



**FORWARD  
EQUALITY**

NOVEMBER 2024

VOL 5



# NEWSLETTER

**GENDER EQUALITY  
ALLIANCE**

## Statement regarding the use of generative AI

This newsletter is written and arranged entirely by human beings.  
Some images may have been generated by AI within Canva.



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



## In this newsletter:

- Welcome to our new members
- 'Did you know ...'
- In science and the arts
- Research news
- Workplace matters
- Training & conferences
- Grant opportunities



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# Our last newsletter for 2024

This will be our final newsletter for 2024, and we leave you all with our wishes for a happy and safe summer, free from all forms of annoyance!.

**16 Days of Activism** has begun, and we urge you to get involved, starting on November 25, which was also International Day for the Elimination of Violence Against Women.

**Grants are open** for funding to undertake activities for International Women's day 2025 (see the Grant opportunities section).

Alan Jones has been arrested. I don't think we can add anything to that news!



*If you have news to share, an activity to promote, an event to celebrate, or are looking for assistance, please [email us](#) and we will include that in the newsletter.*

# 16 Days of Activism – Get Moving!

## 25 November – 9 December

16 Days of Activism is a national event to raise awareness of gender-based violence, starting on **November 25, which is International Day for the Elimination of Violence Against Women.**

This year's Our Watch activity for 16 Days of Activism focuses on engaging men and boys in preventing violence against women. There are resources you can download from the website, like this social media tile:



There are things happening all over the country as part of 16 Days of Activism. In Launceston there is a daily walk around the CBD, starting at the **Launceston Town Hall steps at 12:30pm** and taking approximately 30 minutes – depending on how many conversations you get into!

In Hobart the Zonta Club is hosting a breakfast address in Battery Point by Police Commissioner, Donna Adams.

*If you have news to share, an activity to promote, an event to celebrate, or are looking for assistance, please email us and we will include that in the newsletter.*



## Award Winning Compostable Bras!

The makers of Comfy Curves Cotton Bra Range - Farm to Hanger - have won the National Good Design Award - Fashion Impact, for their compostable cotton bras! The bras are unwired, and made from 100% cotton on both inner and outer layers. They have no plastics or synthetics, and use Oeko Tex certified elastic, rings and sliders.



## Two NSW hospitals have restricted access to abortion.

The ABC reports that Queanbeyan Hospital has advised prospective patients that they can no longer have a termination there, while Orange Base Hospital has reportedly ceased performing abortions for women who do not have an underlying medical condition.

The Greens have announced a plan to provide \$100 million a year to make abortions affordable and accessible in public hospitals across Australia.

Currently, abortion services are decided by State health Departments, not the Commonwealth government, and were an election issue in the recent Queensland election.

## When will women be given autonomy over their own bodies?????

University of Sydney Young Liberals condemned for destroying sexual assault report

Parker McKenzie

Nov 01, 2024, updated Nov 01, 2024

Advocates and experts have condemned an incident at a University of Sydney student council meeting in which councillors from the Young Liberal contingent tore up copies of a report on sexual abuse on campus.

Honi Soit, the university's student newspaper, published a video showing members identified as Young Liberals tearing up The Red Zone report during the meeting and throwing the pieces at other councillors.

Joanne Wright, Deputy Vice-Chancellor of the University of Sydney, said an immediate investigation is being launched: "The behaviour of all participants must be in accord with our Student Charter, which outlines our expectations of student behaviour, and other relevant university policies," she said in a statement.

"We are deeply disappointed by what has reportedly occurred and expect higher standards from our students, everyone in our community has a responsibility to foster a respectful and inclusive culture."

Citizen Advocacy Launceston are looking for people to volunteer as Advocate Associates.

Associates have expertise, knowledge or experience in an area that can be useful to Citizen Advocates and the program such as:

- Education
- Employment
- Housing
- Legal matters
- NDIS
- Government departments
- Guardianship Board
- Social security
- Voluntary organisations

Advocates are willing to lend their expertise on a periodic basis to people involved with the program, by providing free advice, support and information.

**Phone Nicole or Daniel on 6331 2177**

ABC News has reported that **the first Australian woman to give birth from a transplanted uterus**, Kirsty Bryant, has had a hysterectomy, after showing signs of organ rejection. She received a transplant from her mother, as part of an on-going clinical trial, and gave birth in 2023.

