in the Faculty of Law at the University of Technology Sydney (UTS).

A key feature of ASA's response to forced marriage is My Blue Sky ([mybluesky.org.au](https://mybluesky.org.au)), a free and confidential website and service that connects people at risk of or affected by forced marriage, as well as their support networks, directly with the ASA legal team.

## Recognition of contributors

We would like to thank the many collaborators who contributed to the project's success, in particular the many dedicated organisations, professionals and community members, including people with lived experience who spent time with us to discuss best practice approaches, and who shared their invaluable insight and expertise.

We would also like to thank the Australian Government Department of Social Services (DSS) for their continued support under the National Plan to End Violence against Women and Children 2022-2032 and the National Plan to Reduce Violence against Women and their Children 2010-2022.

## Acknowledgement of Country

We pay our respects to the Gadigal and Guring-gai people of the Eora Nation upon whose lands and waters we work. We acknowledge them as the traditional owners and custodians of knowledge for this place, and extend our respect to their Elders past, present, and emerging.

# Section 1

## Contextual Overview

# A background on forced marriage in Australia

Though hidden from view and not widely understood, individuals and families are impacted by forced marriages and other forms of gender-based violence and modern slavery in Australia. Forced marriage is the most common form of modern slavery reported to the Australian Federal Police (AFP), with over 776 reports investigated by the AFP since its criminalisation under the Criminal Code Act 1995 (Cth) in 2013 (AFP, 2023; AFP, 2024; DHA, 2020; DHA, 2021). The actual number of people experiencing forced marriage is likely to be much higher. Whilst the AFP have successfully intervened in some cases, there have been few successful prosecutions for forced marriage in Australia (AFP, 2020; AFP, 2024).

Increasingly, forced marriage is being recognised as a form of gender-based violence that requires a culturally sensitive and holistic social response. It can intersect with other forms of gender-based violence, such as family and domestic violence, coercive control, dowry abuse, child abuse and honour-based violence (ASA, *Frontline Worker Guide*, 2022). It is estimated that over half of reported cases to the AFP involve children under 18 (AFP, 2020). Overall, girls and women are the most affected, however, men and boys and people with diverse genders and sexualities are also at risk.

## What is forced marriage?

According to Australian law, a forced marriage is when one or both parties are married (under law or in a religious or cultural ceremony) without their free and full consent. This can mean that one or both parties:

- are coerced, threatened, or deceived,
- are incapable of understanding the nature and effect of a marriage ceremony (e.g. due to age or mental incapacity), or
- were under 16 years of age at the time of the marriage.

Forms of pressure and coercion often occur well before a marriage ceremony and can continue or escalate afterwards. Furthermore, outside of the legal and policy context, the term 'forced marriage' may not be one that individuals, families and communities identify with. Research with frontline workers suggests that effective support may be provided without using the label of 'forced marriage', and that inappropriate language can be distancing for those experiencing pressures to marry (Nelson & Burn 2024).

*They make it in a way where you have the option, but you don't have the option... at the end of the day, you can't say no.*

**Interview with a female survivor of a forced marriage**

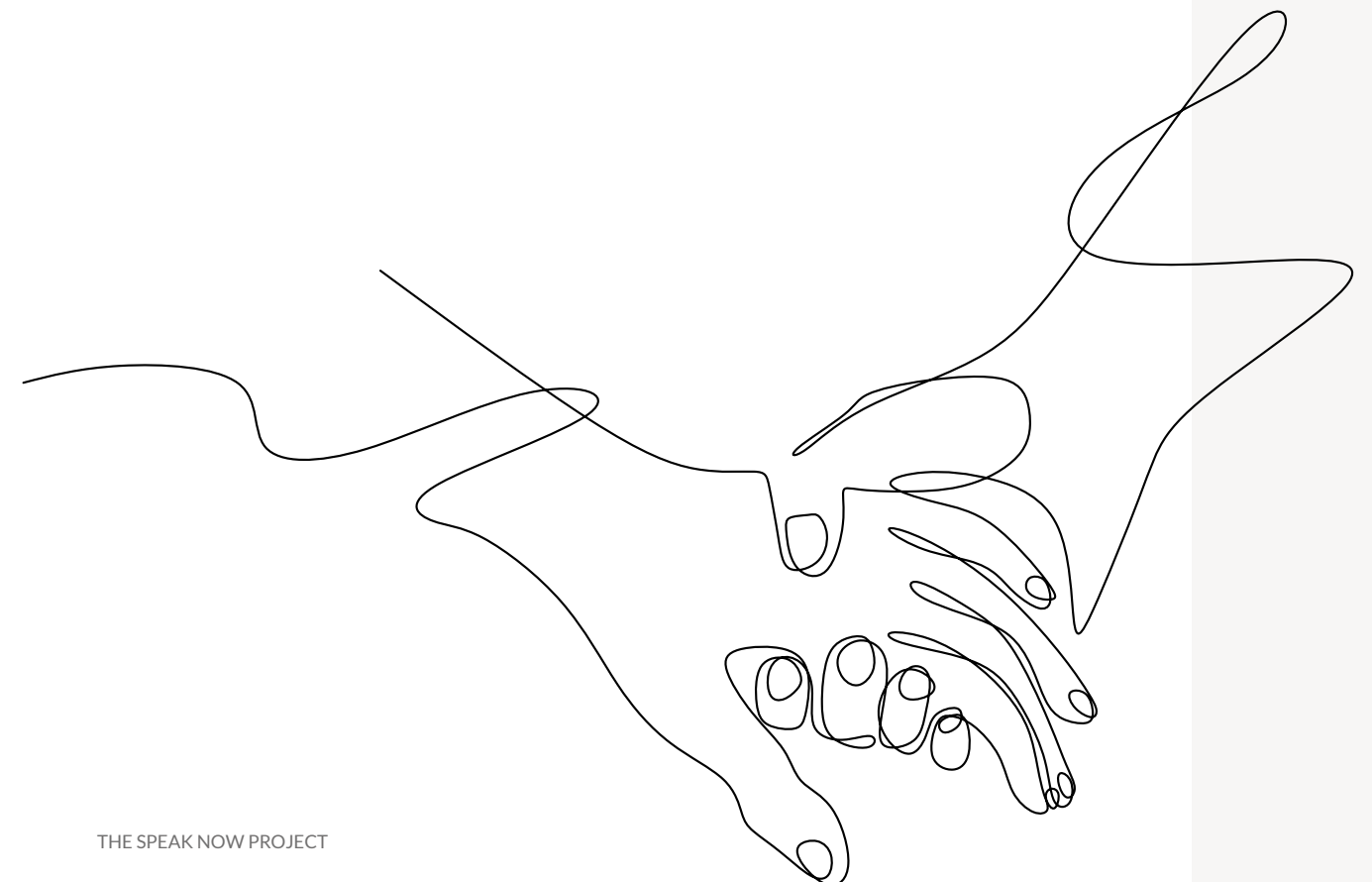


# Background to ASA's response to forced marriage

Since 2003, ASA has provided free legal advice and representation to people affected by modern slavery in Australia, including forced marriage, and from 2011 was established as a formal centre within the Faculty of Law. During this time, ASA's work expanded to providing research, advocacy and training on modern slavery to various stakeholders and communities. Over the years, ASA has observed the unmet needs of people seeking support for forced marriage situations, especially with regards to culturally sensitive and holistic support options that address underlying drivers.

My Blue Sky (MBS) continues to provide information on what forced marriage is, how to get support and, uniquely, hosts a Secure Message Room that allows people at risk to communicate confidentially with the ASA legal team and receive free advice. It strives to be a safe and welcoming online space for young people and other members of the community who are seeking support.

In general, services across Australia, as well as the Australian government, increasingly recognise the need for a strengthened social response to forced marriage, and that there is limited understanding of what good practice social responses involve in the Australian context (Nelson & Burn, 2024). In response, and after extensive sector consultation, the **'Speak Now'** project commenced in July 2020 with the support of the Department of Social Services (DSS), under the National Plan to End Violence against Women and their Children 2010-2022.





## Section 2

# 'Speak Now'

## Project Overview

In 2020, after extensive research and consultation with sector partners, ASA conceived the 'Speak Now' project. The project is supported by the Department of Social Services (DSS), under the [National Plan to End Violence against Women and their Children 2010-2022 and 2022 - 2032](#). Together with stakeholders, Speak Now has uncovered best practices in forced marriage identification, response and prevention, and has co-created and disseminated resources for practitioners to better support those affected in Australia.

The first iteration of the Speak Now project was completed in June 2024 and is the subject of this report.

## 'Speak Now'

## Theory of Change (ToC)

In line with best practice in program design and evaluation, developing a living theory of change (ToC) was a key priority for ASA, demonstrating how the project's principles and activities were applied to achieve intended change outcomes for people impacted by forced marriage.

The Speak Now ToC emphasises the project's principles-led approach delivered through 4 key activity areas, each having specific objectives framed as change outcomes that together aim to contribute to the overall project objective.

*'Speak Now' aims to strengthen forced marriage prevention, identification and response in Australia through a holistic, collaborative and cross-sector approach.*

*It involves targeted and evidence-based awareness-raising, education and prevention-orientated initiatives with frontline workers, communities and young people in each State and Territory in Australia.*

”

### At Anti-Slavery Australia We believe that ....

#### By actively reflecting on and being accountable to our **key principles**



##### 1. Participatory and collaborative design processes

By involving frontline workers, communities at risk, and sector partners at each stage of the project, we are contributing to a more effective and sustainable social response to forced marriage.



##### 2. Research-informed and reflective

By utilising our research expertise and firsthand experience, and by reflecting on our progress through our MEL system, we continue to improve in the face of challenges, and changes, and have a real world impact.



##### 3. Centering people with lived experience

Actively creating meaningful, and trauma-informed opportunities for individuals and communities with lived experience to be involved in each stage of the project, in recognition of their relevant existing knowledge, skills, and capacities to address forced marriage.



##### 4. Practising anti-racism

Recognising that discrimination and racism exists in the way that forced marriage is discussed, understood, and addressed at all levels of Australian society and therefore, actively challenging common damaging stereotypes, creating safe and respectful spaces for people from diverse backgrounds to participate and valuing and welcoming diverse perspectives in all the project activities.



##### 5. Having a prevention focus

Recognising the importance of addressing the underlying drivers of forced marriage in order to prevent it, and intersecting issues from occurring, we actively seek to capture good practice prevention initiatives and test strategies with a view to contributing to the social response to forced marriage.

### When delivering these key activities ...

#### 1. Research on best practice

Undertaking research in key priority areas to contribute to the social response to forced marriage in Australia.

#### 2. Youth Voice

Working with young leaders on designing good practice initiatives.

#### 3. National engagement and awareness-raising

Equipping frontline workers across Australia with the *knowledge, tools, relationships* to effectively address forced marriage.

#### 4. Access to Justice

Providing holistic, person-centered, and time-sensitive support to people affected by forced marriage through My Blue Sky.

### We will contribute to these necessary changes ...

1. Practitioners and policymakers have access to best practice knowledge.
2. More young people will know what forced marriage is and where to get help.
3. Frontline workers have relationships, skills and tools to better address forced marriage.
4. People affected by forced marriage receive holistic, time-sensitive access to justice.

