WORKING WITH DIVERSITY IN AOD SETTINGS
USEFUL RESOURCES

This information is provided to support the *Working with diversity in alcohol and other drug settings* resource (NADA 2014).

April 2015

WORKING WITH DIVERSITY IN AOD SETTINGS
USEFUL RESOURCES

Overview

This document provides a list of useful resources updated from the ***Working with diversity in alcohol and other drug settings*** resource (NADA 2014). This list of resources includes links to all those mentioned in the 2014 resource as well as some additional resources of use including the new section of useful resources for working with women in AOD settings. The topics included are:

1. **Resources to support best practice when working with Aboriginal and Torres Strait Islander Peoples**

2. **Further resources to support you in working with people from CALD backgrounds**

3. **References and resources to support best practice for a lesbian, gay, bisexual, transgender and intersex (LGBTI) inclusive service**

4. **Resources to support best practice when working service with older people.**

5. **Resources to support best practice when working with Women**

Background

The ***Working with diversity in alcohol and other drug settings*** **resource** (2014) was developed by NADA to support non government drug and alcohol organisations in their work with the diversity of clients that access our services and represent the NSW population. It contains examples of best practice approaches, as well as a range of useful resources for services providers.

The following populations are included in the resource:

➢ Aboriginal and Torres Strait Islander peoples
➢ Culturally and Linguistically Diverse communities
➢ Lesbian, Gay, Bisexual, Transgender and Intersex people
➢ Older People

To download the resource click here.

For further information regarding NADA resources visit the NADA Resources Page.

RESOURCES TO SUPPORT BEST PRACTICE WHEN WORKING WITH ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

Handbook for Aboriginal Alcohol and Drug Work

A handbook written with and for Aboriginal and Torres Strait Islander health professionals and it is a comprehensive resource to help clinicians address alcohol and drug issues. It offers a detailed look at alcohol and drug work from clinical, through to prevention, early intervention and harm reduction. This handbook is also likely to help people working to improve policy and those advocating for change. To download the handbook, click here.

Feeling Deadly, Working Deadly: Indigenous AOD Workers' Wellbeing Kit

The resource developed by the National Centre for Education and Training on Addiction (NCETA), addresses the very specific needs of Indigenous workers in the sector. The resource provides practical strategies to improve Indigenous worker wellbeing at the individual, group, organisational, and community levels. To view the resource kit, click here.

As part of this kit an Online Directory of Worker Resources has been developed for Aboriginal & Torres Strait Islander alcohol and other drug workers, the directory aims to provide Indigenous AOD workers with easy and user-friendly access to worker wellbeing resources throughout Australia. Most listings can be accessed by clicking on the hyperlinks. To view the online directory, click here.

Australian Indigenous Alcohol and Other Drugs Knowledge Centre

The Knowledge Centre provides a dedicated web resource for reducing harms from alcohol and other drug use in Aboriginal and Torres Strait Islander communities. Click here to access the resource centre.

Australian Indigenous Social and Emotional Wellbeing (SEWB) Workers' Web Resource

The resource aims to provide the Indigenous SEWB workforce and related workers with access to quality information about the SEWB of Aboriginal and Torres Strait Islander peoples, including key facts, publications, health promotion resources, assessment tools, and practice resources. To view the site, click here.

Our Healing Ways Resources: Supporting the Healing Of People with Both Mental Health and Drug and Alcohol Issues from an Aboriginal Perspective

The Our Healing Ways project aimed to discover what skilled, experienced Aboriginal workers do to support the healing of people with both mental health and drug and alcohol issues, develop culturally appropriate resources that are based on the experiences, successful strategies, processes, skills and qualities of Aboriginal workers.
In July 2012 the **Our Healing Ways** project launched 3 key resources at the Minajalku Healing Centre, Thornbury:

- **Our Healing Ways manual: Putting wisdom into practice**
  This manual explores working with co-existing mental health and drug and alcohol issues from an Aboriginal best practice perspective. The manual takes into account the complexities involved with working with community - often with dual relationships with clients. It is a celebration and validation of the enormous skill set required for this work.

