

Clear Horizon

CURRICULUM VITAE

Lucy Macmillan, Principal Consultant



Overview of Expertise

With a background in law, Lucy has more than 15 years of monitoring and evaluation experience in both the Australian and international contexts. Her early experience as projects and advocacy manager with UNICEF Australia, where she monitored international development projects in the areas of child protection, education, water and sanitation, health, and HIV/AIDS in countries such as Zambia, Burma and Bhutan, developed her passion for evaluation. Since then she has worked as a consultant with various partners on evaluation and research projects in the areas of human rights, social justice and public health, with a strong focus on family violence and the justice system. She also has a Masters of Evaluation from the University of Melbourne.

Taking a collaborative approach to evaluation, she is committed to ensuring that the voices of people with lived experience are respected and heard – having facilitated co-design and training in MEL with people with lived experience of the justice system, people affected by family violence and people with disability. At Clear Horizon, she has also developed experience in evaluating complex systems based initiatives in the areas of criminal justice, public health, early childhood and education. She also has excellent research and writing skills, with a background in editing and writing for various bulletins and magazines, and extensive experience in human rights law and policy issues, with a focus on Indigenous issues.

Qualifications & Training

2020	Evaluation and Value for Money, Dr Julian King
2020	Human Centred Co-Design, Health Futures
2019	Monitoring, Evaluation and Learning course, Clear Horizon
2018	Masters of Evaluation, University of Melbourne
1997	Graduate Diploma of Legal Practice, ANU
1996	Bachelor of Arts/Law, ANU

Project Experience



Evaluations – Justice, Family violence

- Evaluation of the Mildura Family Violence Intervention Order (FVIO) Breaches Pilot Project (Magistrates' Court Victoria (MCV), 2019-2021): evaluation of two pilot programs for Aboriginal people affected by family violence.
- Evaluation of the Magistrates' Court of the online form for family violence intervention orders, MCV and the Centre for Innovative Justice, 2021.
- Evaluation of the Specialist Family Violence Legal Practice Model, Centre for Innovative Justice and Victoria Legal Aid, 2020-2022
- Evaluation of the Integrated Practice Model for the Law & Advocacy Service for Women (LACW), 2021
- Adaptive learning evaluation of the Recognise, Respond, Refer program (Brisbane South Public Health Network, 2020-21): systems change approach designed to bring together GPs, health care providers and domestic violence services to better respond to family violence for patients.
- Evaluation of Tipping the Scales family violence legal referral program and the development of Access to Justice Framework for people affected by family violence in Maryborough (ARC Justice and Loddon Campaspe Community Legal Centre, 2020).
- Evaluation of Supporting Justice (Centre for Innovative Justice, RMIT, 2020): a systems change initiative designed to improve outcomes for people with acquired brain injury and cognitive impairment who are risk of contact with the criminal justice system.
- Review into the Fair Work Commission's pro bono legal assistance scheme (2016), Centre for Innovative Justice (RMIT) and Fair Work Commission (Vic).
- Evaluation of Women Transforming Justice program (Centre for Innovative Justice, Melbourne 2018-2020)
- Evaluation of the County Koori Court, Victoria (2009-11), Clear Horizon and Dept of Justice.
- Review into community-designed evaluation for Tangentyere Family Violence Prevention Programs, Alice Springs (2018), Centre for Innovative Justice and Tangentyere Council.
- Quantitative Analysis of the Positive Interventions for Perpetrators of Adolescent Violence in the Home (PIPA) (2017), Centre for Innovative Justice.



Evaluations – Early Childhood and Education

- Coaching, mentoring and evaluation of co-design and prototyping for the Rich Home Learning Environment project: to improve outcomes for children and families in Red Cliffs; Hands Up Mallee collective impact initiative, Mildura (2021 – 2022)
- Evaluation of A Village for Every Child, collective impact initiative to improve outcomes for children and families in Belconnen, ACT (2021- 2022)
- Evaluation of Early Years Programs and the Learning through Lunch program in rural and regional areas, Ardoch Foundation, Victoria (2021-2023)
- Evaluation of and coaching/mentoring support to SpeakUp, a program focusing on empowering young children with disability to become self-advocates at school, Lifestart NSW (2021-2)

- Various projects with Department of Education, including program logic development for the Learning Specialists program; strategy development for the Global Learning and Engagement strategy; and MEL framework for the Student Voice, Agency and Leadership initiatives (2020-2021)
- Developmental evaluation of Life Education Victoria programs, Victoria (2018-19): capacity building in evaluation for LEV staff and developmental evaluation of LEV health and drug education programs for primary school students throughout Victoria, culminating in a data dashboard for LEV to use for ongoing monitoring and evaluation purposes.
- Collective Ed. (2019), Tasmania: supported the evaluation of place-based collective impact initiative in secondary schools in Tasmania, to improve school retention rates.
- Evaluation of the Court Support for Kids program, Magistrate's Courts Vic (2018), Centre for Innovative Justice and McAuley Women's Services.
- Monitoring and evaluation of UNICEF Australia health, HIV/AIDS, child protection and education projects in Bhutan, Zambia, and Myanmar/Burma (2002-4), UNICEF Australia.
- Monitoring and evaluation of UNICEF Australia's Indigenous program (2002-4), UNICEF Australia and National Heart Foundation.

