

JULY 2024

VOL 1



**FORWARD
EQUALITY**



NEW

GENDER EQUALITY

ALLIANCE

NEWSLETTER



In this newsletter:

- Welcome to our first newsletter
- Meet our founding members
- 'Did you know . . .': information about some useful organisations and websites
- Vinnies Walk to Raise Awareness
- News from science, arts and the media
- Research news
- Workplace matters
- Training & conferences
- Grant opportunities



We acknowledge and pay respect to Aboriginal and Torres Strait Islander peoples as Australia's first people and traditional custodians. We value the cultures, identities, and continuing connection to country, waters, kin and community of the palawa people of Lutruwita/Tasmania.



[The Uluru statement](#)



Forward Equality

Empowering change through collaborations and support. Join us in promoting gender equality for all. Discover the impact of Forward Equality today!

■ Forward Equality



“ It seemed to me that none of us totally escape cultural norms. At the same time, none of us are totally determined by cultural norms. Gender then becomes a negotiation, a struggle, a way of dealing with historical constraints and making new realities.”

Judith Butler, interviewed by the [Guardian](#)



Welcome to our first newsletter

Thank you to everyone who has signed up as a founding member of the Alliance and has committed to making the world a better place!

The Alliance is a network of individuals, groups and organisations who are committed to fighting gender inequality by creating and sharing information, resources, ideas and evidence-based practices in order to achieve a fair, respectful and psychosocially safe community.

Each month the newsletter will share news and information about work that is being undertaken to combat gender bias, including events and funding opportunities. If you have news to share, an activity to promote, an event to celebrate, or are looking for assistance, please get in touch and we will include that in the newsletter.



PLEASE EMAIL US WITH YOUR NEWS, ANNOUNCEMENTS AND OTHER ITEMS TO PUBLICISE AND SHARE!

Meet our fabulous founding members!

We have a wonderful group of multi-talented people who are committed to gender equality. What an opportunity for change-making conversations and connections!

Our members are, in no particular order:



Frances Pratt
Managing Partner,
Fervid Partners



Dr Stephen McKeever
Associate Professor of Nursing,
Swinburne University



Dr Kim Atkins
Education Partner
Fervid Partners



Bernadette Hilton
Registrar Goulburn Court
NSW Department of Justice



Rhiannon Bush
Life Coach, The
Project Lab



Lindi Bell
Director, Stakeholder Engagement,
WorkSafe Tasmania



Jane Gaetani-Black,
CEO
Karinya Women's Shelter



Dr Leesa Wisby
Lecturer, School of Medicine,
University of Tasmania



Andrea Porte
Insurance broker and risk adviser
Deputy Chair of the Board,
Laurel House



Nicole Lucas
Improvement Consultant,
Department of Education, Children and Young People



Nigel McKinlay,
Manager and Educational Designer,
University of Tasmania



Steph Brake
Consultant,
3P Advisory



Dr Anya Daly
Senior Lecturer, Philosophy
University of Tasmania



Stephanie Heilscher
Tasmania



Kirby Taylor
Tasmania

You can join the Alliance on our website www.forwardequality.org

Did you know . . .

Girls Gotta Know is a legal information initiative for young women, created by Women's Legal Service Tasmania. It has information about things like renting, working, relationships, partying, on-line safety and money matters.



Minus18 is a youth driven network for LGBTIQ young people. It provides events, articles, training and resources.
Phone: 0478 098 540



PRIDE GAMES
Every Second Monday
5:30PM
WIO Office
56 Cimitero Street
(Down Kilbys's Lane)

Board Games
Card Games
Video Games

Email: north@workingitout.org.au
Phone: 0438 346 122
Or scan for more details

WIO
working it out

Working It Out is Tasmania's sexuality, gender and intersex support, education and advocacy service. It provides capacity building for schools, workplaces, government and non-government organisations.

The Sydney Morning Herald has a Gender Topic section for on-line subscribers.



Gender at Work is an international feminist knowledge network aiming to end discrimination and build inclusive cultures. It "envisions a world that values and respects women's human rights and cultures of equality, especially gender equality. We understand that to change systems of power that hold inequality in place, relationships between people, institutions and organizations have to shift." You can find resources, information and training opportunities on the website.

