

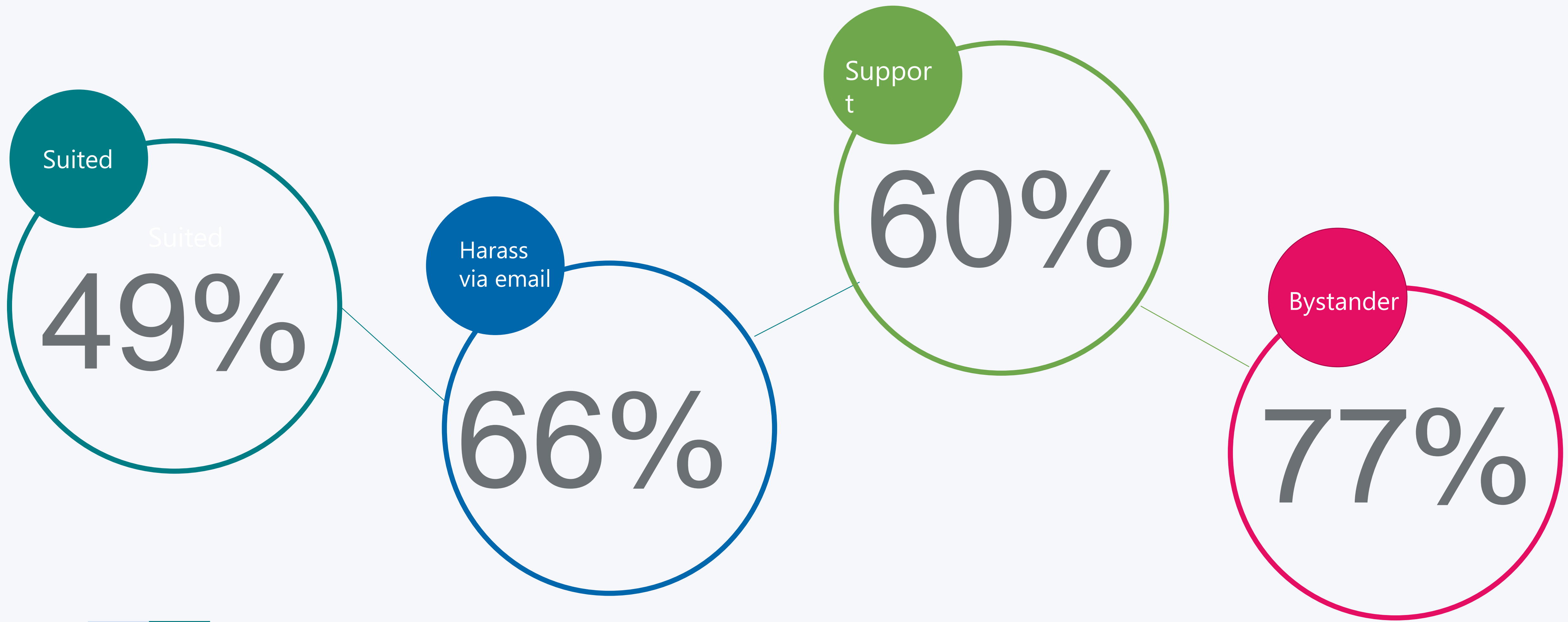


**Yarra Ranges Council:
Leading Gender Equity in the Workplace and the Community**

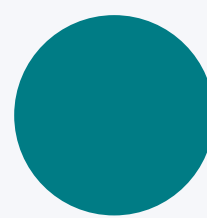
YRC Gender Timeline (critical points)



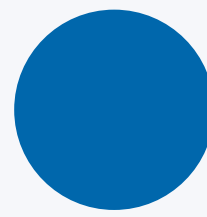
2016 Gender Self-Assessment



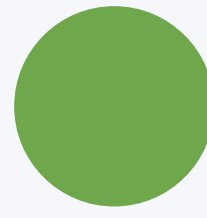
Ethics & Frameworks



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

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

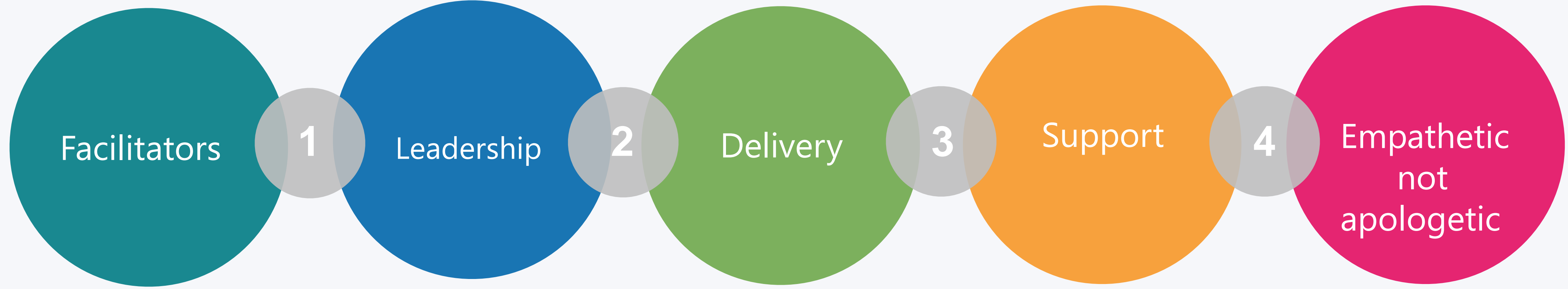
- Use of evidence based approach where available
- Engaging of others from rights across the organisation at multiple levels
- Diversifying of accountability
- Gendered approach that is accessible