The trial's lead gynaecologist, Rebecca Deans, said "The beautiful thing about [the] uterus is you only have it in a transient way, you don't have that organ for life, so you are not on immunosuppression medication for life, which brings other risks."

Two other Australian women have now received a uterus transplant, one of whom has had a baby.



Dr Rebecca Deans. Photo courtesy of ABC

## ARIA Sight Through Sound for the Blind

Winner of the Robert Pataki Award for Healthcare Design, these are highly sophisticated glasses that can transform visual data into a complex auditory landscape, delivered through speakers embedded in the arms of the glasses.: "This revolutionary technology empowers users to "see" through sound, dramatically boosting their sense of freedom and navigation."



Image from Aria Research

## Gender phobia can be hard to shift

If you wonder why some people are threatened by feminism or gender diversity rather than interested in the facts, it might be because they are in the grip of unconscious defences.

In an article in Psychology Today, Tom Bunn explains that while everyone has unconscious defences, some are healthy and some are not. In any case, though:

*"For our psychological defenses to work, they must operate without our knowing it.... A person who uses pathological defenses is unaware their reality is distorted in any way... Because the purpose of defenses is to distort reality enough to make it tolerable, a heavily defended person is threatened - not enlightened - when confronted with reality."*

Sometimes it is easy to pigeon-hole people with repulsive and entrenched views about gender, but these are people who are fundamentally, very frightened; so frightened that they can only get on with actually being themselves by unconsciously off-loading their own self-loathing onto others.

Tom Bunn explains that if such a person is inescapably confronted with a challenging reality, they may simply double down. "Attempts to cause a person who depends on pathological defenses to accept reality are futile."

## Open Access Research Articles

In their freely available research article, 'Commitment to inclusion: The importance of collaboration in gender equity work' in the journal *Women's Health*, 20 (May, 2024), Jennifer Lee and colleagues write that "To effectively generate organizational change, leaders with power and resources must commit to gender equity. This article describes several efforts by the Office of Faculty in the Johns Hopkins University School of Medicine to broaden inclusivity in collaborative work for gender equity."



Dr Nina Ploch has just published the article: "A systematic review of TERF behaviour online in relation to sociopsychological group dynamics" in the *Journal of Gender Studies*, 1-14 (2024).

<https://doi.org/10.1080/09589236.2024.2431569>

Dr Ploch's article looks at the increasing presence of Trans-Exclusionary Radical Feminists (TERFs) in the media to expand our understanding of the TERF movement's dynamics. The research exposes insights into their online behaviour and its interplay with sociopsychological group dynamics.



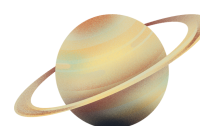
The *Journal of Paediatrics and Child Health Care* 56 (2020) has made the following research article freely available:

'Current legal and clinical framework for treatment of trans and gender diverse youth in Australia' by Stephanie Jowett and Ben Mathews. Published September 2020



In another free article, 'Sexual Harassment' published in the *Journal of Paediatrics and Child Health Care* in 2018, the authors reported that "The relevance to paediatricians is that sexual harassment is rife in the medical workforce. In a survey of over a thousand US academic medical faculty, 30% of women but only 4% of men reported having personally experienced sexual harassment."

They describe one particular strategy to protect women: "academic astronomers have developed a formal rescue system, whereby senior female astronomers at national meetings wear buttons identifying them as 'astronomy allies'. Their attention is to be readily available to rescue any woman feeling unable to extricate herself from the unwanted attentions of a man."





**Workplace Gender Equality Agency** has found that more than a quarter of Australian workplaces are not adequately monitoring the prevalence of workplace sexual harassment and sex discrimination.

Its framework, Respect@Work, spells out what organisations are required to do to prevent sexual discrimination and related unlawful behaviours in the workplace, and provides further information and tools for employers.

Regulatory measures were introduced in 2023 that gave employers a positive duty to prevent unlawful conduct in the workplace. It is no longer sufficient for employers to respond to unlawful behaviour after the fact. Employers now have to be on the front foot.