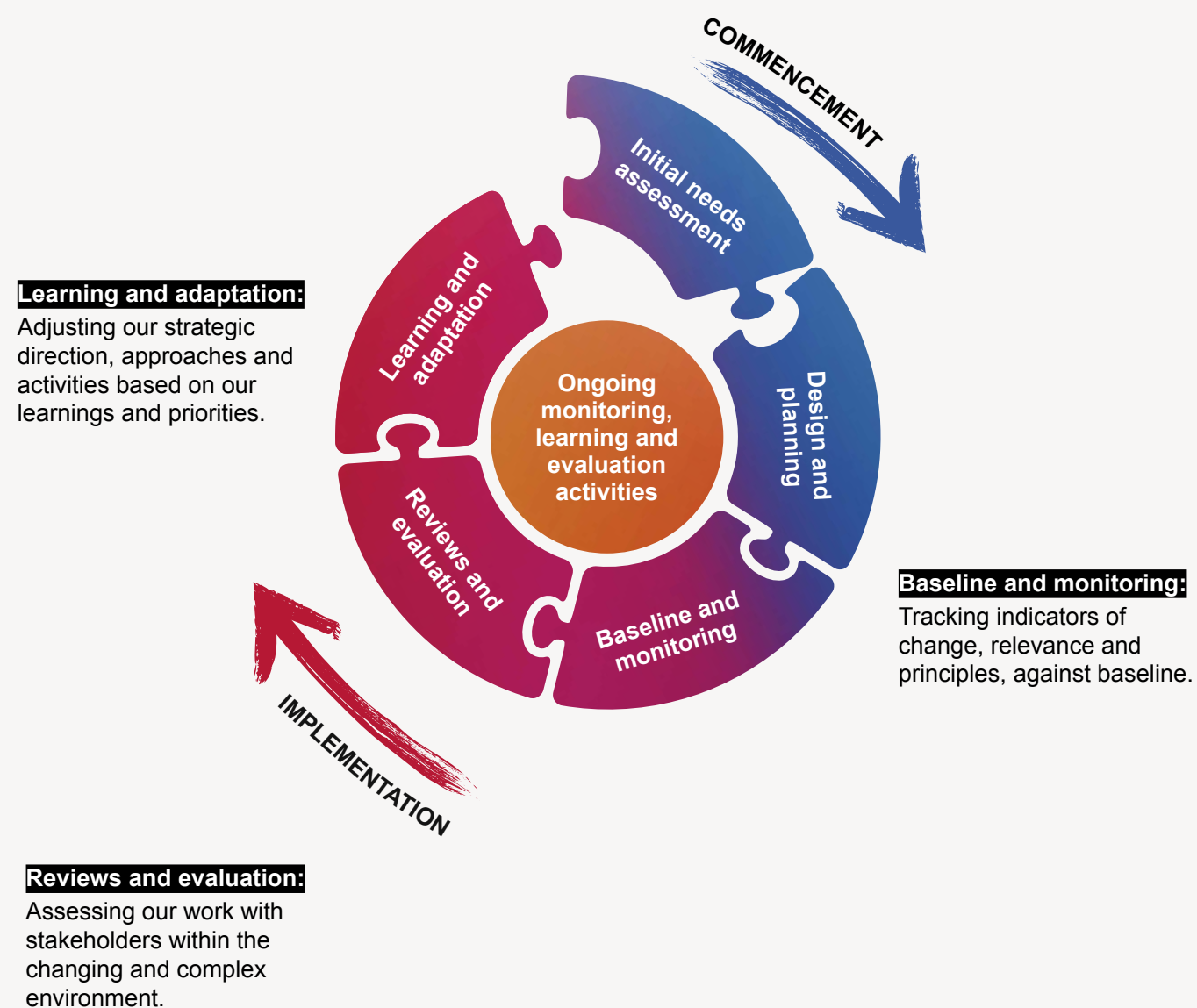
### That will lead to our goal ...

Individuals and communities at risk of forced marriage, and those who support them, have the knowledge, skills, tools, relationships, and confidence to prevent, identify and respond to forced marriage in Australia.

# Monitoring, evaluation and learning (MEL) system

In line with Speak Now's ToC and overarching project principles, a developmental MEL system was embedded into the project cycle so that data collected and reflected on during project delivery could contribute to the continuous improvement of activities and approaches during implementation. This meant that the project team could better adapt and respond to the changing needs, contexts and emerging challenges observed on the ground.

Figure 1: Developmental MEL process



The Speak Now team prioritised 3 criteria or standards to guide the MEL system in the form of evaluative questions and sub-questions. 'Effectiveness & Impact' and 'Relevance & Alignment' were adapted from the OECD Development Assistance Criteria (DAC) framework commonly used in the international development context (OECD 2021). 'Effectiveness & Impact' was selected to ensure the team regularly reflected and adapted based on its progress towards Speak Now's change objectives and ultimate goal. 'Relevance & Alignment' was selected to ensure that progress was assessed against the changing needs and priorities of target community stakeholders and the forced marriage sector. The final criterion, 'Principles & Accountability', was developed by the Speak Now team based on what the team felt was most important to adhere to in how the project was delivered in practice.

## Effectiveness & Impact –

To what extent are we achieving change outcomes, including positive, negative, interim or longer-term changes?

## Relevance & Alignment –

To what extent are Speak Now activities, approaches and outcomes aligned with stakeholders' changing needs and priorities, and how well do these fit within broader ASA, UTS and the forced marriage sector's contexts and strategic priorities?

## Principles & Accountability –

The extent to which the delivery of Speak Now activities adheres with key practice principles:

- (1) Research-informed,
- (2) Collaborative & participatory,
- (3) Survivor-centred,
- (4) Prevention-orientated,
- (5) Anti-racist.



# MEL framework

To answer the key evaluative questions, the below MEL framework was developed using a mixed methods approach with an emphasis on qualitative data from project participants. Guided by the framework, data was collected at key stages of the project and was analysed and reflected on in project team reflection meetings.

Table 1: High-level summary of the MEL data collection framework

KEQ/Criteria	Monitoring	Evaluation	Learning
1 Impact & Effectiveness	1.1 What changes are occurring because of our work (against baseline)?	1.2 What were the most significant outcomes and to what extent did they contribute to the project change goal?	What unintended outcomes were achieved and why?  What was effective that could be replicated and why?
2 Relevance & Alignment	2.1 How are we changing to meet/stay relevant/aligned to stakeholder needs and priorities?	2.2 Was the project relevant and aligned with stakeholder and sector needs and priorities?	What was not effective and why?  What are the ongoing needs and priorities to adequately address the target problem?
3 Principles & Accountability	3.1 Is delivery being practiced according to core approaches and principles and what changes should be made?	3.2 To what extent did the core approaches and principles contribute to project outcomes (whether positive or negative)?	
Sources and Methods	<ul style="list-style-type: none"><li>– Project record review</li><li>– Stakeholder surveys, Focus Group Discussion (FGD), and interviews</li><li>– Regular team meetings</li></ul>	<ul style="list-style-type: none"><li>– Stakeholder interviews</li><li>– Project records review</li><li>– Literature review</li><li>– Self-rating assessment (Annex C)</li><li>– Stakeholder participation self-assessment (Annex E)</li></ul>	<ul style="list-style-type: none"><li>– Reflection meetings with key stakeholders</li><li>– Facilitated team reflections and sense-making</li></ul>

# Data Quality

Claims about change outcomes in this report met a minimum standard of evidence, and outcomes that are distinguished as ‘significant’ change outcomes were identified using an adaptation of the Most Significant Change (MSC) methodology (Intrac, 2017).

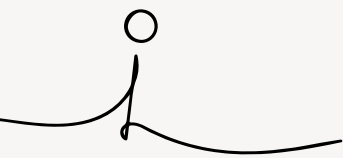
See Annex A: Evaluative Reasoning Framework – Effectiveness and Impact, for more detailed information about methodology, page 43.

Data collection and analysis was led by an internal MEL staff person, however where possible, interviews with external stakeholders were conducted by an external consultant and shared with ASA in a deidentified manner to reduce any concerns respondents may have had in providing critical feedback.

See Annex B: Monitoring Evaluation and Learning data table, for more detailed information about data collection, page 44.





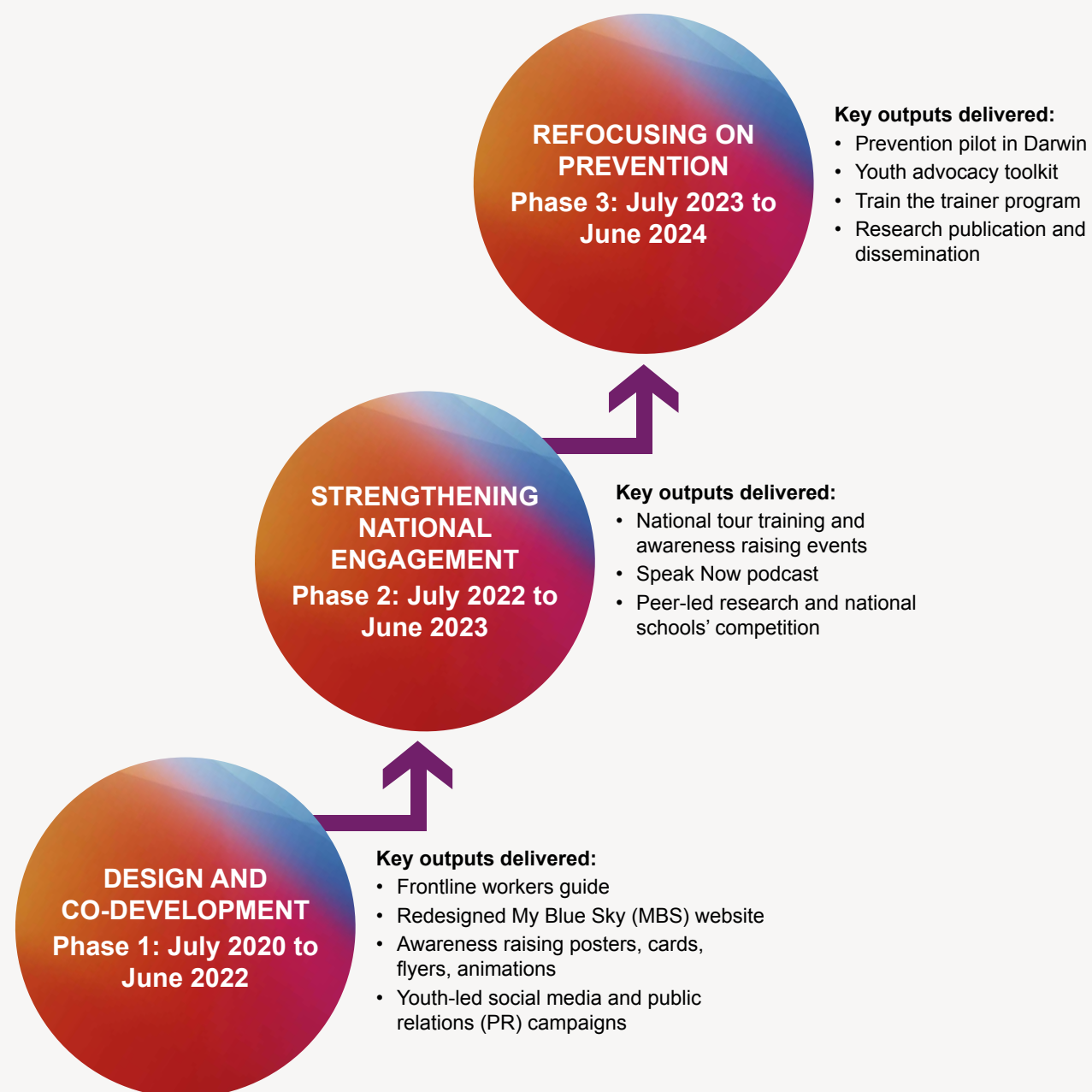


## Project deliverables and implementation

The project was delivered in three key phases between July 2020 and June 2024, coinciding with the DSS grantmaking process. Internal team reflection meetings were held at the end of each key phase to learn and reflect on emerging findings from the MEL process and to plan for the next phase.

Each output listed in the diagram below was informed by social research, participatory design workshops, and user experience (UX) and testing processes.

Figure 2: Project implementation and outputs



## Section 3 Key Change Outcomes

# Overview of change outcomes

Overall, the Speak Now project made considerable progress towards change in each objective as outlined in the ToC, laying the groundwork for a more comprehensive and holistic social response to forced marriage in Australia. Some change outcomes were unintended, yet consistent with the ultimate project goal whilst addressing changing stakeholder needs and priorities. The key changes listed below were captured in the MEL process and are indicative of effective project delivery, and potential impact.

## Activity area 1 - Social research on best practice:

**1.1:** New knowledge on best practice prevention and response to forced marriage has been produced and made accessible to sector, policy, and academic stakeholders.

