



GENDER EQUALITY ALLIANCE



NEWSLETTER

Statement regarding the use of generative AI

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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
- Spotlight on gender bullies
- 'Did you know ...'
- Gender and Sport
- Science and the arts
- Research news
- Workplace matters
- Changes to contracts under consumer law
- Training & conferences
- Grant opportunities



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Welcome to our new members!

The Alliance has been joined by 3 fabulous women:
Yvette Cehtel, CEO, Womens Legal Service Tas;
Linda Proietti-Wilson, Tasmania;
Lashana Van Zanten, social worker, NSW Health.

This month:

We pay special attention to bullies, and the unconscious strategy of 'projection' that they employ, which reveals their deep psychological insecurities.

We also look at women and sport following the Olympics, and ask about gender equity in Tasmania's sporting clubs.



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



“Men are afraid that women will laugh at them. Women are afraid that men will kill them.”

Margaret Atwood

“Women belong in all places where decisions are being made. It shouldn't be that women are the exception.”

Ruth Bader Ginsburg



People who pick on other people who are different to them are bullies. How a bully acts toward their target reflects the negative feelings they hold about themselves.

Psychology Today describes how bullies use projection, which is an *unconscious* coping strategy that allows the bully to live with powerful negative feelings about themselves – for example, feelings of inadequacy – without being crippled by self-doubt or fear. Such a person is able to disown those feelings by unconsciously attributing them to another person or group of people. It's easier to criticise another person than confront the possibility of serious shortcomings in oneself. In doing this, bullies avoid taking responsibility for themselves.

A feature of the projecting bully is that they dump their disowned emotions onto their target, which in turn elicits strong emotions in the target person, who is then left alone to deal with the turmoil. They may even blame their target's emotional turmoil for upsetting them.

How can you tell if someone is doing this to you?

- they have an unusually strong reaction to something you say, or there doesn't seem to be a reasonable explanation for their reaction
- they don't try to empathise with you
- they don't explore your point of view on them
- they place barriers in the way of you responding effectively in a conversation, eg arrange a meeting without warning, or arrange an on-line meeting (especially with their camera off)
- their version of your shortcomings are simplistic (lack of nuance and detail)
- their version of your shortcomings are divisive, e.g. it's their way or no way; it's you vs them.
- if they are in a position of power, eg your boss, they might tell you that you can't talk to anyone else about this situation.

How do you respond when you think someone is doing this to you?

- pause and reflect on whether their version of events aligns with what you did, said or know.
- deflect any attempt to make you responsible for their feelings or beliefs, e.g. say "I disagree" or "I don't see it that way" or "I can't respond right now. I need to go away and process this".
- don't be persuaded simply because they believe what they are saying; they need to give you reasons that are objective and reasonable.
- give them nothing to work with. Stay emotionally 'flat' and don't respond to their goading.
- set and maintain clear boundaries, e.g. state that you will discuss the conversation with someone else.
- remove yourself from a conversation in which you are being bullied.



**NOT YOUR CIRCUS, NOT YOUR MONKEYS.
DON'T JOIN THEIR CIRCUS AND DON'T BUY TICKETS**

Did you know ...

Womens Health Tasmania are offering abortion access advocacy workshops for any interested individuals. WHT is also offering training for workers and organisations workers and organisations to deliver best practice health care and support to people who are seeking or considering an abortion and to identify and respond to reproductive coercion.



TasCOSS is running The HOW2 Program, which takes participants through a series of practical steps to help them develop and implement a plan for LGBTIQ+ inclusive practice specific to their organisation. HOW2 is designed around the six national standards that make up the Rainbow Tick accreditation.

Tasmania has the highest rates of people living with a disability in the country and this group are 3 times more likely to be unemployed. Hamlet is a registered charity that exists to empower people who are underrepresented in the workforce, with a focus on people living with disability. Hamlet delivers training and work readiness support to assist people to build independence, reconnect to their community and improve employment opportunities.