- **A resource book for Aboriginal Workers on the relationship between alcohol and drugs and mental health**
  This resource includes background information, holistic assessment, setting up a recovery plan together, stages of change, interventions, resources and services.

- **Supervision: A culturally appropriate model for Aboriginal workers**
  This model has been developed to help meet the need for culturally appropriate supervision models for workers. It has been based on the needs of the Aboriginal AOD, Mental Health and SEWB workforce and recognises that people are working with community – often including their own families, friends and colleagues.

To download the above resources, click here.

Indigenous Risk Impact Screen and brief Intervention (IRIS) Tool kit and Body cards
Developed under the Indigenous Risk Impact Screen and Brief Intervention Program, the IRIS materials support the use of the Risk Impact Screen and delivering the IRIS Brief Intervention. The tools provide a culturally secure and validated screening instrument and brief intervention designed to meet the specific needs of Aboriginal and Torres Strait Islander communities in Queensland and across Australia. To access the resources click here.

Alcohol Awareness Kit
The Alcohol Awareness Kit is a resource to help staff talk about alcohol with their clients. It includes information about harms, recommended drinking limits, and tips on how to change drinking. To view the kit click here.

The Gunja Brain Story
Produced in by St Vincent's Hospital Melbourne, Menzies School of Health Research and the National Cannabis Prevention and Information Centre and adapted from on the The Gunja (Yarndi) Brain Story. This flipchart is a prevention and information resource, for use mainly with Indigenous people in urban, rural and remote settings. The resource uses plain English language and informative images to provide clear information about:
- how a healthy brain and nervous system work
- the effects of cannabis (also known as gunja or yarndi) on the brain, general health, community and lifestyle.

To see this resource click here

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FURTHER RESOURCES TO SUPPORT YOU IN WORKING WITH PEOPLE FROM CALD BACKGROUNDS

Working With Young People from Refugee and Migrant Backgrounds

The Centre for Multicultural Youth has developed a series of guides that offer organisations and workers tips and strategies on a issues including: Culturally-Competent Intake and Assessment; Culturally-Competent Youth Work; Working with Interpreters; Youth Work in the Family Context and Youth work with Young People from Migrant and Refugee Backgrounds. For more information and to download resources, click here.

Promoting Refugee Health: A guide for doctors, nurses and other health care providers caring for people from refugee backgrounds (3rd Edition)

This is a comprehensive guide to working with clients from refugee backgrounds. The guide includes an introduction to refugee health and why it's important, torture and trauma, clinical issues and models of care. Click here.

Guidelines for Working with Interpreters for Counselling and Health Care Staff Working with Refugees

Click here.

Multicultural Health Communication Service, Video Demonstration of Teach Back

Health care professional and patient scenarios Produced in partnership with: NSW Multicultural Health Communication Service (MHCS), Illawarra Shoalhaven Local Health District Clinical Governance Unit and Clinical Excellence Commission (CEC) Production company: Why Documentaries. To view click here.

Talking Therapies guides

The series of talking therapy guides for mental health and addiction staff support them to assist the growing diversity of people they work with. The guides are assisting practitioners to form effective therapeutic relationships, and adapt therapies to meet the specific needs of: older adults, Māori, Pasifika peoples, Asian people refugees, asylum seekers and new migrants and people with problematic substance use. To view the guides click here.

Toolkit for Staff Working in a Culturally and Linguistically Diverse Health Environment

Developed in New Zealand, this toolkit offers some guidance for staff and managers who work in primary and secondary health care environments. Click here.

Bilingual AOD and Mental Health Professionals and CALD-Specialised Programs and Services Directory

Drug and Alcohol Multicultural Education Centre (DAMEC) provides this online directory and provides general information about where people can access support or receive treatment for alcohol, drug and related conditions. Click here.

lcohol Multicultural Education Centre (DAMEC) Quarterly Research Bulletin

DAMEC provides free, quarterly research updates - keeping the sector up-to-date on the latest local and international research on treatment access and outcomes among CALD communities, cultural perspectives of

drugs and mental health, and particular stressors experienced by people from CALD backgrounds. To subscribe click here.