## Activity area 2 - Youth Voice:

**2.1:** Speak Now Youth Ambassadors (SNYA) have the confidence & commitment to raise awareness about forced marriage among peers. More young people in Australia have access to tailored information about forced marriage and where to get help.

**2.2:** More young people in Australia have access to tailored information about forced marriage and where to get help.

## Activity area 3 - National engagement & awareness-raising:

**3.1:** New connections formed to address forced marriage with and amongst stakeholders from diverse sectors and communities across each State and Territory in Australia.

**3.2:** Over 1400 frontline workers in new sectors, across each State and Territory have the knowledge and confidence to identify and respond to forced marriage.

## Activity area 4 - Access to Justice:

**4.1:** Increase in the availability of information for people at risk of forced marriage, and those who support them, regarding their rights through the redesigned My Blue Sky (MBS) website.

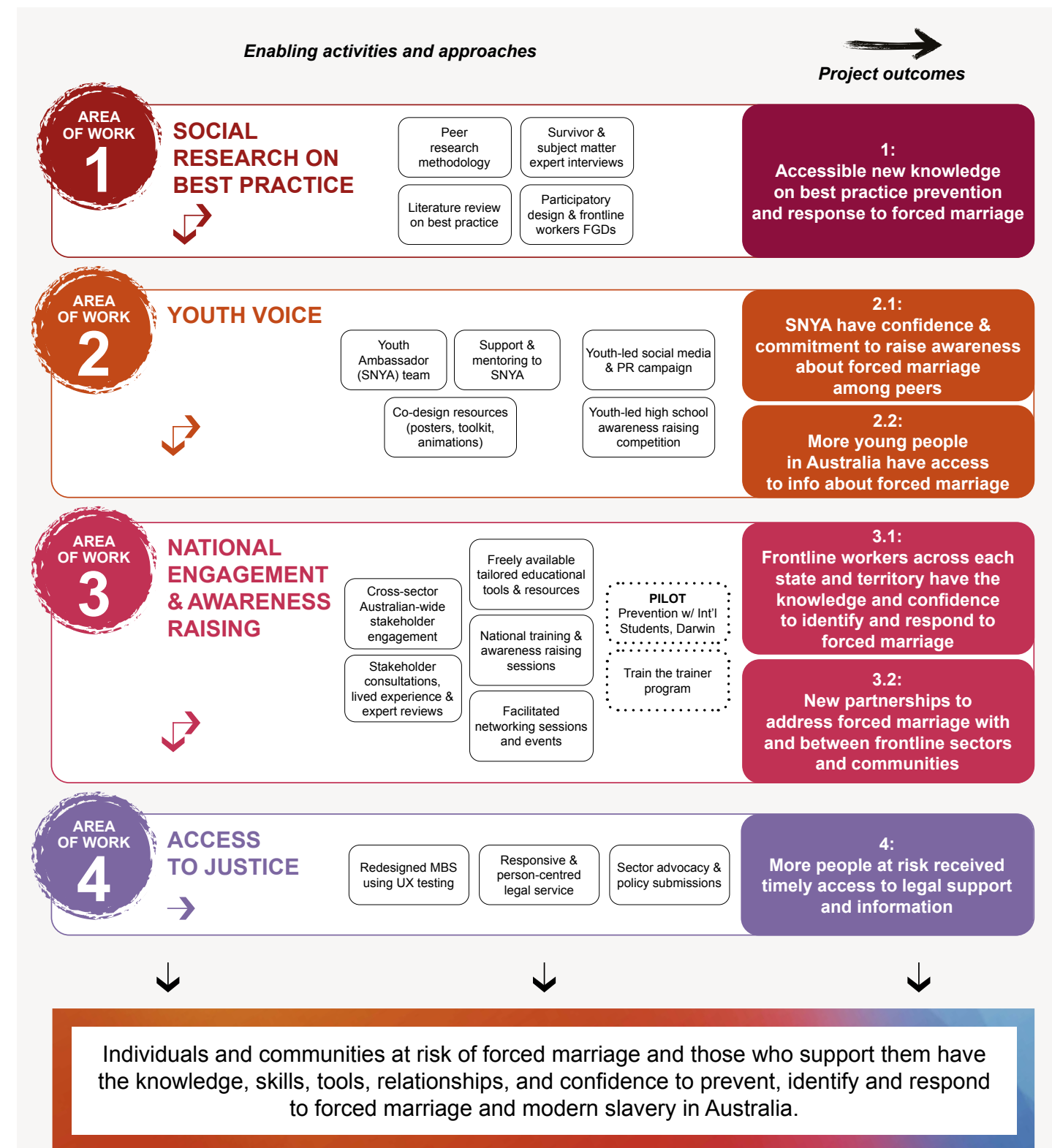
# Speak Now change pathways

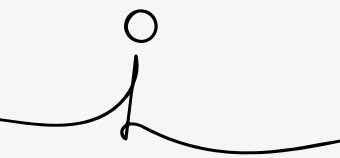
The following diagram shows how the Speak Now principles, activities and approaches are understood to have enabled or contributed to change outcomes according to the data collection MEL process.

The Speak Now national tour achieved significant positive change outcomes with over 1,400 frontline workers across all States and Territories attending training sessions, and with survey respondents unanimously reporting increased knowledge and confidence in identifying and responding to forced marriage. Key factors that contributed to the effectiveness of the tour, was likely its **research-informed, participatory, and collaborative design approach**.

Focus group discussions (FGDs) with frontline workers from diverse sectors and locations identified specific needs, barriers, and learning opportunities. These insights shaped the interactive, in-person approach to the national tour's trainings, which were designed to address key misconceptions and knowledge gaps, and to offer tailored practical guidance.

Figure 3: Speak Now outcomes and change pathways





**Ongoing and targeted stakeholder engagement activities** were another key factor in the project's success. Stakeholder participation remained consistently high throughout the project, including from sectors and locations previously not involved in forced marriage initiatives. Feedback from national tour surveys and interviews was overwhelmingly positive, with requests for additional training and guidance on community engagement. This led to the creation of free national online networking forums and a train-the-trainer program for community-focused work. Levels of participation in the online forums underscored the growing interest in networking and peer learning about forced marriage. While the train-the-trainer program has garnered initial interest, it is yet to be fully launched.

Stakeholder engagement activities also likely contributed to a rise in referrals to the ASA legal practice. An increase in forced marriage referrals coincided with the launch of the redesigned My Blue Sky (MBS) website and the national tour. The website redesign, guided by **a collaborative user-experience process** involving individuals with lived experience, youth, and community and sector representatives, enhanced navigation, content, and interactive features. These improvements and their impact on service delivery will continue to be monitored, including impacts on workflow and capacity.

**See Annex D:** *The Public Participation Spectrum*

The contributions of Speak Now Youth Ambassadors (SNYA) significantly enriched project outcomes. SNYAs directly contributed to youth-focused research and awareness-raising efforts. Their insights and commitment led the project team to adopt a peer-research methodology, employing SNYAs to co-lead research on youth perspectives on marriage in Australia. External interviews highlighted **the importance of mentoring, training, peer support, and leadership opportunities** in enhancing SNYAs' confidence and advocacy skills. SNYAs also spearheaded youth awareness campaigns that reached hundreds across Australia, though limitations in social media data prevented measurement of audience attitude or knowledge shifts resulting from the campaigns.

The **involvement of survivors of forced marriage was integral to the project's success**. Speak Now staff with lived experience provided critical input into the project's design and facilitated the meaningful participation of survivors and affected communities in resource design and research. New insights into survivor-oriented prevention approaches and family-inclusive support, informed by interviews with people with lived experience, are set to be published. These findings will guide the next phase of the Speak Now project.

Moving forward, the team aims to formalise leadership opportunities for people with lived experience, monitor and improve good practice resources and initiatives, and sustain national networking initiatives to address shared challenges in forced marriage prevention.

**See Annex C:** *Adherence to Core Principles - Self-Rating Table*

## Activity Area 1: Speak Now Research

### Embedding research into project design and practice-based deliverables

#### Overview

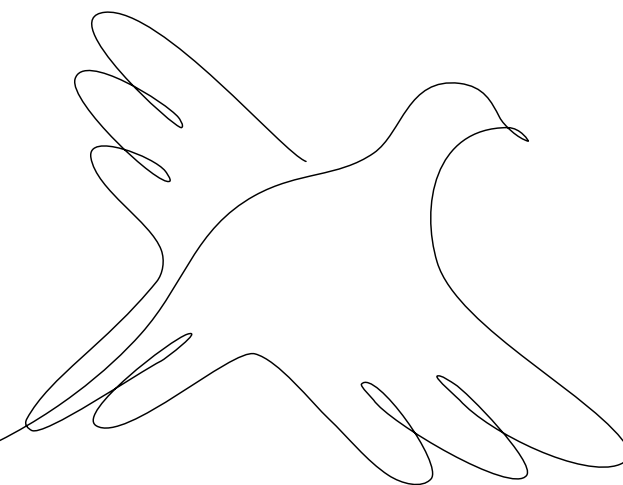
Speak Now research produced new knowledge to support best practices in the prevention, identification, and response to forced marriage. We are making these insights accessible to policymakers and frontline workers through research-informed training, tools and resources, and open access academic articles and presentations.

There were 3 guiding research questions with the targeted gaps in knowledge about best practices approaches within specialist and non-specialist social support services and family and community contexts.

1. What is the role of frontline workers in responding to and prevention of forced marriage? What are the needs of frontline workers in these areas?
2. How do young people negotiate contentious decisions within their families? What can we learn from young people and the way that they navigate making life decisions within their family context?

3. How do current support services work with families? How do current programs navigate familial care and concern in addressing forced marriage?

Social research methods were primarily qualitative, using semi-structured interviews and focus groups, as well as peer research activities to involve and capture the perspectives of participants. Key participants were from diverse sectors and locations across each state and territory in Australia and included people with lived experience of forced marriage, young people, expert practitioners and frontline workers from diverse sectors and locations across each state and territory in Australia.





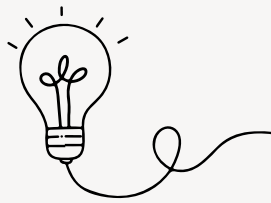
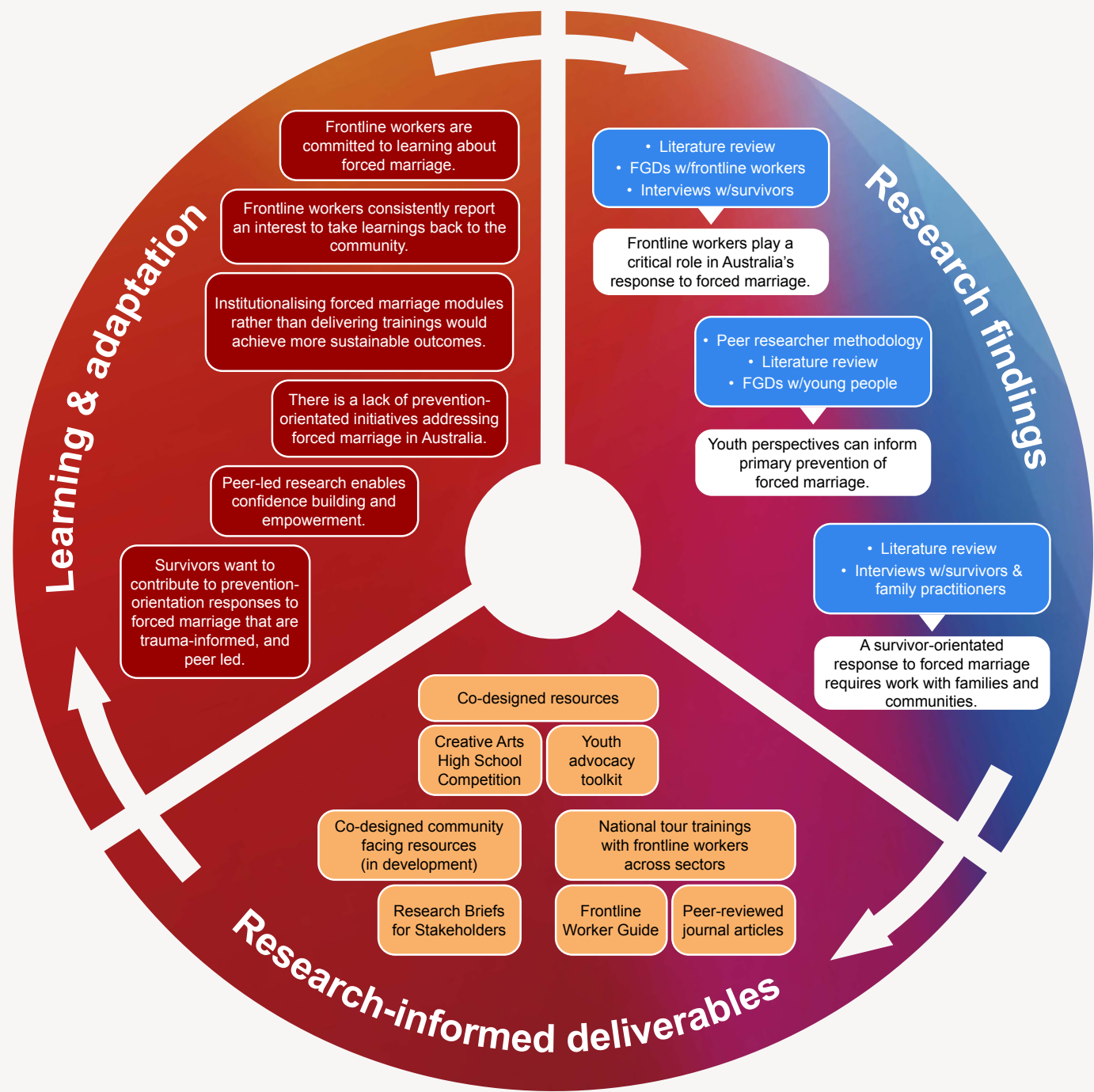