Karinya in Launceston provides emergency and transitional accommodation for women, as well as support for young pregnant women and parents aged 15-19 who are homeless or at risk. You can help women at risk of homelessness by making a donation.

For example:

- \$20 will buy a week of bus tickets that provide a young person with safe and reliable transportation to school, work, or Karinya's program activities.
- \$60 allows a young person to access necessary clothing items, including pyjamas, socks, and underwear, ensuring they have basic comfort and dignity.

You can also donate good quality doonas and pillows, linen and homewares to people in need through Givit.

Penny Terry has a podcast called Rule of Thumb. In partnership with Women's Legal Service, it provides insight into a whole lot of things that are often not discussed openly, such as family violence and sexual harassment. Penny talks with lawyers, researchers, support workers and people with lived experience. The podcast project was funded by the Tasmania Government through the Department of Communities as part of the COVID19 family violence response and through the Australian Government's Women's Safety Package.

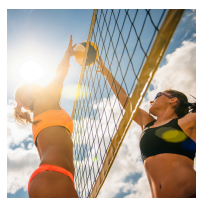


How is gender equity playing out at the Paris Olympics?

The Olympic organising committee in Paris has a [website setting out the progress](#) in getting to equal participation of men and women at the 2024 Olympics. However, there is more to the story, as the news items below demonstrate.



International Olympic Committee



[Life Matters](#) discusses gender equality at the Olympics (and why the women's outfits are often so revealing - unlike the men's). In 1992, women represented fewer than 30% of competitors of the Olympics. With the Paris Games featuring parity between men and women in competition for the first time, what's changed and is representation enough? For example, why are there so few women coaches? Hilary Harper interviews [Dr Adele Pavlidis](#), Associate Professor in Sociology (Griffith).

Emma Bowman at [Oregon Public Broadcasting](#) reports that despite the IOC claiming gender equity in terms of numbers of female and male athletes, there are "huge discrepancies" at the level of individual countries and the conditions affecting which athletes can compete. For example, although there are three female athletes representing Afghanistan "the nation's Taliban government - which bars women from participating in sports - only recognizes the three Afghan *male* athletes on the team. Due to the country's hostility toward female athletes, IOC's decision to allow Afghanistan to have a team this Olympics has drawn sharp criticism from some who say that undercuts their own gender equality goals."



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?

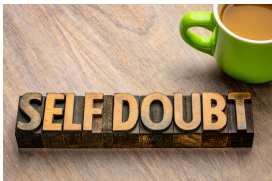
HOW @\$%^&* IS THAT?!

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.

Further reading:

Anderson N, Robinson DG, et al. Under-representation of women is alive and well in sport and exercise medicine: what it looks like and what we can do about it. *BMJ Open Sport and Exercise Medicine*. 2023 Apr 5;9(2): e001606. doi: 10.1136/bmjsem-2023-001606

O'Shea, M., Maxwell, H., Peel, N. and Duffy, S. (2023), 'Tackling gender inequality and promoting a healthy lifestyle : the women in sport roadshow', *Social Marketing: Principles and Practice for Delivering Global Change*, Routledge 9781032059662.



Life Matters on resilience: Is the idea of individual resilience just a myth? Award-winning speaker and writer Soraya Chemaly argues that this mainstream version of resilience is not just unhelpful when it comes to facing challenges, but that our relentless pursuit of it is actually harming us as a society.

Col. Adrian Sullivan (U.S. Army) and Allison Abbe, PhD, have published a report titled 'Responses to Gender Bias and Discrimination among Women Officers' in *Military Review*, the professional journal of the US Army. In their report, they note that despite changes to processes and policy around women's participation, women continue to battle with "past gender-exclusive unit climates and cultures and persistent gender hierarchies." They also note that women entering the army tend to be more highly educated than men and are enhancing the quality of the armed forces. However, they are not being retained.

