



**FORWARD  
EQUALITY**

OCTOBER 2024

VOL 4



GENDER EQUALITY  
**ALLIANCE**

**NEWSLETTER**

## 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
- Save the date! Upcoming conferences
- Training & conferences
- Grant opportunities



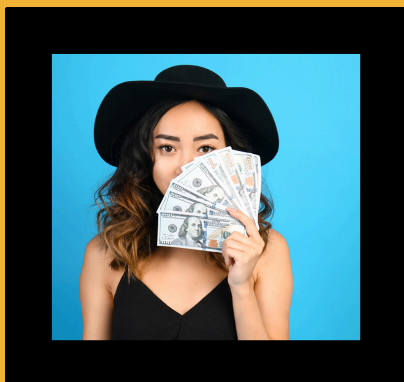
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■ Forward Equality

Asking what I considered an impossible salary when I didn't want to work for someone has boosted my pay again and again.

[Ethel Waters](#)



# Welcome to our new members!

The Alliance has been joined by 2 fabulous young women:

**Iris Bouwmeester** is one of the very few female coaches in Tasmania! Iris currently coaches part time at Tennis World in Launceston whilst completing a Bachelor of Exercise and Sport Science. Iris is a qualified court supervisor and has completed Tennis Australia's Future Leaders program, Learn 2 Lead course. She is currently completing the Women Leaders in Tennis course. Iris' advice for people interested in coaching, or anything else tennis related is simple – give it a go!



**Arwen Koesmapahlawan** is another one of the few women coaches in Tasmania, coaching at Tennis World in Launceston. While completing high school, she is part of Tennis Tasmania's Future Leaders program, and would love to inspire the younger generations of girls to play tennis!



The Future Leaders program is for 15-17 year old girls who have a passion for tennis in their community.

*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.*

## How gender diverse are our school age children?

In their study '[Sexuality and Gender Diversity Among Adolescents in Australia, 2019-2021](#)' researchers Jennifer Marino, Aliza Werner-Seidler and Kate Maston found that of 6388 students (mean age, 13.9 years), 3.3% were gender diverse and 12.0% were sexuality diverse.

The researchers also noted that sexuality- and gender-diverse (SGD) young people experience substantial health disparities relative to cisgender heterosexual peers, including higher rates of sexually transmitted infections, unplanned pregnancy and mental illness. They argue that there is an urgent need for inclusive programs to promote a safe and welcoming environment in schools, health care settings, and communities.

You may also be interested in Dr Marino's paper '[Childhood and Adolescence Gender Role Nonconformity and Gender and Sexuality Diversity in Young Adulthood](#)'.

**Womens Agenda** reports that new laws introduced to the Victorian Parliament will increase protections for victims of sexual and family violence. The new laws will prevent lawyers from cross-examining victims during committal hearings:

"The *Justice Legislation Amendment (Committals) Bill 2024* will strengthen the test for cross-examination, meaning victims will only undergo cross-examination when their case goes to trial. They could still give evidence and be questioned on it by prosecutors during committals, however." (Brianna Boecker)



Meanwhile in Queensland, the Katter Australian Party (KAP), led by Robbie Katter has promised to repeal Queensland's abortion laws.

**Why is respecting women too hard for so many male politicians?**

If you are a member of a sporting club, do you see much gender diversity in the membership, governance and decision-making of your club?

### Did you know ...

that there is a sporting club in northern Tasmania with a contract for a coach that actually requires women members **to get the permission of a man** before they can receive coaching from another woman?

## HOW WRONG IS THAT?!

**Check your club today and let us know if you have gender equity. We would love to promote clubs that are committed to gender equality.**



## Nobel Prize Winner!



South Korean writer Han Kang has been awarded the **Nobel Prize in Literature**.

The Guardian reports that Han is the first South Korean author and 18th woman to win the prize. Her “empathy for vulnerable, often female, lives is palpable, and reinforced by her metaphorically charged prose,” said Anders Olsson, chair of the Nobel committee. “She has a unique awareness of the connections between body and soul, the living and the dead, and in a poetic and experimental style has become an innovator in contemporary prose.”

## Gender and images of WWII: Lee

Kate Winslet plays Lee Miller, war photographer, in the the feature film debut from director Ellen Kuras, **Lee**. Miller was a trailblazing, feminist photojournalist who produced images of the frontline of WWII: traumatised women and children, concentration camps, and the terrible aftermath of war.

In her article in The Conversation, Andrea Jean Baker (Monash University) describes **Lee** as “a visually, brave story about a female photojournalist whose images alter and enlarge our notions of what is worth looking at – and what we have a right to observe.”