Figure 4: Research informing practice-based deliverables



As demonstrated in the diagram above, translating research findings into practice-based deliverables ensured that project deliverables were based on good practice research and meant that areas for further investigation were identified during delivery through feedback surveys, as well as informal conversations and observations.

Research-informed deliverables created another effective way to increase research reach and impact. However, staff reflected that the timing of research findings were not always in concert with project delivery and required a flexible project management approach, including internal team reflection processes where preliminary findings could be discussed and applied in time with key project stages.

### Frontline workers play a critical role in Australia's response to forced marriage

In this phase of the project, eight focus groups were conducted with frontline workers who work with eight different stakeholder groups:

1. secondary education
2. tertiary education
3. refugee and migrant services
4. asylum seeker services
5. domestic and family violence services
6. youth services
7. faith services, and
8. health services.

In total 53 frontline workers participated, representing all states and territories in Australia, and provided valuable insights on the role that frontline workers can play in addressing forced marriage in Australia.

An open-access research article was produced, and the findings of the research has been presented to frontline workers, forced marriage networks and at academic conferences.

Reference for the full article: Nelson, J. K. & Burn, J. (2024). Forced marriage in Australia: Building a social response with frontline workers, *Social & Legal Studies*, 1-21, doi: 10.1177/09646639241242125

Link to full article: <https://journals.sagepub.com/doi/10.1177/09646639241242125>

Some of the key findings were:

- Awareness and confidence in handling forced marriage cases are generally low outside specialist services.
- Workers from diverse sectors had the willingness and useful skills to draw on when responding to forced marriage.
- Appropriate and sensitive use of language and framing plays a critical role in the willingness of people at risk to engage with frontline workers and frontline services.
- Insufficient resources and support hinder the efforts of frontline workers in addressing forced marriage.
- Systemic issues, such as those associated with the Australian visa system, also need to be addressed to enhance the social response to forced marriage.
- There is a lack of documented primary prevention activities addressing forced marriage in Australia.

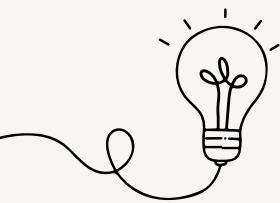
The research findings guided the design of subsequent Speak Now deliverables, particularly the 1) the Frontline Worker Guide, 2) a suite of free co-developed awareness-raising resources, and 3) the Speak Now National Tour.

See section Activity area 3: National engagement and awareness-raising, for more details on these deliverables.

*[the term] forced marriage... they don't understand it, or they don't see they're in it. But when you change the language a little bit, it will help people open up a little bit more.*

**Focus group discussion participant**





**Peer research into youth perspectives on the pressure to marry**

A peer research approach was used to build understanding of how young people navigate family pressures and conflict. Five young people who were initially selected as Speak Now Youth Ambassadors (SNYA) in phase 1 of the project were employed as peer researchers. They were supported by the Speak Now Research Lead to design, conduct and analyse first of its kind research into youth perspectives on the pressure to marry in Australia. Ten focus group discussions were conducted amongst them, in total capturing responses from 29 of their peers.

This research is currently being finalised; however, it demonstrates that peer research approaches, whilst resource-intensive, can produce meaningful insights required for good practice primary prevention of forced marriage. The key insights from this peer research process included:

- Friends and peers play a critical caring and support role for many young people, especially when it comes to marriage and relationships.
- Professional support was seen by most as useful, with confidentiality of professional support being critically important for participants.
- Support needs described by the young people in our research were strongly aligned with trauma-informed care principles.
- Young people critically considered family input regarding relationships and marriage. Participants were broadly committed to negotiating about marriage and relationships with their parents / families but also asserted the importance of their personal preferences around an intimate partner. Some young people described a process of negotiated decision making, where they would engage in discussion, sit with disagreements and / or appeal to mutual respect within family relationships.

*Friends immediately. Yeah. I guess therapy is next.*

**Young person in a Focus group**



*I would have the hard conversations that need to be had. And it would be an ongoing conversation. So, it wouldn't just be they disapprove. And then they just get to disapprove. They don't get to disapprove... I'll keep instilling that, you know, my judgment on this is important. And you need to listen to my judgment as well. Until they hear my side."*

**Young person in a Focus group**



Findings from peer research directly led to the development of deliverables that were responsive to the needs identified by young people themselves, particularly the 1) how to help a friend animation, 2) school awareness-raising competition, and 3) the youth advocacy tool kit.

See section Activity area 2: Youth-led awareness-raising, for more details on these deliverables.

**Survivor-oriented responses**

To explore how models of support interact with family and community dynamics, interviews with survivors of forced marriage and professionals who support those in or at risk were undertaken. In total 8 semi-structured interviews with survivors and 12 interviews with professionals were undertaken. Researchers proficient in community languages conduct some interviews, and as such improved rapport building and engagement of survivors. All participants were compensated with financial compensation, an important component of this process.

This research is currently being finalised; however, it reinforced the importance of involving survivors in crafting best practice responses. Through this research, people with lived experience revealed how understanding family and community drivers of forced marriage is a priority when developing responses aimed at primary prevention.

The emerging findings of this research include:

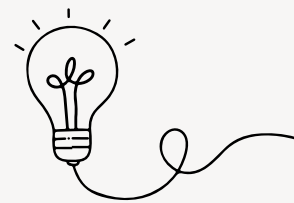
- Survivors interviewed often expressed a longing for family relationships even though these relationships were complex and difficult at times.
- Some survivors recognised how their families may have been impacted by their own challenging experiences, such as trauma and displacement.
- Forced marriage is largely a family practice, and support is needed at individual, family and community levels for those affected.
- The women affected by forced marriage showed resilience of the women in many areas of their lives, including in education and employment as well as personal relationships.
- Ties between parents and their adult children can be enduring, even when difficult and requiring significant effort.

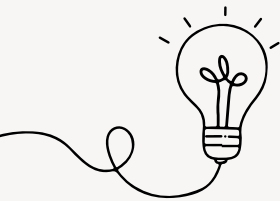
*...from my experience in the community, my professional experience, 90% of young people want to maintain the relationship with their family. Because, you know, that's the people that they have known so far... and it's actually your sense of belonging, it's part of your identity. And if they do seek support and go to other services and leave the family home, they would still want to stay connected.*

**Interview with a family practitioner and person with lived experience of forced marriage**



Findings from research in survivor-orientated responses to forced marriage reinforced the need for Speak Now preventative-orientated initiatives that were directed at the community, including family members, are at different stages of development. Some of these initiatives are being launched in the next phase of the Speak Now project and include a co-designed practical guidance on intergenerational conflict and communication, and healthy relationships. Further research into the underlying drivers of forced marriage in Australia, and prevention strategies used on comparable issues were identified as potential future research areas.





## Activity Area 2: Youth-led awareness-raising

### Amplifying “Youth Voice” in the social response to forced marriage

#### Overview

Young people are disproportionately affected by forced marriage in Australia, with those under 18 years of age accounting for more than 50% of reports to the Australian Federal Police (AFP) in 2020-21 (AFP, 2021). During our focus group discussion (FGD) with secondary schools, participants explained that young people were unlikely to disclose forced marriage. Despite these statistics and the innate resourcefulness of young people, there is a lack of youth-led initiatives to address forced marriage.



Speak Now Youth Ambassador (SNYA) program

In response, in September 2021, ASA created a dedicated Speak Now Youth Ambassador (SNYA) team, bringing together eight young advocates aged 18-25 from diverse cultural backgrounds from across Australia, including those with experiences of the pressure to marry. The team was supported with orientation, training and mentoring, and together they co-designed a series of youth-led awareness-raising initiatives.

SNYA's also provided input into other project deliverables such as the redesign of the MBS website, frontline worker resources, and the Speak Now podcast (see page 24 for more details on these initiatives). Their unique and valuable input across deliverables brought a sense of hope, and also represented a clear gap in youth engagement in forced marriage prevention efforts to date.

*And once you work out the code, they change the code again.*

**Secondary School teacher**  
on students talking about  
the pressure to marry.



**Employing Youth Leaders in research:** In 2022, five of the SNYAs were employed as peer researchers to co-lead research, including undertaking focus groups and literature reviews to better understand youth perspectives on the pressure to marry. A sixth young person was employed to provide general research assistance.

See page 24 for key peer research findings.

SNYAs were interviewed with an external consultant and the following key program features have been surmised from this feedback. Key SNYA program features:

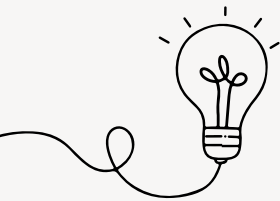
- **Two-way learning** – ASA offered training and research expertise, while young people provided insights into youth needs and networks and advised on different parts of the project.
- **Autonomy** – young people had autonomy over their awareness-raising initiatives and research design and implementation.
- **Trust and communication** – regular meetings, and opportunities for face-to-face activities fostered trust and teamwork within the SNYA team and with ASA.
- **Diversity** – SNYA had diverse skillsets, interests and backgrounds. This diversity meant the team complimented each other well in undertaking their projects and learnt from one another.

### SNYA awareness-raising outcomes

Working as a team, the SNYAs designed and led a series of initiatives to raise awareness of forced marriage amongst young people, providing accessible and tailored information on how to get help through a range of platforms. **Social media campaigns** were appropriate and relevant to young people involved; however, it was initially difficult to reach stakeholders, in particular schools, for various reasons. To manage this, the team collaborated with agencies that had established youth and school networks to maximise uptake and promotion of activities. Furthermore, data analytics collected from campaigns were limited in their ability to demonstrate behaviour change, meaning that the overall impact of campaigns on the awareness of young people could not be assessed.



