



Family stability



Wellbeing



Financial management



Career development



Work

THRIVING

In control

Achieving

Building

Establishing

Understanding

SURVIVING

	Housing	Family	Health	Networks	Financial wellbeing	Savings and debt	Career	Education	Income	Employment
In control	Safer, secure, and sustainable housing	Have agency to manage relationships and respond to challenges	Have the supports and connections to enable full participation	Are contributing to community in ways that are meaningful to them	Have a strong understanding of financial matters and are continuing to build their financial future		Can utilise their educational achievements in their chosen field		Increase their income to enable them to achieve their financial goals	
Achieving	Housing costs no more than 55% of income	Can resolve challenges and develop and sustain positive relationships	Have a sense of purpose and are secure in their identity	Feel confident and able to access supports when needed	Sufficient savings to meet financial crisis	Are actively managing their money	Can achieve educational goals and chosen qualification		Plan to increase income to sufficient levels to manage expenses	Have stable and secure employment that meets their aspirations
Building	Housing is appropriate for needs	Ability to strengthen family relationships; can identify and connect with resources	Are actively engaged in meeting health and wellbeing needs	Have options, ability and capacity to connect	Able to save towards a chosen goals	Can make sound choices about debt and manage it without stress	Can build a plan to achieve their educational goals, and those of their family		Have access to their full range of entitlements	Participating in work and/or study
Establishing	Have shelter in order to organise longer-term housing	Are linked to appropriate services and acknowledge the impact of their lived experience	Have access to health and wellbeing services		Enact a savings plan / debt reduction plan	Are linked to services including financial counselling	Educational goals linked to employment options		Have an understanding of current income and entitlements	Identify employment aspirations, and a pathway to get there
Understanding	Understand their housing needs and aspirations	Understand the strengths and needs for family stability	Understand health and wellbeing needs	Identify and understand their social strengths and needs	Understand their financial position and their capacity to change their position		Explore the education and training options that lead towards meeting their education and career aspirations.		Explore the employment options that lead toward meeting career aspirations	

STAGES OF CHANGE: Building skills, moving from extrinsic to intrinsic motivation, re-establishing neural pathways and improved executive functioning

WE CAN MOVE FROM

WITH Women, trans and gender diverse people who have experienced trauma, homelessness, gendered violence and/or economic inequity, who are not in crisis and want to engage in goals setting and coaching

USING Use goal setting tools that are iterative, incentivised, practical and expansive **Complete Bridge Assessment which establishes baseline across five key domains of Family Safety, Wellbeing, Financial Wellbeing, Employment and Income** Work through Executive Functioning skills to understand and build new neural pathways to overcome trauma responses including forward planning, aspirational thinking and goal setting

ACTION Rebuilding of executive functioning skills and the setting, achieving and celebrating of goals through one-on-one-coaching, group work and peer support

CHALLENGE Gendered discrimination, structural inequity and lack of affordable housing results in high rates of poverty, homelessness and family violence for women trans and gender diverse people This results in toxic stress and reduced executive functioning skills, impacting on the capacity to think and plan long-term.

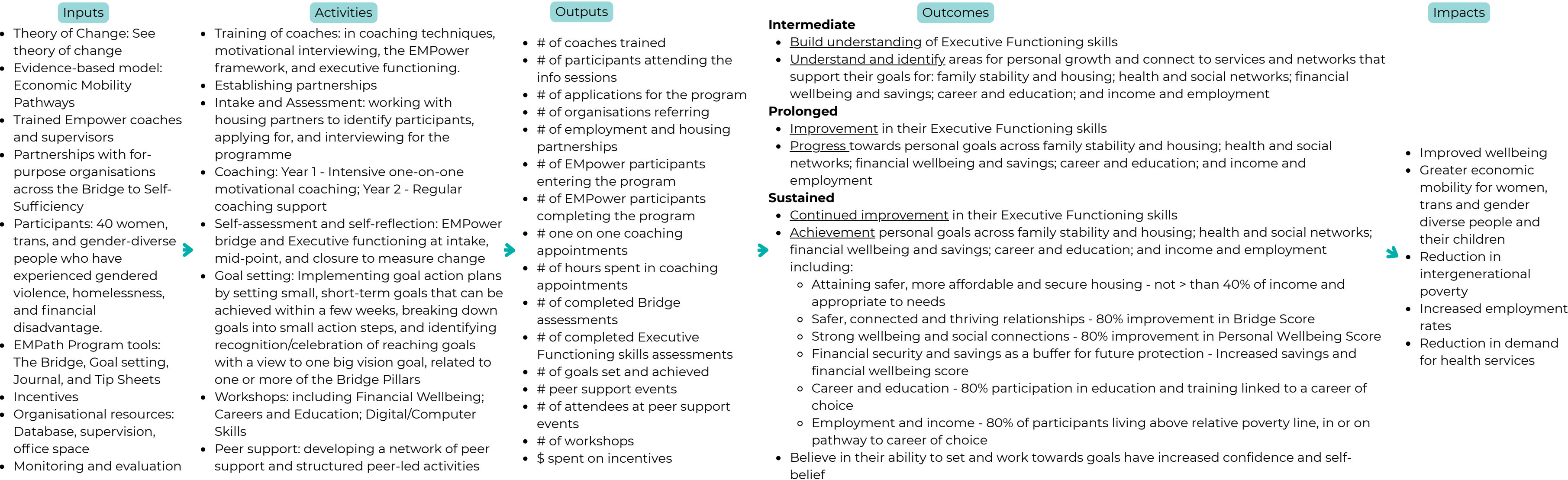


JUNO

EMPower Program Logic



Context	The current patriarchal social and economic system in Australia results in structural inequality and gender-based discrimination. These factors contribute to women trans and gender diverse falling into the cycle of poverty, and compound their experiences of trauma. Trauma can impact a person's neurobiology specifically their executive function, preventing women from escaping the cycle of poverty and presenting barriers to them achieving housing stability, wellbeing and economic independence.
Program Purpose	Empower gives women the tools to achieve economic independence and thrive. It does this by building agency, self-determination, resources and connections to assist women not only remain safe but plan a future without poverty by enabling safer and secure housing; family stability; financial wellbeing; social connections and emotional wellbeing.
Problem Statement	Gendered discrimination, structural inequity and lack of affordable housing results in high rates of poverty, homelessness and family violence for women trans and gender diverse people This results in toxic stress and reduced executive functioning skills, impacting on the capacity to think and plan long-term.



Assumptions	Participants are not in crisis and are able to maintain regular program involvement; can maintain commitment to achieving program goals; program tools are effective; coaching staff recruited with the right training for role.
External factors	External mutual obligation requirements, such as parenting and job active requirements. Availability of low-cost, free training courses in high-demand industries; Support remains for safer and secure housing for women