Consumer Participation and Culturally and Linguistically Diverse Communities Report
This report from the Centre for Culture, Ethnicity and Health assists organisations to reflect on their current practice and build their capacity to implement culturally and linguistically inclusive consumer participation strategies. Click here.

How to: A practical guide to CALD consumer participation
This guide provide examples of different strategies that might be employed to advance in CALD consumer participations practices with some suggestions about how to make them successful. To view the guide click here.

Can Alcohol and Drug Treatment Services be Culturally Competent? (Presentation)
To view the presentation click here.

NSW Health Multicultural Communication Service
Provides information in other languages to assist health professionals to communicate with CALD communities on a range of issues, including alcohol, illicit drugs and tobacco. Click here.

Consumer Medication Brochures Project for CALD communities
The brochures are available in English and 15 Community languages: Arabic, Chinese-simplified (Mandarin), Dari, Hindi, Korean, Chinese-Traditional (Cantonese), French, Greek, Indonesian, Italian, Punjabi, Spanish, Tamil, Turkish and Vietnamese. Click here.

Multicultural HIV and Hepatitis Service (MHAHS)
Provides information and support to HIV-positive people or people who are undergoing hepatitis C treatment. Click here.

Respect: Best practice approaches for working with culturally diverse clients in AOD treatment settings
Simple tips for working with clients from culturally and linguistically diverse (CALD) backgrounds in alcohol and other drug (AOD) treatment settings. This broadsheet draws on DAMEC's previous research, service evaluations and sector-wide consultation processes to draw together 10 key strategies for practitioners. To view the resource click here.

What is drug and alcohol treatment? (DAMEC)
This short guide is designed for people with English literacy issues or for whom English is not their first language. It explains different types of AOD treatment, provides answers to some commonly asked questions, and describes various ways to find an AOD treatment service. For further information click here.

REFERENCES AND RESOURCES TO SUPPORT BEST PRACTICE FOR A LESBIAN,GAY, BISEXUAL, TRANSGENDER AND INTERSEX (LGBTI) INCLUSIVE SERVICE

Cultural Competency Implementation Framework: Achieving Inclusive Practice with Lesbian, Gay, Bisexual, Trans and Intersex (LGBTI) Communities

Developed by the National LGBTI Health Alliance, this implementation document is designed as a tool to assist organisations to implement a cultural competency framework. It contains a set of principles, suggested strategies, and scenarios designed to increase knowledge and understanding of LGBTI people. Click here to download the tool.

NSW Health Drug and Alcohol Psychosocial Interventions Professional Practice Guidelines

Page 60 of the Psychosocial Interventions Guidelines provide advice on working with LGBTI people. Click here to view the guidelines.

LGBTI People Mental Health and Suicide Briefing paper

A briefing paper highlighting the increased risked of mental illness and suicide among LGBTI people. It recommends the need to prioritize inclusion, target initiatives, as well prevention and partnerships. Click here to access the paper.

Prevalence of and Interventions for Mental Health and Alcohol and Other Drug Problems amongst the Gay, Lesbian, Bisexual and Transgender community: A Review of the Literature.

The report summarises a vast literature in relation to LBGTI people and both mental health and alcohol and other drug problems. The report focuses on the prevalence of mental health disorders, and alcohol and other drug problems; and the evidence regarding the effectiveness of interventions. Click here to access the monograph by DPMP, UNSW.

Self-Assessment Checklist for Personnel Providing Services and Support to LGBTQ Youth & their Families

The checklist is intended to heighten the awareness and sensitivity of staff to the importance of cultural diversity and cultural competence in human service settings. It provides concrete examples of the kinds of values and practices that foster such an environment. Click here to access the checklist.