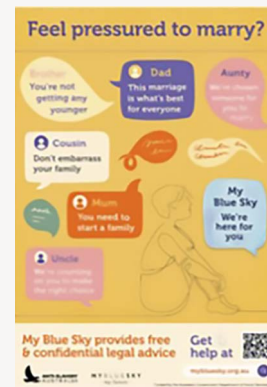




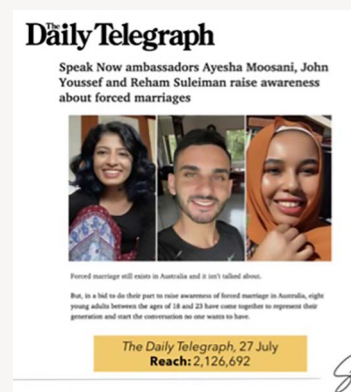
## SNYA outputs and reach

2022

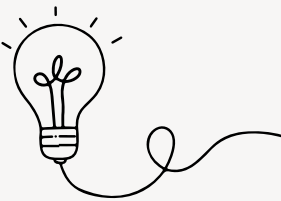
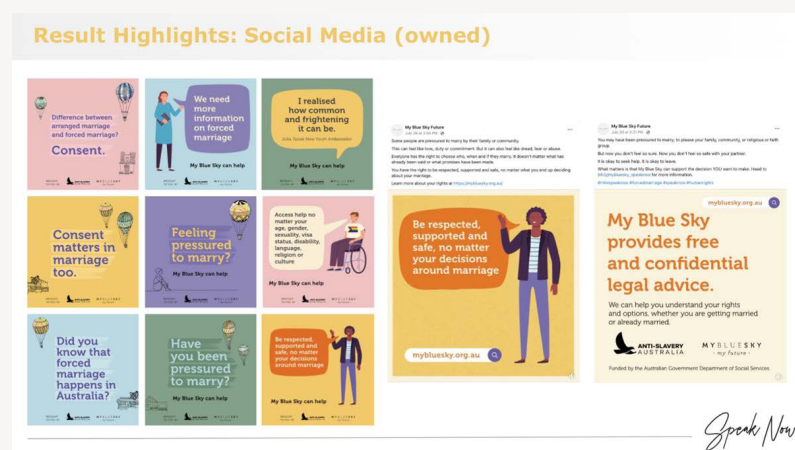
**Awareness-raising resources** designed to reach young people at risk, including a youth poster, flyer and discreet business card.



A **4-week social media and PR campaign** involving social media content, videos and media engagement.



The social media campaign had **over 1,761 engagements across Facebook and Instagram**.



2023

An animated video, 'Pressures Around Marriage - How to Support Your Friend', with **over 500 plays**.

A high school Creative Arts Competition promoted to **over 440 schools** across every State/Territory, with **9 national school-aged winners**.

2024

A free online resource, 'Talking about forced marriage: a toolkit for young people', to help young people start conversations with their peers or within their communities about forced marriage, consent and rights around marriage. On average, **toolkit users spend more than 5 minutes on each page**.

*We're not actually here to change anyone's mind or to become their saviour, we're here to actually empower young people to make decisions.*

**Interview with a  
Speak Now Youth Ambassador**

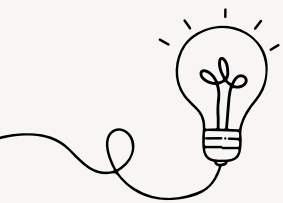


In all the interviews with SNYAs, they spoke about their newly developed skills, confidence and willingness to raise awareness and advocate on the issue of forced marriage.

*If we see someone, if we come across such an issue [forced marriage], or we see our friends having such issues, we can guide them to where they can seek support. And then we can prevent it from happening.*

**Interview with a  
Speak Now Youth Ambassador**





## Activity Area 3: National engagement and awareness-raising

### Enhancing the sector response to forced marriage in Australia

#### Overview

The primary goal of Speak Now's national engagement and awareness-raising activities has been to improve the social response to forced marriage in Australia by broadening the diversity and number of frontline workers who are confident, resourced and adequately trained to prevent, identify and respond to forced marriage. To contribute to this goal, the Speak Now team pursued two key engagement strategies:

- Targeted stakeholder outreach to a range of sectors and community groups likely to come across communities at risk across Australia; and
- A participatory and collaborative approach where initiatives respond to stakeholder input in design, delivery and evaluation processes.

#### Identifying and responding to initial sector needs and priorities

In 2021, ASA conducted a series of eight focus group discussions (FGDs) with 53 participants in total, to assess the needs of target sectors and communities (education, health, family and domestic violence, migrants and refugees, and faith communities across nearly every State and Territory in Australia). Of the research findings, the FGDs identified three primary needs to be addressed:

- A lack of confidence in identifying and responding to forced marriage
- Prevailing stereotypes (e.g. forced marriage being seen as a cultural or personal issue, outside the scope of frontline workers' roles); and
- A lack of clear guidance and resources available to effectively address forced marriage.

As a result, between January 2022 and June 2023, three initiatives and tools were developed in collaboration with key stakeholders. Subject matter experts, people with lived experience, and specialist agencies reviewed newly developed resources, and follow-up consultations were held to test and review the final drafts. The success of these initiatives demonstrates that involving the end user in the design of resources and tools is an effective approach to producing relevant and useful products.

### Key achievements to date

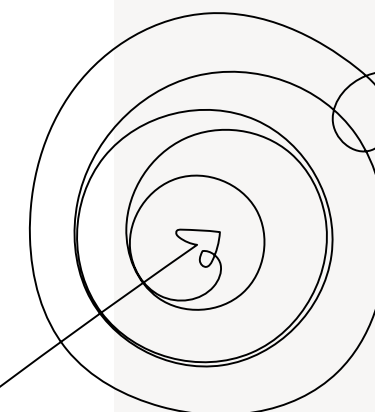
1. A practical **Frontline Worker Guide** (available online and in print) on best practice identification and responses to forced marriage.
  - Over 500 printed Frontline Worker Guides have been distributed.
  - 168 QR code scans to the My Blue Sky website (most popular page – [/frontline-workers-guide](#)).
2. A suite of accessible **digital and printed awareness-raising resources and tools**, including posters, flyers and videos.
3. A **National Tour** involving in-person and online training and resource dissemination.

In 2023, the Speak Now team travelled to each State and Territory in Australia as part of the Speak Now National Tour. This involved converting content from the Frontline Worker Guide into live training sessions and using interactive and discussion-based activities to connect the Guide's content to practice.

**The National Tour involved the delivery of 39 training sessions and resource distribution to more than 1300 stakeholders across each State and Territory. Between May and June 2023, the Speak Now team travelled 25,065km across Australia, including metropolitan and regional areas. See page 32 for a map of all national tour activities.**

*It's kind of like my work Bible,  
because it covers everything.*

**Interview with a  
National Tour participant**





We reached over 1300 frontline workers and community members by delivering 39 trainings and awareness-raising presentations across all States and Territories.

Figure 6: National Tour map

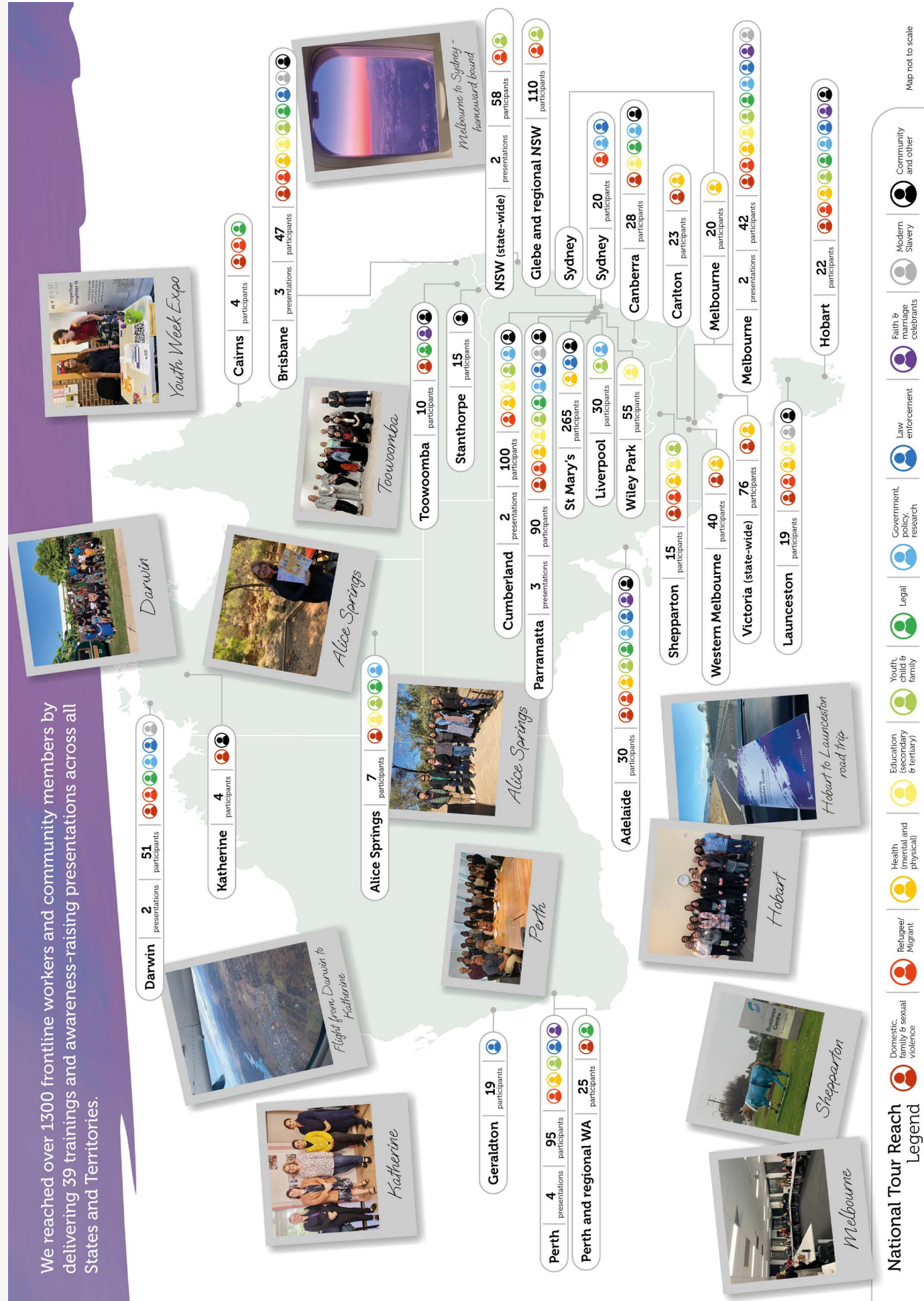
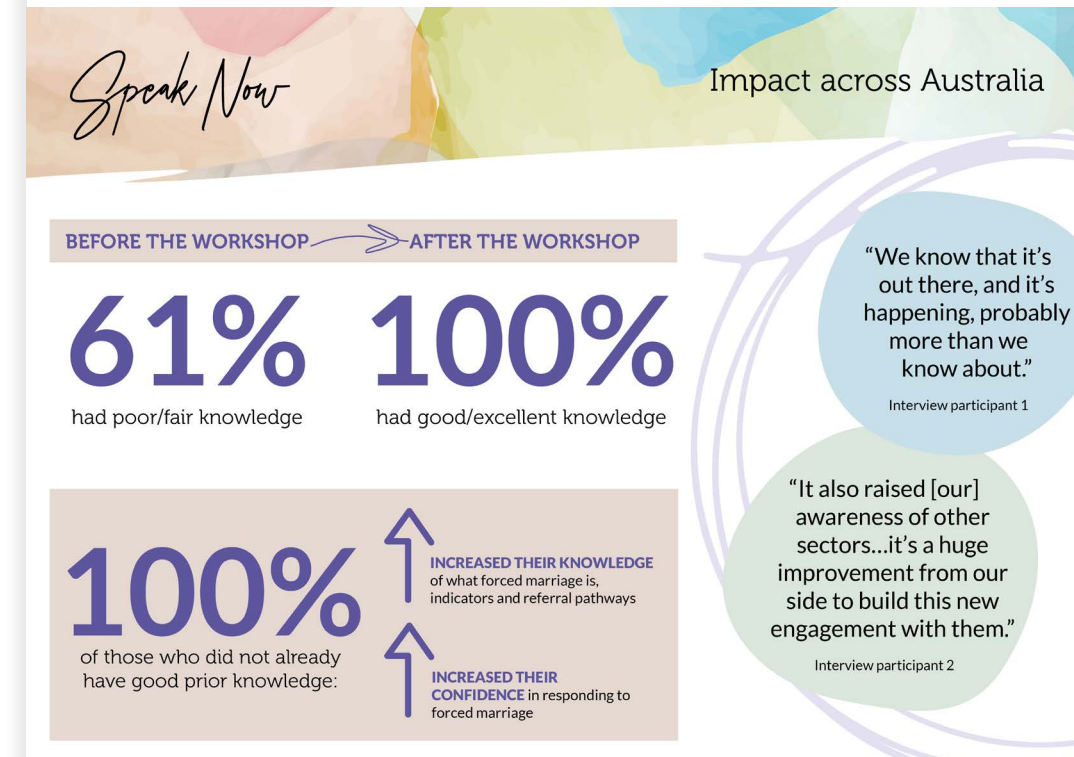


Figure 7: National Tour outcome



Post-workshop surveys received a 63% response rate, and participant interviews were conducted at least three months after the training:

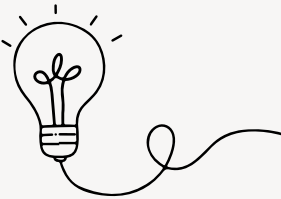
- 100% of stakeholders reported good/excellent knowledge on forced marriage, indicators and referral pathways
- 100% of stakeholders reported good/excellent confidence on forced marriage
- Participants commonly valued the positive flow-on effects in local stakeholder networking and referral coordination.