Shared
Leadership

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

Delivery Model



- 2 x GE Advocates
- Male/Female
- GE Lead

- Team Leader
- Manager

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

- 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)

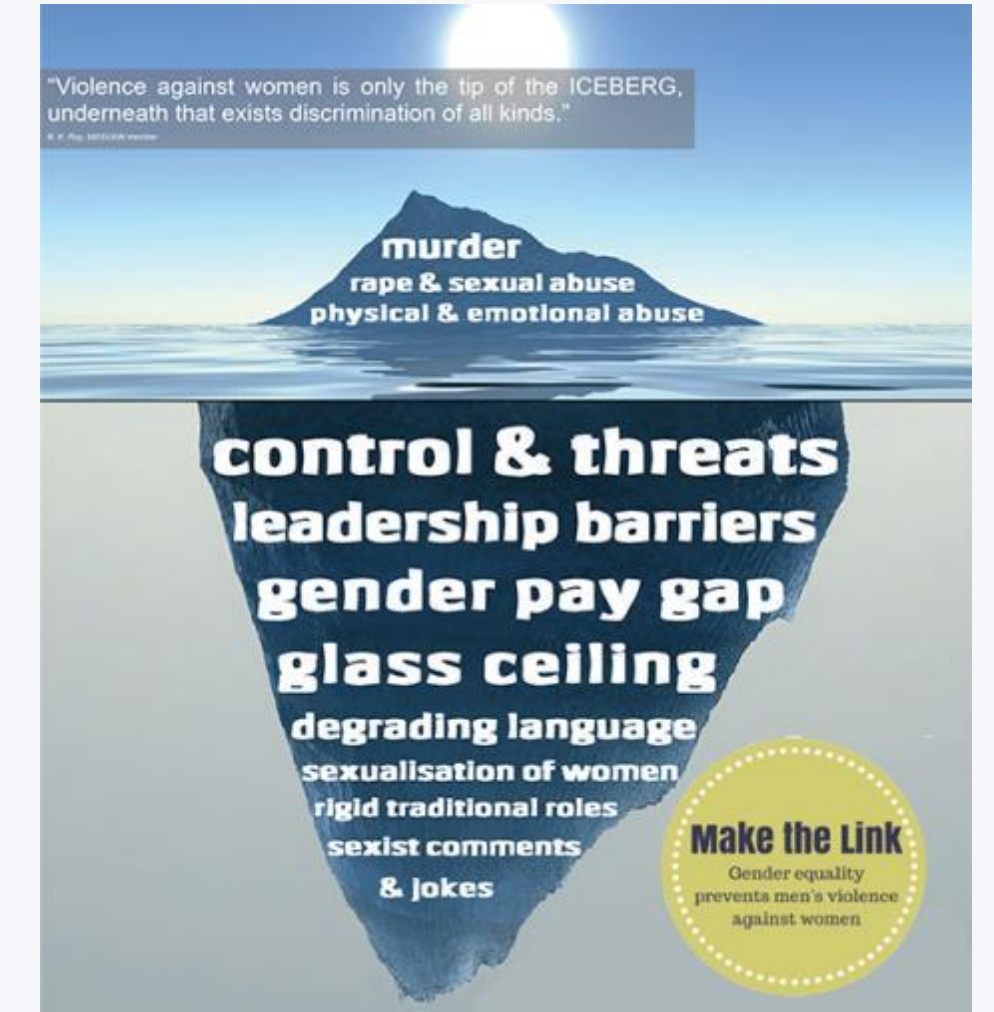
5

BYSTANDER ACTION

Doing nothing does harm

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

-Beyonce Knowles-Carter



GE Advocates



01

VOLUNTEERS

02

TRAINED

03

SUITABILITY ASSESSMENT: IS THIS FOR ME?

04

MENTORING / DEBRIEFING / COUNSELLING

05

MEANINGFUL ENGAGEMENT & LIKE MINDED COMMUNITY



Top 5 forms of resistance



I'm a woman and....

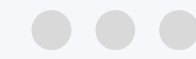
Male denial
&
What about men

This is over the top
PC

Not a workplace issue

Too binary and
heteronormative &
lacking intersectionality


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 

2019 

49%

Women are better suited to some roles and men better suited to others (agree and strongly agree)



26%

Women are better suited to some roles and men better suited to others (agree and strongly agree)

66%

It is family violence if one person in the relationship harasses via repeated emails, texts or calls



95%

It is family violence if 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)



80%

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)



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