**GENDER EQUALITY ISN'T
A WOMAN'S ISSUE.
IT'S A HUMAN ISSUE**



HOMELESSNESS
WEEK

WALK TO RAISE AWARENESS

WEDNESDAY 7TH AUGUST

FROM 10:30AM



STARTING AT

CITY PARK ROTUNDA

AT 10:30AM

Finishing at Royal Park with
City Mission Snag Chat Van,
Salvation Army Street Beat
Van and Vinnies Van.

Free sausages, soup and
coffee available.



St Vincent de Paul Society
TASMANIA
good works

For more information please call 6326 5551 or email north@vinniestas.org.au

How to create inclusive learning environments

You can watch this recent online talk, where early years lecturer, Dr Shaddai Tembo and Nesta's Simran Motiani explored how to successfully implement anti-discriminatory practices in early years settings, so that every child feels valued and supported



Challenging gender stereotypes in education

Nesta talks to award-winning childcare specialist Joss Cambridge-Simmons. After finding that childcare agencies were reluctant to engage male nannies, Joss set up his own agency called Jossy Care as a specialist childcare enterprise.

Conversation pieces

In her article in *The Conversation*, Stephanie Lusby (Research Fellow, La Trobe University) argues that improving gender equality is only part of the remedy for violence against women. Discussing the "Nordic paradox", she explains why we need complex, multi-level approaches to bring about change in individuals, social norms as well as broader structures.

Maggie Ruderman and Kimberly Zayhowski (Boston University) explain that genetic testing cannot reveal the gender of your baby because sex and gender are entirely different concepts.

Merryn McKinnon, Senior lecturer at the Australian National University writes that "Gender diversity in science media still has a long way to go. Here's a 5-step plan to move it along"

In *The Screen Show*, Jason Di Rosso interviews French actor Emmanuelle Devos talks about her role in the dark and confronting film, *A Silence*. Devos discusses issues how the film relates to sexual violence, perversion and truth-telling, through the story of a married couple who grapple with the fallout after a long-held family secret is exposed.



The latest edition of the [Journal of Gender Studies](#) has provided open access to some of the artwork produced as part of the editors' project 'Living Gender in Diverse Times: Young People's Understandings and Practices of Gender in the Contemporary UK' (funded by the Economic and Social Research Council (2017–2021)). "The project explored what gender means to young people, how gender is practiced by different groups of young people, and how these intersect with structural forces, such as education, work, other social categories, such as race and class, and social relations, such as family and friendship networks."



The Journal of Child Health Care has provided open access to the research article: "[Transgender and gender diverse youths' experiences of healthcare: A systematic review of qualitative studies](#)". The article reviews the available research literature on the healthcare experiences of transgender youths.

Gender and Society has open access to the recent article "[Choosing to Stay: Building a Future for Gender-Diverse People in Saskatchewan through Stories of Hope and Belonging](#)", which argues that 'despite an increasingly chilly political climate toward 2STNBGN people, Saskatchewan still bears witness to . . . an activated trans community that is invested in a future that they are a part of.'



Gender Work and Organisation has open access to the recent article, [Good Girls? Ideal workers in retail warehousing](#), which explores the organisation of work and gender at small-sized online retail warehouses in Sweden.

Griffith University has a Gender Equality Research Network that brings together leading researchers in gender equality and feminist research who have an excellent track record of social justice community and industry engagements. You can listen to their podcast [The Gender Card](#) that discusses the practical application of their research in the community.





Safework Australia has [advice about sexual and gender based harassment](#). Under Australian WHS laws, a person conducting a business or undertaking (PCBU), such as an employer, must proactively prevent sexual and gender-based harassment at work:

“ A PCBU must ensure, so far as is reasonably practicable, workers and other persons are not exposed to risks to their psychological or physical health and safety. This includes risks from psychosocial hazards such as sexual and gender-based harassment.

PCBUs must also:

consult workers, and any HSRs, about WHS, and

consult, cooperate and coordinate with other duty holders.”

Have you been consulted about how you are to be protected against sexual and gender based harassment at work?

Working for Women: A Strategy for Gender Equality

The Australian Government’s Working for Women: A Strategy for Gender Equality was launched by the Minister for Women, Senator the Hon Katy Gallagher on 7 March 2024.