*After the workshop, we were more connected with the child protection department and domestic and family violence sector. We received more referrals and were able to work more closely on cases.*

**Interview with a National Tour participant**

*I refer to the training I attended often. I utilise the resources as part of my lessons and am keen to start conversations with my students (potential caseworkers and youth workers).*

**Interview with a National Tour participant**



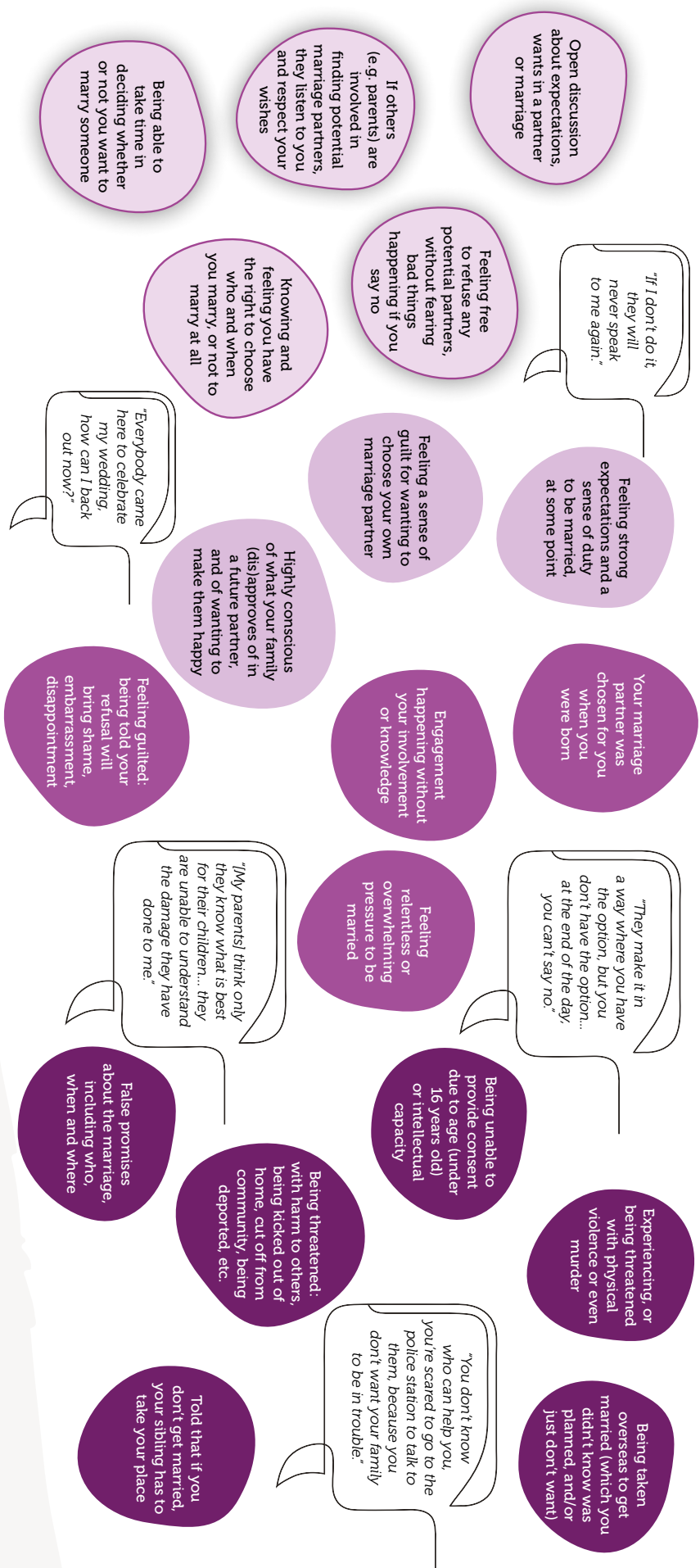


# Where is the line?

A range of experiences around consent and coercion when entering a marriage

## CONSENT

## COERCION



If you are facing pressures to marry, please do not rely on this mindmap as a way to assess your situation. You can receive free specialist advice by contacting My Blue Sky. Visit [mybluesky.org.au/contact-us](https://mybluesky.org.au/contact-us) or scan the QR code to the right to learn more.



## Beyond the National Tour: Adapting to emerging stakeholder needs and trends

Based on National Tour observations, stakeholder survey results, and 10 post-training participant interviews, three primary needs and trends were identified:

- National Tour participants consistently reported **a strong interest to take learnings back to their communities** and requested additional tools and resources to do so.
- There was a **high participant rate across each state and territory and across sectors**, and we continue to receive requests for additional training and networking opportunities.
- **High staff turnover in participating agencies** may impact the sustainability of outcomes.

In response to these emerging trends, and considering the lack of forced marriage prevention initiatives observed, the following Speak Now National engagement and education initiatives were designed:

- Pilot prevention train-the-trainer program on direct community engagement
- Delivery of a series of four online networking forums to enhance collaboration between agencies

The **train-the-trainer** program received 20 expressions of interest. To design the program, we adopted a collaborative approach. The train-the-trainer materials were developed in collaboration with lived experience and subject matter experts. By June, 2024, 33 stakeholders had piloted the materials, providing critical feedback on the usefulness of the program.

Efforts to promote the train-the-trainer model have commenced. An online training session, 'Community Awareness-Raising and Engagement' (Sept 2024) introduced the learning partnership model and learning goals of the program to an audience of 66 frontline workers, with promising feedback.

In particular, **a tool - 'A mind map on consent around marriage'** co-developed as part of the train-the-trainer program has received multiple requests for use by stakeholders - broadening the potential reach of this tool in the future. See the mind map on page 35.



*I am interested in engaging in my community of practice within my workplace, and contributing to maintaining a good level of information, knowledge, and practice guidance in relation to forced marriage.*

Interview with a National Tour participant



*We see this issue arise commonly and would like the resources to be able to address it directly with the community and other stakeholders... We have established relationships with key community groups that we would like to share information with.*

**Feedback from a train-the-trainer partner**

A **series of 4 online networking forums** have shown consistently high participation rates from diverse stakeholders across Australia, indicating a growing interest and a need for networking and learning exchange. The forums responded to key themes or topics that stakeholders indicated an interest in through feedback forms. We invited sector partners to present their work, and build connections with the growing stakeholder base. These events have had encouraging responses, with all survey respondents indicating that the respective event was useful or very useful for learning about forced marriage and connecting with new stakeholders.

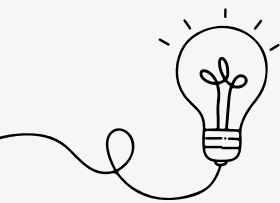
*I would really like this event to be a regular thing that ASA runs as this will help in building stronger networks and helping services and individuals who are not working in the modern slavery space have a better understanding of modern slavery. Thank you so much for organising this event."*

**Feedback from online forum participant**

Table 2: Online networking events

<p><b>‘Stakeholders online forum’:</b> A panel and Q&amp;A with stakeholders sharing good practice initiatives from across Australia</p> <p> August 2023</p> <p> 75 attendees</p>	<p><b>‘Amplifying Survivor voices’:</b> Speak Now Podcast Launch and Q&amp;A by hosts with lived experience</p> <p> October 2023</p> <p> 206 attendees</p> <p> 416 registrations</p>	<p><b>‘Meet the Sector’:</b> A panel of key FM referral agencies and Q&amp;A</p> <p> March 2024</p> <p> 120 attendees</p> <p> 190 registrations</p>	<p><b>‘The bigger picture of forced marriage: Intersections with other forms of violence’:</b> A panel of experts on forms of gender-based violence</p> <p> June 2024</p> <p> 180 attendees</p> <p> 248 registrations</p>
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## Activity Area 4: Access to Justice

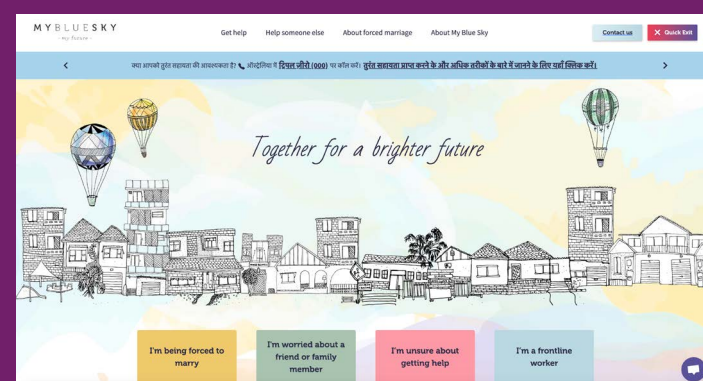
### Ensuring holistic, time-sensitive access to justice

#### Overview

Access to justice for people affected by forced marriage is a cross-cutting objective across all ASA programs, particularly ASA's free legal practice, and its policy and advocacy work of more than 20 years. These programs provide ASA with unique practice-based insights into the needs of people affected by forced marriage which have been integral in informing the development of the Speak Now project and associated activities to date.

**My Blue Sky (MBS) is a free and confidential national service offering online pathways to the ASA legal practice, as well as information about what forced marriage is, and people's rights and options. MBS is for people seeking support for themselves or someone they know.**

**In addition to the support of DSS, Anti-Slavery Australia also acknowledges the contribution of the Australian Attorney-General's Department, who currently fund the My Blue Sky website's maintenance, as well as ongoing User Experience (UX) consultations to monitor and improve the website's accessibility and user-friendliness.**



**The Speak Now project aimed** to bolster existing access to justice initiatives by contributing to holistic, time-sensitive legal support. The key activities included:

- The redesign of the My Blue Sky (MBS) website to improve nationwide online pathways to the ASA legal practice for free and confidential support.
- Extensive awareness-raising activities which included information about the ASA legal practice, and online and digital campaigns featuring MBS from July 2022.
- Policy submissions and research covering a range of topics related to holistic access to justice.

#### Findings to date

#### Improving pathways to legal support through My Blue Sky (MBS)

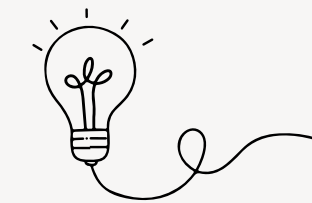
Examples of ASA's legal practice in facilitating access to justice in forced marriage.