GLBTI-inclusive practice audit for health and human services

Gay and Lesbian Health Victoria has developed this GLBTI-inclusive practice audit to assist services to check how inclusive their service is of GLBTI consumers. The audit checks organisational performance against the National Standards for GLBTI-inclusive practice. Click here for the audit.

V Rainbow Tick

The Rainbow Tick consists of six standards against which services can be formally accredited to demonstrate LGBTI inclusive practice and service delivery. Services can include the six standards as part of their cycle of service accreditation or can apply to do the Rainbow Tick as a stand-alone assessment subject to ongoing reassessment and quality review. Click here for more information.

Beyond: We Treat Everyone the Same. A report on the 2010-2011 program: How2 create a gay, lesbian, bisexual, transgender and intersex inclusive service GLHV

Gay and Lesbian Health Victoria (GLHV) ran a program aimed at assisting health and human services organisations develop practices and protocols that are inclusive of LGBTI clients. The report documents the achievements of the program and the wonderful work done by some of the program participants in effecting change within their respective organisations. Click here to read the report.

ACON Safe Place

The Safe Place Program is a Gay and Lesbian community response to street-based homophobic violence. It is more likely that LGBTI people will feel more comfortable and safe in an area that publically demonstrates support. Safe Place members: welcome sexuality, gender diverse, and intersex people; publically demonstrate support for LGBTI communities; and actively promote a prejudice and discrimination free space. Click here for more information.

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RESOURCES TO SUPPORT BEST PRACTICE WHEN WORKING SERVICE WITH OLDER PEOPLE

Older people and alcohol and other drugs
The Australian Drug Foundation paper provides an overview of current research into alcohol and other drug (AOD) misuse in older people. The discussion draws together some professional opinion and advice on how to identify and manage late onset AOD misuse in people aged over 60. Click here to access the paper. A newsletter with additional information is also available here.

Double Jeopardy: Older Injecting Opioid Users in Australia
Discussion paper from the Australian Injecting and Illicit Drug Users League (AIVL). The paper primarily sets out to document the existence of a cohort of injecting drug users aged 40 years or more in Australia and to estimate the possible size of this group. It also aims to explore the experience of advancing age from a drug user perspective and to examine the interrelationship between ageing and illicit drug use. Click here to access the report.

Older Wiser Lifestyle (OWL) Program and Wise Drinking Survey for Older People
The Older Wiser Lifestyles (OWL) team is Australia's first older adult-specific Alcohol and Other Drug (AOD) service for mature adults, aged 60 and over. The OWL program offers an individually-tailored treatment service comprised of early intervention, intensive, long-term counselling and outreach across the Mornington Peninsula depending on the needs of the client. As part of the program, the Wise Drinking Survey for Older People was designed to tell whether the amount of alcohol being drunk is healthy with the medications being taken. It will also tell you if any current health conditions could be affected by alcohol. To access information about the program click here. Click here to access the survey.

Working with older Aboriginal and Torres Strait Islander people
Overview of the literature on providing culturally appropriate services to older Aboriginal and Torres Strait Islander people. Prepared in partnership with The Benevolent Society and Neuroscience Research Australia. Click here for the paper.

Supporting older people from culturally and linguistically diverse backgrounds
A review of the current literature focusing on community care workers in their day to day work with older people from culturally and linguistically diverse (CALD) backgrounds. Prepared in partnership with The Benevolent Society and the Social Policy Research Centre. Click here for the paper.

Supporting older people experiencing mental distress or illness
Overview of the literature on how those who work in the community aged care sector can support people who show signs of mental illness. Prepared in partnership with The Benevolent Society and the National Ageing Research Institute. Click here for the paper.

Older Australians
The Productivity Commission has commissioned a report on caring for older Australians. Click here for the report.

Talking Therapies for Older Adults: Best and promising practice guide for mental health and addiction services

Summary of best and promising practices when using Talking Therapies with older adults developed by Te Pou o Te Whakaaro Nui, Auckland, New Zealand. Click here to view the download the resource.