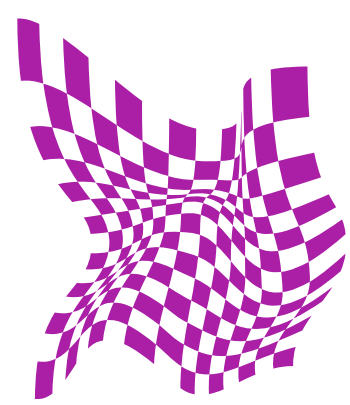


Photo by Sr. Airman Patrick Sullivan, U.S. Air Force)



Gender and language on ABC RN : Gender, Sexuality and Language. To talk about gender and sexuality from any angle, you need language and words. With so many changes and so much coverage, it's not always clear what the best language might be, or which words to use.

'Women's Agenda recently ran a news piece on women's health, featuring Dr Ashna Basu (Psychiatry Registrar), titled **'We have a totally skewed idea of what's normal'**. She says "people who menstruate are taught that intense pain and mood swings are an "expected" consequence of living with a uterus, which serves to dismiss these symptoms that can and should be addressed. If a symptom is troubling you and affecting your function/quality of life, then that needs to be explored."



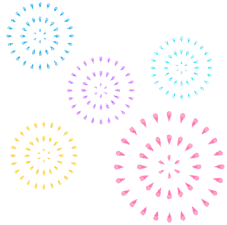
Dr Basu will be speaking at the the 2024 Women's Health and Wellbeing Summit in Sydney on September 4.



Alliance member, Dr Anya Daly and her co-authors have just published an open access article in the academic journal *Frontiers in Psychology*, Vol 15, called [“Examination of Self Patterns: Framing an alternative phenomenological interview for use in mental health research and clinical practice.”](#) Anya et al argue that :

“mental disorders need to be understood as involving complex alterations of self that emerge from dynamical interactions of constituent elements, including cognitive, bodily, affective, social, narrative, cultural and normative aspects and processes. An account of self that supports this view is the [pattern theory of self](#) (PTS).”

Anya and her colleagues suggest that the pattern theory of the self offers more nuance and depth and so, is more promising when it comes to dealing with the inherent complexity of mental health and its treatments.

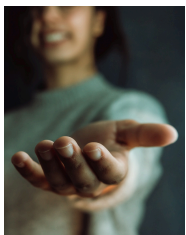
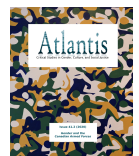


Alliance members Leesa Wisby and Kim Atkins have published their article “Self-forgiveness is a virtue of the medical profession” in *Australian Ethics*, Winter 2024. Vol 24, No. 1 (newsletter of the Australasian Association of Applied and Professional Ethics).



Dr Jen Gunter is a gynaecologist and best-selling author. She has a new book out called *Blood: The Science, Medicine, and Mythology of Menstruation*. Her other volumes include two New York Times bestsellers: *The Vagina Bible* and *The Menopause Manifesto*. Dr Gunter is also host of the CBC docuseries *Jensplaining*. You can learn more from her through her TED series [Body Stuff](#)

You can now access the entire volume 41, No. 2 (2020) of [Atlantis](#) for free. The special topic of the volume is ‘Gender and the Canadian Armed Forces’.



Frontiers in Psychology have also updated the open access article [‘The Impact of the Parental Support on Risk Factors in the Process of Gender Affirmation of Transgender and Gender Diverse People’](#) by Bruna Siebel et al.

In their article they investigate “the association between family support and TGD in different moments of the process of gender affirmation. In addition, this study also aims to explore the relationship between a lack of social support and low self-esteem, home abandonment, and dwelling in the street.”



Equal Pay Day was on August 19. The day marks the end of the 50 days into the new financial year that Australian women must work to earn the same, on average, as men did last year.

This year's theme 'It doesn't add up' highlights the many drivers of the gender pay gap – above and beyond unequal pay.

Help spread the word!