#### CASE STUDY 1

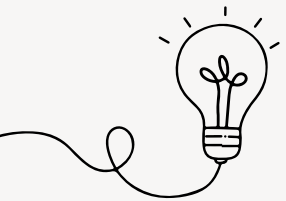
A friend of 'Nina' reached out to ASA through the MBS website. When our lawyer spoke to Nina, she explained that she had been deceived into travelling to her home country from Australia. When she arrived, she discovered that she was being forced to marry by her family. Her phone and passport were taken from her upon arrival, and she was beaten by family members until she agreed to proceed with the marriage. As Nina was at imminent risk of a forced marriage, ASA entered complex negotiations with multiple government departments and organisations to arrange her repatriation to Australia. After months of intense engagement with Nina and the other agencies involved, Nina safely returned to Australia and was able to avoid the marriage. ASA obtained a grant of victims' compensation for Nina and continues to assist Nina as she rebuilds her life in Australia.

#### CASE STUDY 2

In 2024, a young woman 'Mona' called the MBS Hotline for assistance. Mona had recently escaped her family home after her parents tried to force her to marry a man against her will. Despite making her intentions clear, Mona's parents had set a wedding date, and made threats against Mona if she did not comply. Mona was identified by ASA as being at risk of forced marriage. ASA worked closely with Mona and her support worker to advise about her rights under Australian federal and state law, visa options, safety planning and supports available. With Mona's consent, ASA made a referral to the Human Trafficking Team within the Australian Federal Police for further investigation. Mona was also able to access intensive support under the Support for Trafficked Persons Program. ASA is continuing to provide Mona with visa assistance as she navigates her changed circumstances.







### **Increase in referrals to the ASA legal service from July 2022**

There has been an upward trend in agencies and community members reaching out for support around forced marriage related cases. The number of forced marriage related cases referred to the ASA legal clinic increased by one third in 2023 compared to the prior year - from 69 cases in 2022 to 104 cases in 2023. This correlated with an increase in the diversity of referring agencies and with stakeholder outreach and campaign activities conducted as a part of the Speak Now project. Whilst not a primary objective of Speak Now stakeholder engagement, the link between stakeholder engagement activities and referrals to the ASA legal clinic will continue to be monitored in the next phase of the project.

### **20% increase in referral traffic to MBS**

Upward trends in the diversity of online referral pathways to MBS from reputable sources were positive. Interestingly, there was an increase in referrals from education sites in 2023 when Speak Now engaged schools in the creative arts competition and youth-led social media campaigns, indicating potential positive effects. The next project phase will specifically focus on increasing the visibility of MBS on key government, youth and community sites to further increase this trend.

### **Significant increase in engagement from new geographical locations**

Most people accessing MBS prior to its redesign were from Sydney, Melbourne and Brisbane. However, the new website's geographical reach has significantly expanded, and this aligns with the Speak Now National Tour conducted in May and June 2023. Substantial increases in engagement have been seen in capital cities such as Perth, Adelaide, Darwin and Hobart. Regional areas, not previously engaged, include areas such as Newcastle, Cairns and the Gold Coast.

### **Since the addition of the new auto-translation feature on MBS, more than 20 languages have been used by website visitors**

Our analyses show that when the translation feature was used by a person to access MBS content, the engagement rate was above industry standards, demonstrating the importance of this feature in increasing the relevance and accessibility of MBS to stakeholder needs. ASA will continue to monitor the effectiveness of the translation feature during upcoming user testing processes.

### **Improved quality and relatability of MBS forced marriage content**

Overall, engagement on the redesigned website shows improvement with users able to find pages they need within one to two clicks rather than navigating multiple pages. The average time users are on the site since its relaunch is well above the industry standard: 1 minute and 11 seconds, whereas the aggregate average is 45-54 seconds.

*Advocating for a social, holistic response to forced marriage that considers existing familial relationships and looks beyond the criminal justice system.*



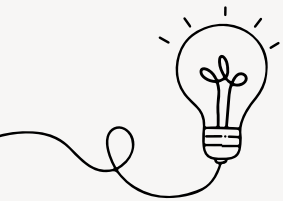
### **Using our expertise to advocate for evidence-based reform**

The combined expertise of ASA's legal practice and Speak Now's leading research contributed to nine submissions to national and international inquiries on key topics, including:

- improving legal protections for victim-survivors
- strategies for ensuring successful repatriation of victim-survivors to Australia
- impacts of the pandemic on forced marriage and exit trafficking
- the importance of listening to survivors when creating policy and law reform

## **Section 4**

# **Future Directions – Reflections and Learnings**



**The Speak Now team critically reflected on the project’s MEL outcomes, including the achievements, challenges, and the changing needs and priorities of key stakeholders. These learnings have been collated after several facilitated reflection meetings and continue to serve as important insights for future program development and sector advocacy on how to shape a more holistic social response to forced marriage in Australia.**

## Summary of project learnings

### The value of lived experience

- Including people with lived experience, their families and communities, in the design of an effective social response to forced marriage is essential.
- Survivors want to contribute to prevention-orientation responses to forced marriage that are trauma-informed, and peer led.
- Findings from peer research enabled the development of youth-led, practice-based deliverables that were responsive to the needs identified by young people themselves.
- Acknowledging the valuable contributions of people with lived experience is an essential component of trauma-informed practice and should include financial compensation and other professional opportunities.
- Working with researchers proficient in community languages can improve rapport building and community engagement.

### The value of “Youth Voice” in addressing forced marriage

- Young people’s insights in research, youth resources and MBS redesign was invaluable, unique and brought hope to project deliverables, filling a clear gap in forced marriage prevention efforts to date.
- Employing young people to lead initiatives is mutually beneficial for young people, employers and project outcomes.
- Peer-led research enables confidence building and empowerment.

### Effective investment in and approaches to support youth leadership

- Effective mentoring and peer group initiatives require investment in time.
- Group processes that build safety and trust amongst young people, such as co-created group guidelines, enable members to exchange valuable insights from lived experience.
- Meeting face-to-face for group bonding is a valuable way to maintain peer relationships and generate group ideas.
- Project scheduling must be flexible to accommodate young people’s dynamic lives, e.g. study, work, and family commitments that shift and change over time.
- Providing routine, deadlines, expectations and delegating responsibility is central to maintaining project momentum.
- Modeling is a powerful tool to build capacity, e.g. how to include quieter voices in groups.

### Embedding research into practice-based deliverables

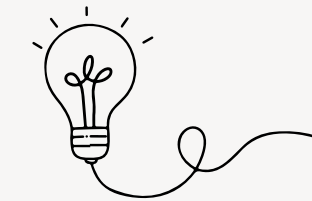
- Translating research into practice-based deliverables ensures resources are based on good practice research, and is an effective way to increase research reach and impact.
- Valuable insights or areas for further investigation can arise during general project activities (e.g. informal conversations, observations, project staff with lived experience).
- Producing research findings to inform project deliverables in a timely and efficient manner requires flexible project management and internal team reflection processes.

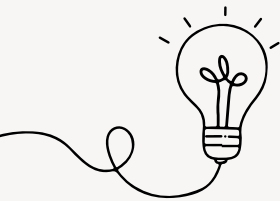
### Reaching a youth audience

- Social media campaigns are appropriate youth mediums; however, a multi-faceted approach is required to assess the impact of campaigns, including behaviour change.
- Collaborating with agencies that have established youth and school networks would maximise uptake of and promote youth activities.
- Resourcing and comprehensive planning is required to ensure that the amount of time and effort spent creating and disseminating youth resources can achieve maximum impact.

### The value of participatory and collaborative resource design

- Involving the end user in the design of resources and tools, including through user experience processes, was effective in producing relevant and effective products.
- The inclusion of lived expertise in developing good practice content assisted in many ways, including by 1) explaining more subtle, and subjective changes and indicators that people at risk exhibit and or disclose; and 2) emulating why strengths-based and person-centred support that promotes agency and choice is essential.





## Preventative approaches to forced marriage

- There is a lack of documented prevention strategies and initiatives that address the underlying drivers of forced marriage, more research is needed in this space.
- Understanding family and community drivers of forced marriage is a priority when developing best practices primary prevention responses.
- Partner agencies across Australia with a diverse community reach are interested and committed to upskilling and delivering forced marriage prevention initiatives directly to communities.
- Best practice prevention involves community led initiatives; more work to involve communities is required.

## A growing national stakeholder base on forced marriage

- Forced marriage is considered a cross-cutting issue which many frontline workers and sectors want to upskill in. National Tour participants displayed a keen interest in taking learnings back to their communities to raise awareness of forced marriage.
- Establishing and maintaining relationships in new frontline sectors and new locations across Australia was a key enabler of the project's overall success, increasing project reach, establishing new innovative collaborations, and increasing and diversifying potential referrals for people affected by forced marriage.
- Effective stakeholder engagement is a key priority for ASA and the sector, and it will require additional and ongoing investment in time and resources, including in research, data management, and logistical planning.
- One-off trainings had consistently high attendance rates however in the longer-term high turnover of participating frontline workers may affect the sustainability of these outcomes.

## Project flow-on effects: Awareness-raising and direct legal services

- Broad stakeholder engagement throughout Speak Now is likely to have increased referrals to the ASA legal practice. While this is a positive outcome, implications for the workflow and capacity of the legal team require close monitoring and pre-emptive planning.
- While the legal service experienced increased engagement during the National Tour, it will likely require ongoing promotions and advocacy to sustain this level of engagement and reach in the future.
- Adding an instant messaging feature to the MBS website that allows communication with the ASA legal service created a less confronting, accessible way for people to engage, ask questions and receive support.

## The role of holistic legal service provision

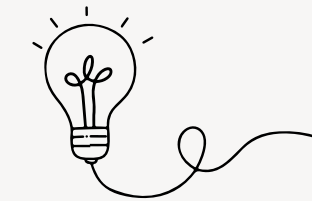
- Justice looks very different for different people, and ASA's legal support goes well beyond engaging with the criminal justice system, providing person-centred, holistic and independent support, including referrals to non-legal services.
- Working with people at risk of or who have experienced forced marriage requires sensitivity to individual's needs, desires, strengths, values and existing familial or community relationships. Many individuals are looking for support that enables them to navigate potential family conflict without jeopardising their relationships.

## Future Directions

While Speak Now has made significant progress in key project areas: a) generating new good practice research, b) youth-led awareness-raising, c) engaging a growing stakeholder base, and d) improving pathways to social support and justice, there remains much more to be done to minimise the impact of forced marriage on individuals, families and communities in the future. The Speak Now project revealed that a holistic response to forced marriage needs to involve a wide variety of stakeholders and that stakeholders with relevant skills across sectors and states are willing and committed to supporting this change. However, to continue to build on these positive outcomes, investment in a long-term approach to support national engagement and learning exchange is needed.

To maximise Speak Now's impact when determining future project directions, the Speak Now team has critically reflected on key project learnings that are best aligned with internal skills, capabilities and strengths to develop a key set of future program priorities:

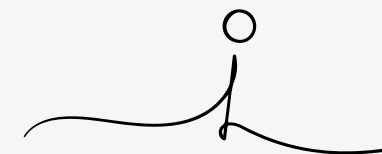
- Continue to engage and invest in the growing national and cross-sector stakeholder base that has demonstrated a shared interest in Speak Now objectives.
- Explore opportunities to further embed role for people with lived experience in each project deliverable.
- Explore how to further embed new knowledge/skills in the work of frontline and sector staff, including mandatory staff training and communities of practice.
- Continue to explore collaborations with other stakeholders (including community based organisations and those from sectors intersecting with forced marriage e.g. FDV and migrant/refugee services) who have community engagement as a core focus.
- Develop a communications strategy to disseminate and promote resources and workshops delivered through Speak Now.