This Strategy outlines the Australian Government's vision for gender equality – an Australia where people are safe, treated with respect, have choices, and have access to resources and equal outcomes no matter their gender.

It sets out a path to make progress towards this vision over the next 10 years, with a focus on five priority areas:

- 1 gender-based violence
- 2 unpaid and paid care
- 3 economic equality and security
- 4 health
- 5 leadership, representation and decision-making.



Visit:

[Working for Women: A Strategy for Gender Equality](#) to read and download a copy



The Workplace Gender Equality Agency is an Australian Government statutory agency created by the Workplace Gender Equality Act 2012. The website has numerous free publications, tools, news items and advice!

The WGEA has published the Commonwealth Public Sector Gender Scorecard: Key Employer Results From 2022. This is the result of WGEA's Employer Census of Commonwealth public sector employers with 100 or more employees:

- of 339,951 employees, 43.5% are women and 56.3% are men
- the gender pay gap is 13.5% and 50% of employer gender pay gaps are above 6.9%
- on average, women earn 86 cents for every dollar earned by men
- this adds up to women earning \$19,007 less than men per year
- men are 2.5 times likely to be in the highest earning quartile than women
- only 11% of universal parental leave is taken by men
- 55% of employers have a gender-balanced board
- 42% of Chairs are women

THERE IS NOW MANDATORY REPORTING OF GENDER EQUITY FOR CERTAIN WORKPLACES.

Employers who employed in total 100 or more employees for 6 months or more of a reporting period are required to report. These months do not need to be consecutive. The WGEA uses this information to calculate gender pay gaps.

The WGEA Gender Equality Reporting program is one of three programs in the WGEA Portal. It is a mandatory program for all non-public sector 'relevant employers' under the Workplace Gender Equality Act 2012.

The Action Planning Tool helps employers who report to WGEA identify actions they can take to improve gender equality in their workplace. WGEA designed the tool in partnership with the Behavioural Economics Team of the Australian Government (BETA).



News from Fair Work Australia

Young people, women and culturally diverse people are vulnerable to exploitation in the workplace as a result of their working in casual positions and out of hours roles. If you believe that you are not receiving your legal entitlements at work you can go to [Fair Work Australia](#).

You can find announcements of changes to award pay rates and rules, as well as news about action taken by Fair Work at the Fair Work Ombudsman '[newsroom](#)'.

ARE YOU UP TO DATE WITH FAMILY AND DOMESTIC LEAVE ENTITLEMENTS?

Fair Work Amendment (Family and Domestic Violence Leave) Act 2018106A

Entitlement to unpaid family and domestic violence leave

- (1) An employee is entitled to 5 days of unpaid family and domestic violence leave in a 12 month period.
- (2) Unpaid family and domestic violence leave:
 - (a) is available in full at the start of each 12 month period of the employee's employment; and
 - (b) does not accumulate from year to year; and
 - (c) is available in full to part-time and casual employees.
- (4) The employee may take unpaid family and domestic violence leave as:
 - (a) a single continuous 5 day period; or
 - (b) separate periods of one or more days each; or
 - (c) any separate periods to which the employee and the employer agree, including periods of less than one day.



fervid partners
MANAGEMENT CONSULTANTS

Fervid Partners has a new on-line course: [Working with psychosocial safety: how to use principles from the psychodynamics of work.](#)

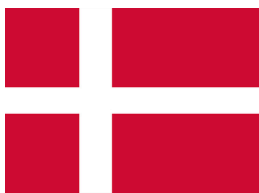
The course is free for Alliance members!

Contact [Frances Pratt](#) or [Kim Atkins](#) for more information

www.fervidpartners.com

Southern Cross University are hosting the [Australian Women and Gender Studies Conference](#) at their Gold Coast campus, Wednesday, 13 November 2024 - Friday, 15 November 2024.

With the title, "Not Just Another (Feminist) Conference": Gathering To Explore Courageous Feminisms', the conference invites submissions that explore topics related to the broad conference themes on anti-coloniality, breath, sustainability, love, relationships, grief, loss, violences, technology, AI, community and solidarity.



[The 2nd Global Conference on Gender Studies](#) is being held in Copenhagen, Denmark, 1-3 November 2024.

The Conference will explore multidisciplinary topics such as social construction and role of gender within various societies, the meaning of gender and sex in the past and modern societies, women's contemporary and historical experiences, and the multiple social identities.

