Yarra Ranges Council: Leading Gender Equity in the Workplace and the Community
YRC Gender Timeline (critical points)

2013-2015
- Early project work on VAW
- GE Action Plan 2015-2017
  GE Position .4

2016
- Gender Audit / Self Assessment
- Preparing the organisation
- White Ribbon to 16 Days
- Family Violence to VAW
- VAW to Male VAW

2017
- Development of GE & Bystander content
- Train the Trainer
- Pilot Delivery to selected teams
- Preparing Leaders
  - GE for Leaders
  - Disclosures
  GE position .6

2018
- Roll out GE & Bystander across council

2019-2021
- GE and Bystander part of corporate induction
- Moving into policy, process and practice
- Intersectional
  GE position .8
2016 Gender Self-Assessment

- Suited: 49%
- Harass via email: 66%
- Support: 60%
- Bystander: 77%
Ethics & Frameworks

CHANGE THE STORY

SAFE AND STRONG

ROYAL COMMISSION INTO FAMILY VIOLENCE

TOGETHER FOR EQUALITY AND RESPECT

Gendered drivers
Particular expressions of gender inequality consistently predict higher rates of violence against women:

1. Condoning of violence against women
2. Men's control of decision-making and limits to women's independence in public and private life
3. Rigid gender roles and stereotyped constructions of masculinity and femininity
4. Male peer relations that emphasise aggression and disrespect towards women.

FEMINIST

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Sponsorship and Accountability

**Director, Corporate Service**
- Concerned with the rates of family violence for both community and employees
- Understands the gendered nature of family violence
- Committed to learning about gender inequality and the link to FV
- Prepared to back a gendered approach and respond to backlash
- Talk about 'men's violence against women'
- Call out self and others

**Manager, People & Culture**
- Committed to supporting employees appropriately
- Understanding of the gendered nature of family violence
- Whole of organisation approach
- Resourcing within the P&C department
- Viewing gender equity as a workplace issue
- Role modeling through facilitating workshops

**Gender Equity Lead**
- Use of evidence based approach where available
- Engaging of others from rights across the organisation at multiple levels
- Diversifying of accountability
- Gendered approach that is accessible

**Shared Leadership**
- GE Working Group prepared to undergo training, be facilitators and influence others.
- Gender Equity Advocates
- Women’s Network
- Champions for Change

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Delivery Model

1. Facilitators
   - 2 x GE Advocates
   - Male/Female
   - GE Lead

2. Leadership
   - Team Leader
   - Manager

3. Delivery
   - 2 x 3 hrs 1 week apart
   - 6-30 participants
   - Department or team
   - Offsite & Catered
   - Some exceptions

4. Support
   - In the lead up
   - On the day
   - Post Workshop

   - It’s ok to struggle
   - We care
   - There is an evidence base for this work
YRC GE & Bystander Program Content

1. CONTEXT SETTING
   Yarra Ranges
   Local, state & federal frameworks

2. VIOLENCE AGAINST WOMEN
   What is Family Violence
   The gendered nature of FV

3. GENDER STEREOTYPING AND SEXISM
   Making the link between gender inequality / sexism / stereotypes and male violence against women

4. RESPONDING TO DISCLOSURES
   Recognise, Respect, Resource, Refer (4 x R’s)

5. BYSTANDER ACTION
   Doing nothing does harm

We have a lot of work to do, but we can get there if we work together.

-Beyoncé Knowles-Carter

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GE Advocates

01 VOLUNTEERS

02 TRAINED

03 SUITABILITY ASSESSMENT: IS THIS FOR ME?

04 MENTORING / DEBRIEFING / COUNSELLING

05 MEANINGFUL ENGAGEMENT & LIKE MINDED COMMUNITY

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Top 5 forms of resistance

1. I’m a woman and…
2. Male denial & What about men
3. This is over the top PC
4. Not a workplace issue
5. Too binary and heteronormative & lacking intersectinality
What did we learn?

- PEOPLE ARE READY FOR THE OPPORTUNITY TO MAKE A CHANGE
- THIS WORK IS PERSONAL – FOR EVERYONE
- BRING INTERSECTIONALITY INTO THE CONVERSATION
- REALISTIC ABOUT RESULTS
- RESISTANCE IS IMPORTANT AND NOT TO BE FEARED
- BACKLASH IN THE WORKPLACE IS DIFFERENT
- SUPPORT LEADERS TO ENGAGE AUTHENTICALLY
- BIAS AND ASSUMPTIONS
- UNDERSTANDING THE ‘WHY’ IS IMPORTANT BEFORE THE ‘HOW’
What changed?

**2016**

- **49%**
  Women are better suited to some roles and men better suited to others (agree and strongly agree)

- **66%**
  It is family violence is one person in the relationship harasses via repeated emails, texts or calls

- **60%**
  I would know where to refer a woman for support if she was experiencing violence (agree & strongly agree)

- **77%**
  I would feel comfortable intervening if I saw sexist behaviour towards a colleague (agree & strongly agree)

**2019**

- **26%**
  Women are better suited to some roles and men better suited to others (agree and strongly agree)

- **95%**
  It is family violence is one person in the relationship harasses via repeated emails, texts or calls

- **80%**
  I would know where to refer a woman for support if she was experiencing violence (agree & strongly agree)

- **82%**
  I would feel comfortable intervening if I saw sexist behaviour towards a colleague (agree & strongly agree)
ANY QUESTIONS?

“I always wondered why somebody didn't do something about that, then I realised I am somebody.”

Lily Tomlin