As part of the campaign, WGEA is calling on employers and managers to take action to reduce the gender pay gap by doing a gender pay gap analysis. We'd love you to help spread the word by reposting our social media posts or creating your own. #EqualPayDay #itdoesntaddup #endthegenderpaygap

Read more about Equal Pay Day and download our shareable assets.



115 Employers achieve the WGEA Employer of Choice for Gender Equality citation

This week, WGEA announced the 115 employers who have achieved the Employer of Choice for Gender Equality citation in 2024, including 8 employers who met the criteria for the first time. These 115 organisations employ over 500,000 employees.

WGEA's EOCGE citation is a voluntary citation that recognises employer's efforts to combat key drivers of workplace gender inequality.

To become an Employer of Choice for Gender Equality employers must have policies for gender balance in leadership and across the organisation. They must offer paid parental leave, flexible work and support for carers and they must have a strategy for improving the gender pay gap.

[Find out more](#) about these inspiring employers. [View the full list](#) of employers who achieved the citation.

Fair Work Australia acts to protect migrants and young workers

Young people, women and culturally diverse people are vulnerable to exploitation in the workplace. If you believe that you are not receiving your legal entitlements at work you can go to [Fair Work Australia](#). You can find out more about action taken by Fair Work at the Fair Work Ombudsman '[newsroom](#)'.



The Fair Work Ombudsman has secured record penalties of \$15.3 million against the former operators of the Sushi Bay outlets in NSW, Darwin and Canberra for deliberately exploiting vulnerable migrant workers, including underpaying staff more than \$650,000.

The Federal Court has imposed penalties of \$3.2 million against Sushi Bay Pty Ltd (in liq), \$5.8 million against Sushi Bay ACT Pty Ltd (in liq), \$2.4 million against Auskobay Pty Ltd (in liq), \$2.3 million against Auskoja Pty Ltd (in liq), and \$1.6 million against Sydney woman Yi Jeong 'Rebecca' Shin, who is the owner and sole director of the companies.

The companies underpaid 163 workers – mostly Korean nationals on student, working holiday and 457 skilled worker visas – a total of \$653,129 between February 2016 and January 2020, and falsified records to try to cover it up.

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The Fair Work Ombudsman has commenced legal action against the 'George Elsis' design studio and bridal store at Leichardt, in Sydney's inner-west, for failure to pay entitlements to two young employees, aged 23–25, and failure to comply with a Compliance Notice.

Fair Work Australia has advised that "Employers also need to be aware that taking action to protect young workers is among our top priorities. Any employees with concerns about their pay or entitlements should contact the Fair Work Ombudsman for free assistance."

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The Fair Work Ombudsman has recovered \$217,806 for 209 underpaid food outlet employees in Cairns, following surprise inspections. Of 31 investigations finalised, the FWO found 23 businesses (74 per cent) had breached workplace laws. The most common breaches were a failure to pay various penalty rates (21 businesses), underpaying minimum wages (11 businesses), and not paying the right allowances (9 businesses).

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The Fair Work Ombudsman has secured \$197,000 in court-ordered penalties against a Sydney health and wellness research company for contraventions including sham contracting involving workers with disability.

The Federal Court imposed the penalties against Doll House Training Pty Ltd, which operated a business conducting research into robotics, coding and artificial intelligence and their application to the health and wellness industry.

Doll House Training breached the Fair Work Act after it terminated or threatened to terminate three workers' employment in order to re-engage them as independent contractors to perform substantially the same work.

Do you or your organisation enter into contracts with service providers or consumers?

You should be aware of changes to consumer law relating to contracts:

The ACCC advises that from 9 November 2023, under Australian Consumer Law, civil penalties now apply to parties entering into unfair contracts?

From this date, proposing, using or relying on unfair contract terms in standard form contracts will be banned and penalties for breaches of the law will apply.

The changes apply to:

- standard form contracts made or renewed on or after 9 November 2023
- a term of a contract that is varied or added on or after 9 November 2023.