# Appendix

## Annex A: Evaluative Reasoning Framework – Effectiveness and Impact











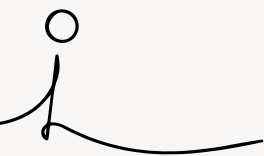
Key question	Sub questions	Minimum information required to make claims
1. What were the most significant changes that resulted from our work (positive, negative, neutral)?	1.1 What is the baseline situation we are seeking to address?	<b>Baseline/ original situation:</b> <ul style="list-style-type: none"> <li>– Clarity on original and changing needs, problem, or issues in each activity area.</li> <li>– Quantitative and qualitative data.</li> </ul>
	1.2 What changes occurred because of our work against the baseline?	<b>Evidence of change because of Speak Now:</b> <ul style="list-style-type: none"> <li>– More than two sources.</li> <li>– More than two data types.</li> <li>– Link/contribution of Speak Now activity and/or approach to change.</li> </ul>
	1.3 What were the most significant changes according to our key stakeholders?	<b>Criteria for most significant change:</b> <ul style="list-style-type: none"> <li>– SN team consensus on the domains of change, i.e. 'National awareness and engagement', 'Access to Justice', 'Youth engagement', 'Research impact', 'Prevention'.</li> <li>– Majority of respective key stakeholder groups sampled agree with significance of change.</li> <li>– There is clarity on why change is significant.</li> <li>– Change contributes (positively, negatively) towards SN ultimate change goal – SN team identify change as useful for learning.</li> <li>– Change is indicative of impact, that is in quantity, breadth, proportion, and or quality.</li> </ul>

Annex B:  
Monitoring Evaluation and Learning data table

Method and Unit of measurement	State	Date (m/y)	Participants (Code/No.)	Collector
Project data review: FGDs findings	NA	Feb 22	NA	ASA MEL lead
Theory of change development 2022, individual & group meetings	NA	Feb-Apr 22	6 x SN team members	ASA MEL lead
#1 Project reflection meeting	NA	Nov 22	6 x SN team members	ASA MEL lead
Project data review: National Tour survey		Jun 23	National Tour participants: 61% response rate	ASA MEL lead
Semi-structured interviews SNYA/Peer Research program	VIC	Jun 23	SNYA-A	External consultant
	WA	Jun 23	SNYA-B	External consultant
	NSW	Jun 23	SNYA-C	External consultant
	NSW	Jun 23	SNYA-D	External consultant
	NSW	Jun 23	SNYA-E	External consultant
	VIC	Jun 23	SNYA-F	External consultant
	ACT	Jun 23	SNYA-H	External consultant
Semi-structured interviews: The National Tour training program	NT	Jun 23	National Tour Participant-A	External consultant
	VIC	Jun 23	National Tour Participant-B	External consultant
	NSW	Jun 23	National Tour Participant-C	External consultant
	NSW	Jun 23	National Tour Participant-D	External consultant
	NSW	Jun 23	National Tour Participant-E	External consultant
	NSW	Jun 23	National Tour Participant-F	External consultant
	VIC	Jun 23	National Tour Participant-G	External consultant
	VIC	Jun 23	National Tour Participant-H	External consultant
	WA	Feb 24	National Tour Participant-I	ASA MEL lead
	SA	Feb 24	National Tour Participant-J	ASA MEL lead
	TAS	Feb 24	National Tour Participant-K	ASA MEL lead
Semi-structured interviews: The Speak Now project	NSW	Jun 23	SN team member-A	External consultant
	NSW	Jun 23	SN team member-B	External consultant
	NSW	Jun 23	SN team member-C	External consultant
	NSW	Jun 23	SN team members-D&E	External consultant
	VIC	July 23	SN team member-F	External consultant
	NSW	July 23	SN team member-G	External consultant
#2 Annual project reflection meeting 2023	NA	Jan 24	6 x SN team members	External consultant & ASA MEL lead
Annual project reflection 2024	NA	Jan 24	6 x SN team members	ASA MEL lead
Project learning meeting	NA	Jun 24	6 x SN team members	External consultant & ASA MEL lead

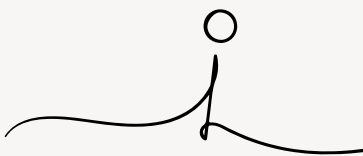
Annex C:  
Adherence to Core Principles - Self-rating table

Core Principles	Adherence to Core Principles - Self-rating scale				
					
<b>Research and evidence-based</b> Using our research expertise in modern slavery to inform all project outputs, and to have real world impact. In addition, monitoring and reflecting on our progress to continuously improve our approach, processes, and impact.	<b>Team self-rating =</b>  4 out of 5  Speak Now research has informed key project deliverables and will also contribute to academic publications. The project is yet to fully implement learnings from research on family-inclusive practice and prevention, however this is a future project priority. Overall ongoing monitoring of project, and team reflections have informed project planning and adaptations. Collecting additional data to understand changes in stakeholders' practice, and relationships and the ongoing usability of project outputs should be prioritised in the next phase.				
<b>Survivor-centred</b> Recognising that those with lived experience, young people and communities have the knowledge, skills, and capacities relevant to address forced marriage and actively creating meaningful, and trauma-informed opportunities for their leadership and involvement at each stage of the project.	<b>Team self-rating =</b>  4 out of 5  Speak Now research findings reiterate the importance of survivor input when devising a social response to forced marriage. These findings have informed the approach to project delivery including using more relatable, and less charged language such as the 'pressure to marry' rather than 'forced marriage'.  All Speak Now activities have had input from survivors, however the team recognises that with more forward planning, and the formalisation of survivor roles, opportunities for survivors to influence project decisions can be increased.				
<b>Collaborative and participatory</b> Understanding that by involving key stakeholders, including frontline workers, communities at risk, and sector partners at each stage of the project, we are contributing to the sector's overall collaboration and therefore collective effort to address forced marriage.	<b>Team self-rating =</b>  5 out of 5  All outputs have had a range of stakeholder input, from general consultation to collaborative partnerships and co-design activities. Confidential stakeholder feedback forms on these activities showed that stakeholders consistently felt heard and included.				



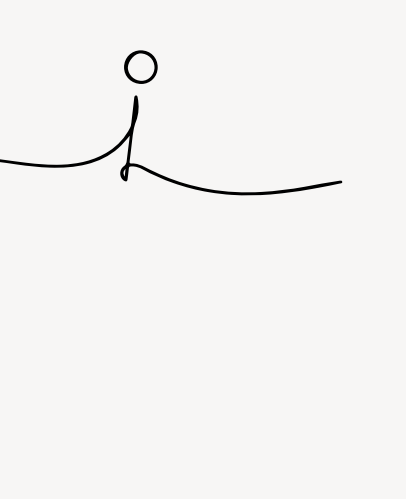
Core Principles	Adherence to Core Principles - Self-rating scale				
	<div>1 Red: Alert</div>	<div>2</div>	<div>3 Amber: Caution</div>	<div>4</div>	<div>5 Everything on track</div>
<b>Anti-racist</b> Recognising that discrimination and racism exists in the way that forced marriage is discussed, understood, and addressed at all levels of Australian society. It is imperative that Speak Now and the social response to forced marriage acknowledges this and actively challenges damaging stereotypes, creates safe spaces and values and welcomes diverse perspectives in all the project activities.	Team self-rating = <div>4 out of 5</div> <p>Speak Now research identified that forced marriage is a subject which can become racialised. For example, forced marriage can be portrayed as:</p> <ul style="list-style-type: none"><li>- A 'cultural' problem.</li><li>- A problem associated with specific racial and or religious and cultural groups.</li><li>- An issue that only affect migrant communities or occurs outside of Australia.</li></ul> <p>The risks of racism and stereotyping of those affected by forced marriage have been reflected on and have informed public awareness-raising materials and education materials on cultural sensitivity and safety. A risk assessment related to perpetuation of stereotypes and exclusive practice was conducted and will be required for all new project activities.</p>				
<b>Prevention-orientated</b> Given the lack of initiatives that prevent forced marriage and in recognition of the influence that primary prevention can play, we actively seek to learn and capture good practice prevention initiatives and strategies with a view to share these and contribute to the overall sector response.	Team self-rating = <div>3 out of 5</div> <p>Phase 1 and 2 initiatives predominantly focused on identifying and responding to forced marriage rather than prevention.</p> <p>Phase 3 initiatives included scoping and testing of prevention approaches which has so far, largely focused on secondary prevention – supporting those who are currently at risk of, experiencing, or who have experienced forced marriage. Prevention-focused initiatives included general educational and awareness-raising activities such as our 'train-the-trainer' program, which will allow frontline workers to act as the crucial bridge between the Speak Now project and communities in need. However, we have not been able to assess the impact of these activities yet.</p> <p>Through our research, we have made significant strides in our understanding of how to implement effective primary prevention of forced marriage, however we have not implemented primary prevention activities at this stage. Some of the key learnings so far is that primary prevention requires working closely with communities at risk and building trusted relationships over a period of time.</p>				

Annex D: National Tour data (deidentified)



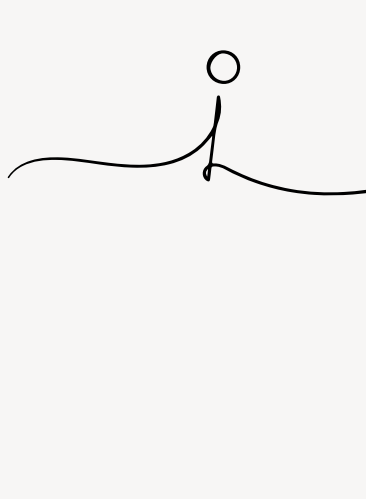
National Tour 2023			
Sydney to Perth	Direct Flight	5	3280
Perth to Geraldton	Direct Flight	1	373
Geraldton to Perth	Direct Flight	1	370
Perth to Sydney	Direct Flight	4.08	3290
Sydney to Adelaide	Direct Flight	2.08	1150
Adelaide to Sydney	Direct Flight	1.91	1160
Sydney to Hobart	Direct Flight	1.91	1150
Hobart to Launceston	Car	2.5	203
Launceston to Sydney	Direct Flight	1.58	915
Sydney to Alice Springs	Direct Flight	3.2	2022
Alice Springs to Darwin	Direct Flight	2.1	1307
Darwin to Katherine	Direct Flight	0.91	285
Katherine to Darwin	Direct Flight	0.91	285
Darwin to Sydney	Direct Flight	4.3	3158
Sydney to Cairns	Direct Flight	3.08	2450
Cairns to Brisbane	Direct Flight	2.33	863
Brisbane to Toowoomba	Car	1.72	127
Toowoomba to Brisbane	Car	1.66	125
Brisbane to Sydney	Direct Flight	1.58	754
Sydney to Melbourne	Direct Flight	1.58	708
Melbourne to Shepparton	Car	2.22	190
Shepparton to Melbourne	Car	2.22	191
Melbourne to Sydney	Direct Flight	1.58	708
Darwin 2024			
Sydney to Darwin	Direct Flight	4.66	3150
Darwin to Sydney	Direct Flight	4.3	3158
Tasmania 2024			
Sydney to Launceston	Direct Flight	1.75	913
Launceston to Hobart	Car	2.35	200
Hobart to Sydney	Direct Flight	1.84	1150
TOTALS		65.35	33635
TOTALS		65 hours, 20 mins	33,635 kms





Annex E: Internal review of the level of involvement of Speak Now stakeholders in deliverables, including people with lived experience, using IAP2’s Public Participation Spectrum (IAP2, 2018).

Speak Now activity	Inform	Consult	Involve
National and awareness-raising resources and tools			A sample of end-users (frontline workers, people with subject matter and lived expertise) in the design, testing and review of resources and tools in individual and group meetings
Redesign of MBS			A sample of end-user groups (youth, community & forced marriage specialists) participated in user-experience workshops, and interviews
Youth-led awareness-raising initiatives			
Peer research			
Research (excl. peer research)			People with lived experience and other target stakeholders are interviewed for their feedback on analysis to inform project needs and priorities. Community researchers support some data collection gathering
Youth toolkit			A sample of end-users (youth) were participated in user-experience workshops, and interviews
University Student Pilot			
Train the trainer program			



Collaborate	Empower
Young people co-led the design and participated in the delivery and evaluation of youth-led initiatives	
	Peer researchers codesign research design, data collection and analysis. They also participated in an evaluation with an external consultant and reported increases in confidence and agency
Not yet complete: University students receive training and support and resources to use in their individual forced marriage advocacy efforts	
Not yet complete: Plans to involve partners in the delivery of training directly with communities at risk	



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