## Hidden women of history: 19th-century author Augusta Drane was an intellectual ‘warrior nun’. Was she queer?

Duc Dau, from the University of Western Sydney, has penned an article on the amazing life of Augusta Theodosia Dranelife – a 19th century religious leader and author of the two-volume life of St Catherine of Siena. Despite this being the most “complete life of the saint in any language ” and translated into German and French., Drane has been one of the hidden women of history.



## 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."



### Scandinavian Journal of Psychology

In their article, 'Predicting hostility towards women: incel-related factors in a general sample of men', Zhang and colleagues surveyed 473 men. Zhang et al note that "a new phenomenon that in recent times has been linked to hostility towards women is misogynistic attitudes among some of the individuals identifying themselves as involuntary celibates (incels) ... Misogynist incels see themselves as victims of feminism and egalitarianism"

After analysing numerous predictors of hostility toward women, Zhang et al conclude that "right-wing authoritarianism and self-perceived attractiveness [are] potential strong predictors in understanding men's hostility towards women in the wider community."

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."



## World First for Women: Victoria's All Woman Tunnel Boring Team

The Victorian government announced that at close of EOI on 4 October, about 870 women applied to become part of the world's first all-women tunnel boring machine (TBM) crew. In a heavily male dominated industry, women are showing that they can handle enormous and complex jobs just as well as anyone else.

Work is underway on the Suburban Rail Loop project in Melbourne, which will see 6 new underground stations built between Cheltenham and Box Hill. Tunnelling is set to commence in 2026.



## 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](#).



The following changes have been made in the [Pay and Conditions Tool](#) to reflect changes made to the award by the Fair Work Commission from 25 September 2024:

- Classification descriptions for Social and community services employees levels 1 and 2 now refer to social and community services as well as disability services.
- The coverage of the award has been updated to include therapeutic carers.

## New resources about pay and conditions, enterprise agreements and bargaining

The Fair Work Commission and the Fair Work Ombudsman have launched new resources about bargaining, agreement-making and entitlements in the Fair Work system.

Visit the Commission's [Online Learning Portal](#) to access new animations and downloadable resources on:

- Understanding employee pay and entitlements
- Understanding enterprise agreements
- Understanding bargaining



## KENTISH REGIONAL CLINIC

### LGBTIQA+

One Day  
Professional Development

Kentish Regional Clinic is running a series of on-line workshops on inclusive practice. The series of 3 x 2.5 hr sessions is offered over 3 days: Monday 21 October - Wednesday 23 October and costs \$300. You can get more information and book [here](#).

Face to face workshops are being offered in:

- Deloraine, 31 October
- Zeehan, 7 November
- Hobart, 28 November

Kentish Regional Clinic is also offering a number of CORES workshops statewide. You can find out more [here](#).

## LGBTQIA+ Resources

The Tasmanian Department of Health has a [resources page](#) for LGBTQIA+ information and training for health workers.

It includes 3 short helpful videos, voiced by people from the LGBTQIA+ community. There is also downloadable LGBTQIA+ healthcare discussion guide.



Tasmanian  
Government

Department of  
Health



Engender  
Equality

## WORKSHOPS

### INTRODUCTION TO FAMILY VIOLENCE: RECOGNISE, RESPOND, REFER

This introductory workshop examines features and prevalence of family violence, and provides skills and knowledge to recognise and support clients, friends, family, and community peers who may be experiencing family violence.

### COERCIVE CONTROL MASTERCLASS – BREAKING THE TRAP

This workshop explores:

- Identification of coercive control and how it is used.
- How to help victim-survivors to 'break the trap' that a perpetrator of violence seeks to establish in all areas of their lives.

### FAMILY VIOLENCE MASTERCLASS – MISIDENTIFICATION OF THE PRIMARY AGGRESSOR

This workshop examines:

- gaps in knowledge and skill around identification practices
- the importance of collaborative practice where misidentification occurs
- practice skills in identifying the predominant aggressor and avoiding unintended collusion with perpetrators.

### FAMILY VIOLENCE FOR WORKPLACES

This workshop outcomes are:

- a shared understanding and knowledge of family violence
- skills required to respond to disclosures of family violence appropriately and confidently.
- advice on how to improve workplace culture to support an end to family violence.

Get more information [here](#)

# SAVE THE DATE!

NOVEMBER 2024

SUN MON TUE WED THU FRI SAT

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17	18	19	20	21	22	23
24	25	26	27	28	29	30

**Thursday November 15 & Friday November 16**

women's  
legal  
service  
tasmania



## SEXUAL HARASSMENT CONFERENCE

The conference will be held in Hobart.

Speakers confirmed include Commonwealth Sexual Discrimination Commissioner, Anna Cody, and Kate Eastman SC .

Contact Womens Legal Service Tasmania for more details and [registration information](#).