Strategy and MEL



- Review and development of 4-year roadmap for the Victorian Legal Services Board grants program
- Gender Equality and Family Violence Prevention Strategy Development and MEL framework, City of Casey, 2021-2 (project director)
- Co-design of the consultation and needs analysis to inform 4-year Global Learning and Engagement strategy, Department of Education (Vic), 2021

Other CI and Systems-Change Projects



- Coaching/mentoring for Brisbane South PHN in action learning and developmental approaches for systems change
- Coaching/mentoring for Communities for Children, Bendigo, in developing Theory of Change and MEL (2021)
- Review into funding models for Communities for Children, Shepparton (2020)
- Developmental evaluation of Central Highlands Preventative Lab Phase II, Central Highlands region (2019-2020): evaluation of the first phase of a 10-year systems change initiative to combat obesity in the region.
- Review of GROW (G21 Region Opportunities for Work), Geelong region, Victoria (2018-2019): co-evaluation of the GROW collective impact initiative that aims to address joblessness in areas of entrenched disadvantage.

Measurement Frameworks / Indexes, Policies, and Reports



- Access to Justice Framework for people affected by violence in Maryborough (2020): a concept paper and draft framework to measure access to justice for people affected by family violence, developed for ARC Justice and Loddon Campaspe Community Legal Centre.

- Student, Voice, Agency and Learning MEL framework, Department of Education, 2021
- Theory of Change and MEL framework for JobsBank, 2021 (includes coaching and mentoring support)
- Theory of change and MEL framework for Australian National Research Organisation for Women (ANROWS), 2021 (includes coaching and mentoring support)
- Our Town: Literature Review into Mental Health, Resilience and Prevention (2020), for the Our Town place based initiative in South Australia.
- Monitoring and Evaluation Framework for the Victorian Legal Services Commission (2019)
- Development of a 'Justice Index': measuring people's access to and experience of justice in different Australian jurisdictions (2015), Centre for Innovative Justice and Attorney-General's Department.
- Scoping Review for the Waterloo Housing Development (Sydney) (2017), Centre for Public Health and Equity (UNSW).
- Sydney Local Health District research into newly arrived migrant patients' access to healthcare (2017), Centre for Public Health and Equity (UNSW).
- Research into Aboriginal women in custody and mental health services (2013-16), Centre for Public Health and Equity.
- Right People for Country Information Management Policies and Processes (2012), Aboriginal Affairs Victoria.
- Victorian Traditional Owners' Land Justice Group, submissions on cultural heritage and water management issues to the Victorian Government (2011), Native Title Services Victoria.

Facilitation



- Facilitated adaptive learning workshops, M&E planning workshops, reflection workshops and MSC training with various Clear Horizon clients, 2018-current, including for the Victorian Human Rights and Equal Opportunities Commission, the Department of Education, and co-design workshops and capacity building for people with lived experience of the justice system, family violence and people with disability.
- Facilitated workshops with the Victorian Traditional Land Owners' Group on cultural heritage and water management (2011), Native Title Services Victoria.
- Delivered lectures and tutorials in core legal subjects to Aboriginal and Islander students from remote communities throughout Australia (2007-9), Institute of Koori Education, Deakin University.
- Coordinator of the Australian Parliamentary Association for UNICEF, facilitated briefings and workshops with high level members of parliament, (2002-4), UNICEF Australia.
- Facilitated training workshops on children's rights for UNICEF Australia members (2002-4), UNICEF Australia.
- Developed and facilitated native title workshops throughout Australia for local government, government departments and Indigenous organisations (1998-2000), Australian Local Government Association.

Positions held

- 2020–current Principal Consultant, Clear Horizon.
- 2018–2019 Senior Consultant, Clear Horizon
- 2007–2018 Evaluation, research, and policy consultant (freelance).
- 2007–2009 Lecturer-in-Law, Deakin University.

Memberships

Australasian Evaluation Society

Academic Publications

Campbell, E., Macmillan, L. & Caruana, C. (2020) Women Transforming Justice: Final Evaluation Report, Centre for Innovative Justice, RMIT University, Melbourne

Macmillan, L. and Campbell, E. (2018) Children at Court: every interaction counts. Needs Assessment Report. Centre for Innovative Justice. RMIT,

Macmillan, L. and Campbell, E. (2018) Court Support for Kids: Evaluation Report. Centre for Innovative Justice, RMIT.

Campbell, E. and Macmillan, L. (2016). Final Report for the Fair Work Commission: Evaluation of Pro Bono program. Centre for Innovative Justice, RMIT.

News and Updates: Indigenous Law Bulletin (2001), University of New South Wales.

Indigenous Legal Issues: commentary and materials 2nd ed (2001), Co-author with Garth Nettheim et al, Supplementary, Chapters 5 and 6, Lawbook Co.