The obligation of positive duty is outlined in Section 47C of the Sex Discrimination Act 1984. It requires employers to “take reasonable and proportionate measures to eliminate, as far as possible” the following acts of “unlawful conduct”, in a workplace context:

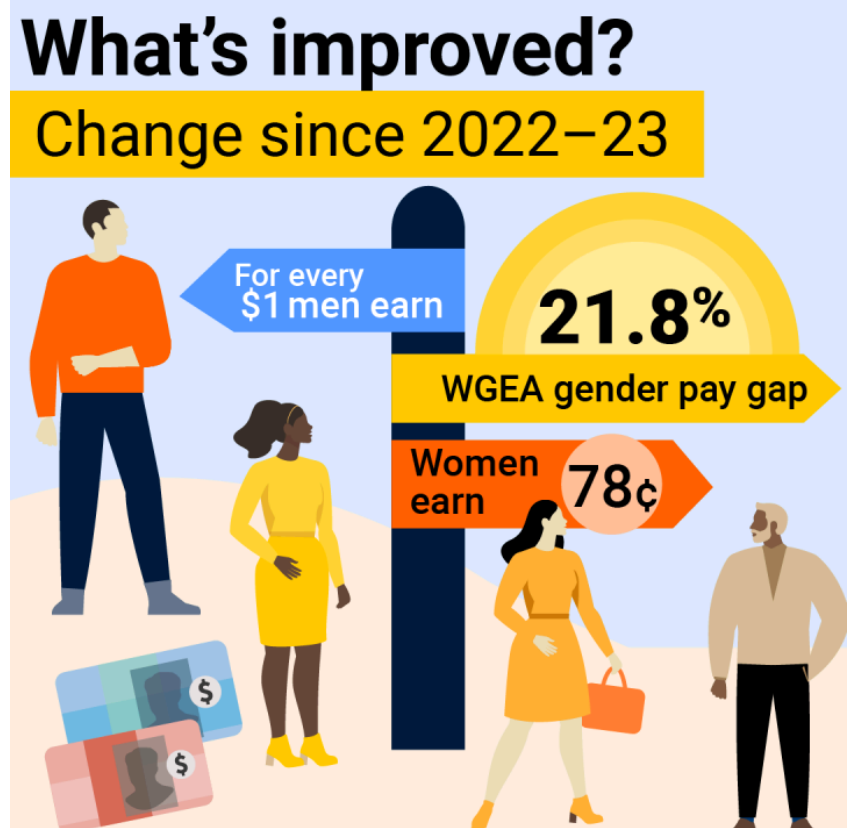
- Sex discrimination
- Sexual harassment
- Sex-based harassment
- Conduct creating a workplace environment that is hostile on the ground of sex
- Related acts of victimisation

## NEW EMPLOYER RESOURCE: WGEA's Action Planning Playbook

Workplace Gender Equality Agency has developed a new Action Planning Playbook as the go-to resource for improving gender equality in the workplace. It is a detailed guide for employers that shows how to turn gender equality data into a comprehensive and effective action plan that will drive real improvement in the workplace.

The Playbook details dozens of contemporary, evidence-informed interventions that align with the indicators employers report on to WGEA each year. It offers advice on how to prioritise actions to see results and deliver more gender equal workplaces.

Download your guide [here](#).





Department of Education,  
Children and Young People

## Safeguarding children and young people: training

The Tasmanian Department of Education, Children and Young People has a [free 15 minute on-line training](#) on how to safeguard young people in Tasmania. The training is compulsory for Department employees and contracted service staff, but it can also be undertaken by anyone in the community who wants to learn more about how to keep children and young people safe.

You can download your certificate of completion to verify that you have completed the training.



## Old Dilemmas, New Voices: Feminist Ethics and #MeToo

Reykjavik, Iceland, May 26–28, 2025

The conference examines the impact of #MeToo and related movements on moral thought and moral values in recent debates.

How did the #MeToo movement change the world, especially in terms of its responses to sexual violence? How does it relate to various other social movements? How has it affected feminist scholarship or state policies? For inquiries and information, write to [emfemconference@gmail.com](mailto:emfemconference@gmail.com)

## Australian Association of Gerontology

held its [annual conference](#) in Hobart this year, with the theme 'Fresh Air, Fresh Thinking.'

Papers of interest included:

Being a part of rainbow memory: Co-designed resources to connection LGBT+ people living with dementia. Presented by Dr Louisa Smith from Deakin University.

Developing MOVE Together: Reduce Falls. A program co-designed with culturally and linguistically diverse communities. Presented by Ass Prof Michele Callisaya, UTas

Long-Distance Caregiving by a Working Daughter in Chinese Culture: An Autoethnographic and Intersectional Reflection. Presented by Ms Amenda Wang, University Of Hong Kong,

You can download the program [here](#).