# SAVE THE DATE!

DECEMBER							2024
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## AAPAE Symposium – AI and the professions

5th of December 2024 via Zoom

**Abstracts of 500–1,000 words by Thursday, 7th November 2024**

In a 2024 report on Generative AI and the future of work, the International Monetary Fund reported that: “Almost 40 percent of global employment is exposed to AI, with advanced economies at greater risk but also better poised to exploit AI benefits than emerging market and developing economies.” 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.

### **Possible topics of interest include:**

What does AI mean for the professions?

What ethical issues are posed by the potential disruptions to the professions?

What does AI mean for professional ethics?

What impact will AI have on education and training pathways for aspiring professionals as well as those already in the professions?

What does the public have a right to expect of the professions with respect to AI?

What does AI mean for the role of specialist knowledge in the professions?

The AAPAE invites abstracts of 500–1,000 words on these and related topics, to be submitted by 7th November 2024 together with a short biography of the presenter/s (up to 100 words).

### **Publication opportunity**

*Special Issue of Research In Ethical Issues in Organizations (REIO)*

Authors of papers presented at the symposium will be invited to submit completed papers to the AAPAE’s associated journal, Research in Ethical Issues in Organizations (REIO). REIO is a peer reviewed journal and all submitted papers go through a rigorous double-blind review process to determine suitability for publication.

### **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)

## 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: [GO7234](#)

GO Title: Indigenous Visual Arts Industry Support program, Open Competitive Grant Round 2024-25 and 2025-26

Agency: Department of Infrastructure, Transport, Regional Development, Communications and the Arts

Primary Category: Humanities

Close Date and Time: 17-Nov-2024 11:30 pm (ACT Local Time)

GO ID: [GO7212](#)

GO Title: Competitive Digital Mental Health Program (2025 to 2028)

Agency: Department of Health and Aged Care

Primary Category: Mental Health

Close Date and Time: 18-Nov-2024 2:00 pm (ACT Local Time)

GO ID: [GO7220](#)

GO Title: First Nations International Fellowships and Partnerships

Agency: Department of Foreign Affairs and Trade

Primary Category: Indigenous Employment and Business

Close Date and Time: 22-Nov-2024 5:00 pm (ACT Local Time)

GO ID: [GO7241](#)

GO Title: Financial Wellbeing and Capability Activity – Commonwealth Financial Counselling and Financial Capability

Agency: Department of Social Services

Primary Category: Social Inclusion

Close Date and Time: 02-Dec-2024 9:00 pm (ACT Local Time)

GO ID: [GO7251](#)

GO Title: Youth Mental Health: headspace Demand Management and Enhancement Program

Agency: Department of Health and Aged Care

Primary Category: Mental Health

Close Date and Time: 18-Nov-2024 2:00 pm (ACT Local Time)

# GRANT OPPORTUNITIES

GO ID: [GO7161](#)

GO Title: Supporting Outreach Healthcare for Victim-Survivors of Family Domestic and Sexual Violence Pilot

Agency: Department of Health and Aged Care

Primary Category: Family and Domestic Violence

Close Date and Time: 23-Oct-2024 2:00 pm (ACT Local Time)

GO ID: [GO7142](#)

GO Title: Housing Australia Future Fund (HAFF) – Crisis and Transitional Accommodation Program (CTAP)

Agency: Department of Social Services

Primary Category: Crisis Accommodation

Close Date and Time: 13-Nov-2024 9:00 pm (ACT Local Time)

GO ID: [GO7228](#)

GO Title: Aged Care Nursing Scholarships Program

Agency: Department of Health and Aged Care

Primary Category: Aged Care

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

GO ID: [GO7210](#)

GO Title: Building Women's Careers Program

Agency: Department of Employment and Workplace Relations

Primary Category: Vocational Training and Apprenticeships

Close Date and Time: 02-Dec-2024 5:00 pm (ACT Local Time)

## Tasmanian Community Action Grant applications are open!

*Strategic Initiatives* applications open on **October 1**

Applications need to be submitted by **16 November**

Do you have a project that removes barriers to learning for young people aged between 8 and 19?

Do you have a project for building community leadership capacity? Funding of between \$5,000 and \$50,000 is available for projects that remove barriers to learning for young people between 8 and 19.

For more information go to the TCF [website](#)

[2025 Perpetual IMPACT Philanthropy Application Program](#)

**Opens on Monday 28 October 2024 - Friday 6 December 2024**

This program for Not-for-Profits offers broad and flexible funding, supporting a variety of initiatives, including pilot programs, capacity-building efforts and early-career researcher projects. Grants typically range from \$10,000 to \$100,000, with an average grant size of \$80,000 in recent years. The maximum funding request is \$120,000. This one-time grant can provide the essential support needed to drive meaningful outcomes.



**FORWARD**  
**EQUALITY**

**Connecting conversations  
for advocacy and action**

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