Grey Matters: Preventing and responding to alcohol and other drug problems among older Australians Information Sheets

The National Centre for Education and Training on Addiction (NCETA) has released a series of information sheets (7) about alcohol and other drug (AOD) use among older Australians. To view the resources click here.

Our Invisible Addicts

(Royal College of Psychiatrists)

Given the likely impact on health and social care services of an increase in the ageing population and the weekly drinking patterns, there is now a pressing need to address substance misuse in older people.

This report provides information regarding the nature and extent of substance misuse in older people, identifying precipitants and complications, highlighting best-practice guidance, exploring training opportunities and further information on strategies and clinical service provision. To view the resource click here.

Substance Abuse Among Older Adults

(U.S. Department of Health and Human Services - Public Health Service, Substance Abuse and Mental Health Services Administration, Center for Substance Abuse Treatment)

This resource brings together the literature on substance abuse and gerontology to recommend best practices for identifying, screening, assessing, and treating alcohol and prescription drug abuse among people age 60 and older. To view the resource click here.

Working with older drinkers

(Tilda Rogers Centre)

This report demonstrate that older drinkers have different stressors, precipitating factors and risk factors for relapse than younger drinkers. They also face a number of unique barriers to treatment and are more likely to remain 'hidden' from services. Despite these challenges, age-specific practices required to meet the needs of older people and draw them into treatment are poorly understood. To view the report click here.

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RESOURCES TO SUPPORT YOU IN WORKING WITH WOMEN IN AN AOD SETTING

NADA Practice Resource: Working with women engaged in AOD treatment settings
(NADA, 2015, in press)
The resource aims to support and assist the provision of best practice interventions for women accessing AOD treatment and to effect organisational change around becoming gender responsive, family inclusive and trauma informed. In this resource you will find: snapshots of specific challenges that women face in the context of treatment; frontline worker experiences from organisations that provide specialist AOD services for women; case studies and best practice approaches that you and your organisation can implement.

The resource is will be distributed to NADA members in the coming months and will be made available online soon here.

Guidelines for Trauma-Informed Practices in Women's Substance Use Service
(Jean Tweed Centre, 2013)
A Canadian resource produced via the Jean Tweed Centre for Women and their Families, the guidelines set out to specifically focus on the intersections of trauma and substance use issues among adult women. It provides background information and best practice approaches to working with women engaged in substance use services from a trauma-informed approach to practice. To download the resource click here.

Supporting Pregnant Women who use Alcohol or other Drugs: A guide for primary health professionals
(NDARC 2014)
Health care professionals can make a substantial difference to the health of women and their babies by identifying and supporting women who use alcohol or other drugs during pregnancy. This guide is intended for a range of health professionals, in a variety of settings to help support and provide information to pregnant women who use alcohol and other drugs. It also contains a detailed resource list of additional support services and resources.

The resource will be available here.

Clinical Guidelines for the Management of Substance Use During Pregnancy, Birth and the Postnatal Period (NSW Ministry for Health 2014)

These guidelines contain information on the use of buprenorphine maintenance treatment during pregnancy; cannabis use in pregnancy; a recommendation for abstinence from alcohol during pregnancy; and updated information on child protection legislation in NSW. New sections include prescription opioids use in pregnancy; use of antidepressants in pregnancy; management of withdrawal; management of incarcerated pregnant women; and management of women in rural and remote areas.

The resource can be downloaded here.

natal Abstinence Syndrome Guidelines (NSW Ministry for Health, 2013)
These guidelines outline the minimum standards for the management of babies born to mothers with a history of opioid use or dependence, including women receiving opioid substitution therapy or using prescription pharmaceutical opioids. The guidelines cover antenatal care, the management of withdrawal syndromes in neonates, and postnatal care.

The resource can be downloaded here.