## AAPAE Symposium - AI and the professions 5th of December 2024 via Zoom

In contrast to previous revolutions in technology and work, the professions are more vulnerable to impact and change from artificial intelligence. At the same time, the 'cognitive-task-oriented jobs' will need to navigate using artificial intelligence more than others.

This online symposium brings together academics, practitioners, researchers and others to discuss what generative AI means for the professions and for professional ethics.

### **For more information, contact:**

Dr Jacqui Boaks - [Jacqueline.boaks@curtin.edu.au](mailto:Jacqueline.boaks@curtin.edu.au)  
Hugh Breakey - [h.breakey@griffith.edu.au](mailto:h.breakey@griffith.edu.au)

# SAVE THE DATE!

DECEMBER 2024

SUN MON TUE WED THU FRI SAT

1	2	3	4	5	6	7
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29	30	31				

## ETHICAL FUTURES FOR PEOPLE AND PLANET

AAPAE/AELA CONFERENCE

1-3 May 2025, Griffith Ecocentre, Brisbane

<https://aapae.org.au/events/2025-griffith-conference>



The Australasian Association of Professional and Applied Ethics (AAPAE) is pleased to be working in partnership with AELA (Australian Earth Laws Alliance) to co-host an exciting national conference in May 2025 in Brisbane. Over three days, the AAPAE and AELA will bring together people from diverse fields of work and research, to explore how we can build ethical futures in a changing world. This conference is for everyone interested in exploring, discussing and sharing ideas about we can build a society that centres the health of the living world, and our human communities.

Themes include:

- Our ethical obligations to the non-human world: ecocentric governance, rights of nature, earth laws, bioregionalism and human-nature relationships.
- Technologies of the future for environments of the future: ethical challenges and promises.
- Caring for others while caring for the planet: the ethical challenges and potential harms of altruism.

**Thursday 1st May to Saturday 3rd May 2025.**

**Griffith Ecocentre (Griffith University), Building N68, 170 Kessels Road, Nathan (Brisbane)**

For more information, visit our website: [www.earthlaws.org.au](http://www.earthlaws.org.au) or email us anytime:

[aela@earthlaws.org.au](mailto:aela@earthlaws.org.au)



## Big News!

### International Women's Day Small Grants Program 2024-25

CLOSES - 16 December 2024 at 2:00 pm

The Tasmanian Government is funding a competitive grant program to support **International Women's Day** (IWD) events run by local organisations across the State. Organisations can apply for the grant to hold events that:

- support women's equality, including women's economic security, leadership and participation, safety, and/or health and wellbeing
- celebrate and promote the contribution of Tasmanian women to their communities.

**Events should take place on or around International Women's Day (March 8).**

#### **Funding Available**

The total funding pool is \$20,000. Organisations can apply for grant of up to \$2,000 for each application, subject to terms and conditions.

#### **Eligible Organisations**

Applicants who can apply must:

- be a local government authority (council); or
- be a parents and friends association; or
- be an incorporated association, not-for-profit organisation.

## AUSTRALIAN GOVERNMENT GRANTS

The following opportunities can be found at [Grant Connect](#), where you can sign up for notifications of upcoming grants

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

GO ID: [GO7283](#)

GO Title: eSafety Commissioner: Preventing Tech-based Abuse of Women Grants Program - Round 2

Agency: Australian Communications and Media Authority

Primary Category: Community Safety

Close Date and Time: 16-Dec-2024 5:00 pm (ACT Local Time)

GO ID: [GO7297](#)

GO Title: Regional, Rural and Remote Home Care Workforce Support Program

Agency: Department of Health and Aged Care

Primary Category: Aged Care

Close Date and Time: 06-Jan-2025 2:00 pm (ACT Local Time)

GO ID: [GO7334](#)

GO Title: Skills for Education and Employment (SEE) First Nations – Delivery Grant Opportunity - Round 2

Agency: Department of Employment and Workplace Relations

Primary Category: Literacy and Numeracy Support

Close Date and Time: 28-Feb-2025 5:00 pm (ACT Local Time)



**FORWARD**  
**EQUALITY**

**Connecting conversations  
for advocacy and action**

**[www.forwardequality.org](http://www.forwardequality.org)**