

# Family Violence/ Gender Equity E-Module

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### Credits

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# Project Aim

- ▶ To build workforce capacity to implement a **whole of organisation approach to the prevention of violence against women**
- ▶ To embed a **gendered approach** to workforce development, policies and practices
- ▶ Maximum exposure of PVAW messages across a wide number of Council departments to **saturate the workforce** leading to increased awareness of family violence and PVAW messages for thousands of people



# Our Watch - Change the Story

Our  
WATCH



**CURRENT STATE**

Violence against women is serious, prevalent and driven by **GENDER INEQUALITY**

**GENDERED DRIVERS** of violence against women:

CONDONING of violence against women	MEN'S CONTROL of decision-making and limits to women's independence	STEREOTYPED constructions of masculinity and femininity	DISRESPECT towards women and male peer relations that emphasise aggression
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Gender inequality sets the **NECESSARY SOCIAL CONTEXT**

**657** DOMESTIC VIOLENCE MATTERS ARE DEALT WITH EVERY DAY BY AUSTRALIAN POLICE

Every week one **WOMAN IS MURDERED** by her current or former partner

# Consultation process



▶ An extensive consultation process took place as part of the final design stage. This was done to ensure that the e-learning module was suitable for a wide range of council and community sectors.

- People and Culture
- Parks
- Emergency Management
- Traffic Engineering
- Planning
- Road Infrastructure
- Governance
- Communications
- Leisure
- Environmental Health
- Maintenance Contracts and Waste
- Depot Services
- People and Culture
- Service and Business Improvement
- Community Development (Child , Youth and Family, Aged Services, Disability and Multicultural services, Libraries and Arts and Culture)
- Primary Care Partnership
- MAV PVAW Network

# Family Violence and Gender Equality

Improving gender equality in  
the workplace



The basics ✓

What is the problem? ✓

What can we do? ✓

## The basics - myths and facts

Before we get started, let's see what you already know about family violence.

Read the following statements and decide if they are myths or facts.

Use the right and left arrows or the numbers to move through the statements.

Family violence occurs to both men and women equally.



### Myth

While both men and women can be victims of family violence, the overwhelming majority of victims are women and children and the overwhelming majority of perpetrators are men. 1 in 6 Australian women experience physical or sexual violence from a current or former partner compared to 1 in 19 men.



1 in 4 Australian women had experienced emotional abuse by a current or former partner compared to 1 in 7 men. Most often it involves men abusing their current or former female partners, girlfriends or wives. Family violence is about power and control and is used to intimidate and cause fear in victims.

These statistics demonstrate that there is a gendered nature to family violence.

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## The basics - family violence

Power and control is at the heart of family violence.

Family violence is the use of threatening, coercive and controlling behaviour against a family member or someone in a current or previous intimate partner relationship. It takes many forms and results in one person having more power and control over another. This often results in high levels of fear in the victim who can feel powerless, demeaned and vulnerable as a consequence of the abuse.

**Select** each button to see examples of how power and control can be used to intentionally intimidate and harm an individual in an intimate relationship.

Physical violence	Sexual violence	Coercive, intimidating and threatening behaviour
Controlling behaviour		Financial abuse
Using social isolation		Spiritual abuse
Emotional abuse	Using children	Denying abuse

### Using social isolation

- Controlling who the person talks to, spends time with, and the places they visit.
- Deliberately limiting contact with family and friends.
- Using jealousy as an excuse for these controlling behaviours.



## Causes of family violence: Gender-specific drivers of violence against women

Violence against women is driven by gender inequality.

Select each driver to learn more.

Attitudes that ignore or excuse violence against women ✓

Men's control of decision making and the limitation of women's independence

Masculine and feminine stereotypes

Disrespect towards women and male peer relations that emphasise aggression



### Attitudes that ignore or excuse violence against women

Violence is not a 'normal' part of a being a man: all types of violence are serious and unacceptable.

He's mean to you because he likes you.

Boys will be boys!"



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# What is the problem? - gender equality and equity

Select each button to learn more.

Gender **EQUALITY** ✓

Gender **EQUITY** ✓

Equity = fairness



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Select Next to continue.

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# What is the problem? - gender inequality

Where does gender inequality occur?

Explore each part of this community to learn more.



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## What can we do? Gender lens

### The Gender lens

- is used to correct differences and gaps in the workplace from a gender perspective
- enables us to anticipate any unfair impacts our processes, policies or structures are likely to have on both women and men.

A manager may use the gender lens in a different way to an employee.

**Select** your main role below to learn more about how the gender lens is relevant to you.

Manager or Team Leader

Employee



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# What can we do? Gender lens - Manager or Team Leader

Applying the Gender Lens as a Manager or Team Leader



Select each heading to learn more.

Culture



Governance

Projects and programs

Land use planning and design



## Land use planning and design

Do we have a good understanding of the gendered use of space and facilities in the area?

Has there been a gender audit on existing policies and strategies?

Do we use the Safer Design Guidelines for Victoria as part of our design and planning process?

Do we use data and research to highlight the different experiences of females and males in relation to land use and design?

Source: Municipal Association of Victoria, Land Use Planning Design

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# Anticipated outcomes



- ▶ Increase workplaces understanding of the **link between gender equality and family violence** and why gender must be considered in an internal and external workplace setting
- ▶ Increased capacity for workplaces to incorporate specific **gender based action plans** within their organisations policies, practices and planning
- ▶ Increased capacity for workplaces to embed a **gendered lens** across the organisations internal and external processes and outputs



# Challenges and opportunities

## Challenges

### Tight technical timelines

- Building the module had several key milestones that needed to be achieved in a timely and sequential manner.
- Pressure on the working group to respond to/approve heavy content in a short amount of time.

## Opportunities

- ▶ Strengthened existing partnerships and relationships across the SMR providing further opportunities for collaboration
- ▶ Raising the profile of PVAW work within each organization, across all levels i.e Executive Leadership and all staff.



# Evaluation



- ▶ Pre and Post surveys have been incorporated into the module to measure attitudinal and knowledge shifts
- ▶ Learner demographics and usage data will be collected by each organization via their own LMS systems
- ▶ Each workplace will be responsible for evaluating data specific to their workplace

# Next steps



- ▶ Communication strategy developed to promote the e module within SMR workplace settings
- ▶ Roll out module across the SMR
- ▶ Explore opportunities to extend the reach across the State



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