New South Wales Opioid Treatment Program: clinical guidelines for methadone and buprenorphine treatment of opioid dependence
(NSW Health, 2006)
These guidelines represent a significant revision of two previous documents — Methadone maintenance treatment clinical practice guidelines, released in 1999, and New South Wales policy for the use of buprenorphine in the treatment of opioid dependence, released in 2001. The new guidelines take account of the release of a buprenorphine plus naloxone combination, which has been designed to reduce risk of diversion of this product from patient use to street use.

The guidelines are based on current literature, which indicates the cost efficiency of this approach to the treatment of opioid dependence. Both methadone and buprenorphine can lead to significant reductions in the adverse health, social and criminal consequences of opioid dependence and the guidelines seek to provide detail on the optimal use of these agents in the treatment of our patient population. The resource can be downloaded here.

Supporting Families Early Package – SAFE START Guidelines: Improving mental health outcomes for parents and infants
(NSW Department of Health, 2009)
Safe Start is one of a suite of three documents aimed at integrating care for women, infants and families in the perinatal period. This document provides guidance on conducting psychosocial assessment, risk prevention and early intervention. Strategies to coordinate clinical responses to issues identified during assessment are also suggested, including effective responses to parental mental health problems and perinatal psychosocial issues, as well as advice on assisting mothers that have problems with substance use.

The resource can be downloaded here.

Keep Them Safe: A shared approach to child wellbeing
(Department of Premier and Cabinet, 2009)
In response to findings from the Wood Special Commission of Inquiry into Child Protection Services in NSW, the NSW government enacted a five year plan entitled Keep Them Safe, which spans the years 2009-2014.

Keep Them Safe was designed to enhance the broader service system in NSW to improve prevention and early intervention services; protect children at risk; support Aboriginal children and families; and to strengthen partnerships with non government agencies to improve service delivery to vulnerable families. As a result of Keep Them Safe, a number of guidelines and legislative changes have taken place in the child protection arena in NSW, which are described briefly below.

The resource can be downloaded here.

Child Wellbeing and Child Protection – NSW Interagency Guidelines
(NSW Department of Family and Community Services, 2006)
These guidelines were produced by Family and Community Services to support collaborative efforts to improve child wellbeing and child protection in NSW. They cover inter-agency collaboration initiatives; roles and responsibilities of agencies in child protection matters; making a child protection report voluntarily or through mandatory reporting requirements; exchange of information with FaCS; criminal proceedings; and best practice in working with children and families.

The guidelines can be downloaded here.

NSW Mandatory Reporter Guide
(NSW Department of Family and Community Services, 2014)
All non government drug and alcohol service providers in NSW are mandatory reporters under child protection legislation. To assist workers to navigate the 'grey areas' and make confident decisions when considering making a child protection report to Family and Community Services, a Mandatory Reporter Guide is available online . To download click **here**.

Counselling guidelines: Alcohol and other drug issues 3rd Edition
(Marsh et al. 2013)
These materials are evidence-based consistent with Evidence-Based Medicine (EBM), in which best existing research evidence is integrated with clinical wisdom and expertise, as well as client circumstances and expectations (Gambrill, 1999). A cognitive behavioural approach in the counselling strategies described has been adopted because it has a good evidence base. However, other approaches to counselling may be just as effective but are less researched. The strategies described in this guide can also be integrated into other counselling approaches.

These guidelines should be used in addition to agency policies and procedures. To download click **here.**

NSW Health Framework for Women's Health 2013
(NSW Ministry of Health, 2013)
The Women's Health Framework has been developed to focus action not only within the Health system, but also promotes opportunities for the co-ordination and delivery of NSW Government services and programs with the potential to enhance the health of all women across the state. This Framework brings together these aspects – highlighting the different needs of populations of women, the evidence for investment in health priorities, and the framework for collaboration across government and non-government sectors to deliver appropriate services and programs for the diverse needs of women in all of our communities.