You can listen to the [podcast series](#) from the 20th International Gender & Education conference held at Charles Sturt University in June 2024, themed: "Be the change".



AUSTRALIAN GOVERNMENT GRANTS

The following opportunities can be found at [Grant Connect](#)

GO ID: GO7043

GO Title: NHMRC-AMED 2024 ASPIRE

Agency: National Health and Medical Research Council (NHMRC)

Primary Category: Medical Research

Close Date and Time: 29-Aug-2024 5:00 pm (ACT Local Time)

GO ID: GO7058

GO Title: 2024 Partnerships for culturally safe cancer care grant program

Agency: Cancer Australia

Primary Category: Cancer

Close Date and Time: 23-Oct-2024 5:00 pm (ACT Local Time)

GO ID: GO6997

GO Title: Forced Marriage Specialist Support Program (FMSSP)

Agency: Department of Social Services

Primary Category: Victims of Crime

Close Date and Time: 05-Aug-2025 9:00 pm (ACT Local Time)

GO ID: GO6864

GO Title: Indigenous Australians' Health Programme Service Maintenance Program

Agency: Department of Health and Aged Care

Primary Category: Indigenous Health

Close Date and Time: 05-Aug-2024 2:00 pm (ACT Local Time)

GO ID: GO7073

GO Title: ECEC Workforce Professional Development and Paid Practicum

Agency: Department of Education

Primary Category: Child Care

Close Date and Time: Ongoing

AUSTRALIAN GOVERNMENT GRANTS

GO ID: GO6984

GO Title: Knowledge and Skill Development

Agency: NDIS Quality and Safeguards Commission

Primary Category: Services for People with Disabilities

Close Date and Time: 30-Aug-2024 2:00 pm (ACT Local Time)

Research Partnership Grant to build the evidence base for achieving gender equality in Australia

The Australian Government is providing up to \$5.0 million from March 2025 to June 2030 to fund a research partnership with a research institution to build the evidence base on what works to achieve gender equality. A single organisation or consortia will be selected to form a research partnership with the Department of Prime Minister and Cabinet Office for Women. The round is expected to open in August 2024. An information session will be advertised on [Grant Connect](#).

You can sign up for notifications of upcoming grants at: [Grant Connect](#)

TASMANIAN GRANTS

Tasmanian Department of Premier and Cabinet, [LGBTIQA+ Grants Program](#)

Tasmanian Department of Premier and Cabinet [Community Support Fund \(CSF\) Grants](#) Rounds includes:

Small Grants

Up to \$10,000 per organisation is available from a total pool of \$115,000.

Organisations must be an incorporated not for profit or partner with one for their project. Projects must be undertaken in Tasmania and provide a benefit for vulnerable groups and/or communities. Small grants must support preventing or reducing gambling harm, including projects that address the potential drivers and impacts of gambling harm. More information on drivers and impacts of harm can be found in the [Guidelines](#).

Large grants

Up to \$135,000 per organisation is available from a total pool of \$550,000.

Organisations must be an incorporated not for profit, or partner with one for their project, or be a local government authority. Projects must be undertaken in Tasmania and provide a benefit for vulnerable groups and/or communities.

Large grants must prevent or reduce gambling harm, including projects that address the potential drivers and impacts of gambling harm. More information on drivers and impacts of harm can be found in the [Guidelines](#).

You can sign up for notifications of Tasmanian Department of Premier and Cabinet, Community Grants at: grants@dpac.tas.gov.au

You can find a [list of previous community grants](#) from Tasmanian Department of Premier and Cabinet

Launceston City Council grants: [community grants and event sponsorship grants](#)

George Town Council grants: [community grants](#)

[Business Tas grants](#)

[MAIB grants](#)

Community Action Grants

The Tasmanian Community Fund's Community Action Grants are open all year round for projects from \$5,000 to \$50,000 that support building capacity, capability and confidence in communities. Projects should specify programs and activities that remove barriers to learning for young people aged 8 to 19 and build their leadership capability. Applications will need to be received by 16 September. Outcomes will be advised in late October. The application form and guidelines are available on the website.



FORWARD
EQUALITY

**Connecting conversations
for advocacy and action**

www.forwardequality.org