Contract terms are unfair if they:

- cause a significant imbalance in the rights and obligations of the parties under the contract
- are not reasonably necessary to protect the legitimate interests of the party who gets an advantage from the term, and
- would cause financial or other harm to the other party if enforced.

The law sets out examples of terms that may be unfair, including:

- terms that allow one party (but not the other) to avoid or limit their responsibilities under the contract
- terms that allow one party (but not the other) to end the contract
- terms that penalise one party (but not the other) for breaching or ending the contract
- terms that allow one party (but not the other) to change the terms of the contract.

For information about unfair terms in contracts for financial products and services, such as loans and financial advice, contact ASIC, which regulates these types of contracts.





HEADS UP!

New Alliance member, Womens Legal Service Tasmania will be convening a sexual harassment conference in Hobart on **Thursday November 15 & Friday November 16**. The conference has confirmed some impressive speakers, including the Commonwealth Sexual Discrimination Commissioner, and NSW Law Reform Commissioner, Kate Eastman AM SC .



Stay tuned for more details and registration information!

SASS (Sexual Assault Support Service, Tasmania) are providing workplace training in 'Creating Safer Workplaces: Understanding and Preventing Sexual Harassment'.

Book here: events.humanitix.com/host/sasstraining

Mail: training@sass.org.au / Phone: 03 6231 0044



Women's Health Victoria is the owner of Australia's first accredited course in Gender Equity. The course will equip individuals with the knowledge, skills and solutions to engage in gender equity work and identify and address gender equality issues in the workplace.

Pride Training is an ACON program providing specialised LGBTQ+ awareness and inclusivity training. We offer professional development for health and community organisations to increase their knowledge of people with diverse genders and sexualities, their health priorities, and considerations for care.



The UN Women Training Centre eLearning Campus is a global and innovative online platform for training for gender equality. It is open to everybody interested in using training or learning as a means to advance gender equality, women's empowerment and women's rights.



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 go to: www.fervidpartners.com

Fervid also offers free 30 minute phone consultations on workplace psychosocial safety. Anyone is eligible.

AUSTRALIAN GOVERNMENT GRANTS

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

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: [GO7105](#)

GO Title: Expression of Interest for ARC Centres of Excellence for funding commencing in 2026

Agency: Australian Research Council

Primary Category: Humanities, Arts and Social Sciences (HASS) Research

Close Date and Time: 18-Sep-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: [GO7083](#)

GO Title: Working for Women Program - Research Partnership to build the evidence base for achieving gender equality in Australia

Agency: Department of the Prime Minister and Cabinet

Primary Category: Women

Close Date and Time: 23-Sep-2024 5:00 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](#).

TASMANIAN GOVERNMENT GRANTS

Carers Small Grants Program 2024-25

[APPLY NOW!](#)

Applications are now open. They close on 13 September 2024 at 2:00pm

The Tasmanian Government is providing funding for a Carers Small Grants Program to support local organisations across Tasmania to coordinate National Carers Week events, and activities or projects that support the health and wellbeing of carers.

For the purposes of the Carers Small Grants Program, a carer is someone who provides unpaid care and support to a family member or friend who has disability, mental ill health, chronic or life limiting condition, alcohol or other drug dependence, is frail or aged, or is a child, if the person is an informal kinship carer of the child.

Total funding of \$20,000 is available under the Carers Small Grants Program in 2024-25. Applicants can apply for funding of up to \$2,500 **for events and activities during National Carers Week 2024, or for projects that support the health and wellbeing of carers.**

Applicants who apply must:

- be an organisation that delivers community support, services and/or programs to Tasmanians; and, either:
 - A local government authority (council); or
 - A not-for-profit organisation that is registered with the Australian Charities and Not-for-profits Commission (ACNC).



FORWARD
EQUALITY

**Connecting conversations
for advocacy and action**

www.forwardequality.org