To access click **here.**

Perinatal Mental Health for Women from CALD Backgrounds
(Beyond Blue, 2013)
This is a brief guide for health care workers that covers a number of issues and barriers CALD women experience in accessing support during pregnancy, birth and in relation to parenting. It attends to the needs of CALD women and how health services can be more responsive in relation to the experience of pregnancy, birth and parenting. To access click **here**.

Strengthening Aboriginal Family Functioning: What works and why?
(Walker and Shepherd in Australian Institute of Family Studies, 2008)
This resource is a paper that explores and discusses the contemporary evidence base, including case studies of programs that work, to provide insights into the protective effects and risks that influence forms of functioning among Aboriginal families. It also has a section on specific resources. The resource can be found online **here**.

Implementing a Soft Entry Approach to AOD intervention with Aboriginal women
(Falconer and Campbell, 2014)
This resource is a PowerPoint presentation by the Lyndon Community outlining a unique and effective approach used by the Lyndon Community to make contact with Aboriginal women with the aim of potentially providing alcohol and other drug support. It can be downloaded from the NADA website **here**.

What Family Sensitive Practice Means for Alcohol and Other Drug Workers: A Survey Report
(NCETA, 2010)
The report is the first of a range of publications being developed by NCETA to address the issue of child and parent-sensitive practice. The initial phase of this project involved a survey of the drug and alcohol workforce to identify current work practices, individual knowledge and attitudes and organisational policies and support in relation to child and parent-sensitive work practice. This report presents the results of the survey and outlines the implications of these findings. To access click **here**.

Can I ask…? An alcohol and drug clinician's guide to addressing family and domestic violence
(NCETA, 2014)
Can I ask…? explores the relationship between AOD and FDV, with a focus on identifying how the AOD sector can better support clients who have co-existing AOD and FDV issues, and minimise associated harms experienced by their children. The 2013 resource developed by NCETA can be found online **here**.

For Kids' Sake: A Workforce Development Resource for Family Sensitive Policy and Practice in the Alcohol and Other Drugs Sector (NCETA, 2010)
For Kids' Sake, A Family Sensitive Policy and Practice Toolkit aims to minimise cases of child abuse or neglect by increasing collaboration between child and adult service agencies. It is a new initiative developed by NCETA to improve the safety and welfare of children with parents who misuse alcohol or drugs. The toolkit builds a bridge between the alcohol and other drugs (AOD) treatment and child protection sectors to improve cooperation and collaboration. The NCETA resource can be found online **here.**

The signs of safety: Child protection practice framework
(WA Department of Child Protection, 2011)
Is a Western Australian policy document that seeks to create a more constructive culture around child protection organisation and practice. Central to this is the use of specific practice tools and processes where professionals and family members can engage with each other in partnership to address situations of child abuse and maltreatment. The documented can be found online **here**.

Family Focus Project Toolkit
(Eastern Drug and Alcohol Service, 2010)
The Family Focus Toolkit is a collection of selected resources including screening tools, questionnaires, worksheets, and utility practice tools gathered from the sector, research and professional bodies. It can be accessed **here**.

Immigrant Women's Speakout Association NSW
Immigrant Women's Speakout Association is the peak advocacy, information/referral and research body representing the ideas and issues of immigrant and refugee women in NSW. The Association also undertakes community development projects and provides direct services including in the areas of domestic violence and employment, education and training. Speakout is a community-based organisation, managed by women of non-English speaking background. There are a number of resources available via the website, including training opportunities. Website: www.speakout.org.au.

Best Practices for Lesbian/Bisexual Women with Substance Use Disorders
(Eliason 2009)
This paper reviews what we know about substance abuse patterns among lesbian and bisexual women and suggests best practices. To access click **here.**

GLBTIQ Domestic Violence Toolkit
A resource for agencies and service providers supporting GLBTI victims of domestic violence and their families.
To access click here.

Lesbian Relationships and Abuse – Domestic Violence Resource Centre Victoria
Help and advice on the DVRCV website that provides information regarding the experience of domestic violence within lesbian relationships. Website: www.dvrcv.org.au

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