



**FORWARD
EQUALITY**

SEPTEMBER 2024

VOL 3



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
- 'Did you know ...': information about some useful organisations and events
- In science and the arts
- Research news
- Workplace matters
- Save the date! Upcoming conferences
- Training & conferences
- Grant opportunities



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Welcome to September

It's that time of the month for Jason Lau as the Supreme Court decides against his case of sexual discrimination at the Mona Ladies Lounge. Consequently, it's hard to disagree that the Mona Ladies Lounge art installation has been an outstanding success! Designed to create the experience of sexual discrimination, Mr Jason Lau has fully embraced the opportunity to participate by taking his experience of the installation all the way to the Supreme Court!

"Jason Lau is a gift from day one, I love Jason Lau, and he is a lovely man and he really believes in having the debate, the conversation," curator, Kirsha Kaechele said.



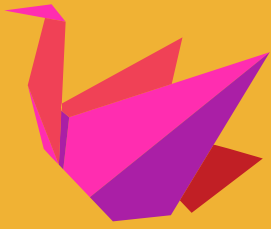
Don't miss 'Girls Can't Surf', currently streaming on SBS On Demand. It's a great (and appalling) account of sexism that women surfers have endured, and how they stood up to it.



NGOs note that funding becomes available from 28 October for the 2025 Perpetual IMPACT Philanthropy Application Program. See more in this month's Grants section.



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.



Inequality is pervasive but invisible. It's hard to see. You need a sort of tool to make it visible.

If you want to make a difference with art . . . then the single most stupid approach would be to tell people off. It would be a surefire way not to get through to people.

Hito Steyerl

<https://www.brainyquote.com/authors/hito-steyerl-quotes>





Garry Wakefield: Queer Life Stories

Garry is the founder and president of North West Pride Inc, and the producer and host of the podcast Queer Life Stories.

You can also hear Emma Hill, Verbatim Theatre: *Everyone has a story to tell*; and Jennifer Jerome: *Community Archives and Oral History*.

Saturday 26 October 2024, 10.30 – 2.30
Meeting room, Queen Victoria Museum, Inveresk

Cost (includes lunch): \$25 for members of Oral History Tasmania and students; \$40 all others.

Prior registration is essential:

www.oralhistorytas.org.au
or contact Jill Cassidy 0418 178 098;
president@oralhistorytas.org.au

Womens Health Tasmania offers a range of activities for Tasmanian women, including:

Walking group
Tai Chi
Yoga
Strength training.

You can also sign up for on-line classes!
Ph: 6231 3212
Information Line: 1800 675 028
info@womenshealthtas.org.au



The Australian Bureau of Statistics has published data from the personal safety survey, collected during 2021-22.

It shows:

- 1 in 4 women experienced violence by an intimate partner or family member (27%);
- 1 in 11 women experienced violence by a boyfriend, girlfriend, or date (9.3%);
- 1 in 4 women experienced cohabiting partner emotional abuse (23%);
- 1 in 6 women experienced cohabiting partner economic abuse (16%);

Women experience these forms of violence at 2-3 x the rate that men do.

Just over 20% of women reported being stalked, while 6.8% of men reported being stalked.



The next ABS national census *will* include questions about sexual orientation and gender. The questions will be optional and only asked of people aged 16 years and over. However, there will not be new questions that count intersex people.

The community's voices have been heard in response to the government's perplexing reversal of its original decision to include questions.

The Australia Institute

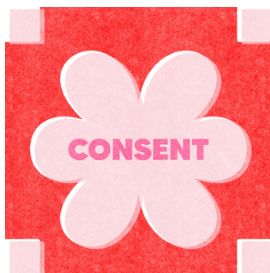
Research that matters.

The Australia Institute has a **new, fortnightly webinar series** designed to equip policymakers, campaigners, NGOs and charities, community groups and public servants with the tools to to advocate for change:

[The Australia Institute Policy School](#)

The first episode is on tax policy, with Chief Economist Greg Jericho and hosted by Alice Grundy, Anne Kantor Fellow Research Manager, The Australia Institute.

You can [enrol now](#).



Dating app **Tinder has launched a consent course** in Australia, aimed at enhancing the understanding and practice of consent among young users. According to Tinder's own research, only 32 per cent of respondents were confident that they knew their state's specific consent laws 'very well', while over one in four (27 per cent) knew little to nothing about the laws.

The course is called [School of Swipe](#), and was developed in collaboration with Chanel Contos, founder of Teach Us Consent and NGO partner, WESNET.

There are 2.65 million carers in Australia! *Womens Agenda* is partnering with Carers Australia to host a second **free webinar** that explores how employers can better support carers in the workplace.

The webinar will take a look at the recent Carer Inclusive Workplace Initiative spearheaded by the federal government, in partnership with Carers Australia, and explain how this is enabling employers to ensure their ethos, and environments are truly inclusive.

Whether you are an employer, a carer, or someone interested in understanding the carer experience, this webinar will provide valuable perspectives and wealth of practical advice. Register [here](#).



The [ABC has reported](#) that West Australian **Country Women's Association (CWA) has voted to allow men into its ranks** after 100 years.

108 branches from around the state voted 106 to change the constitution, with only two branches voting against it. The vote was almost unanimous in granting men membership rights.

While there was no specific provision in the constitution to recognise transgender women, they are welcome in the association, with some already members.

While the change means men can now apply for a CWA associate membership, this doesn't give them voting rights or individual branch membership.



Women with disability need support to access breast cancer screening

The benefits of regular breast checks for early detection of cancer are well known but actually getting a test can be daunting. Women with intellectual disability can find it particularly difficult to access the screening because the process isn't always accessible.

Cancer is the leading cause of preventable deaths for women with intellectual disability and Researchers now want more to be done to better support them access scans.

[Listen to this short discussion](#) about what can help, with Sue Adrian and Dr Janelle Weise from the National Centre of Excellence in Intellectual Disability Health, on ABC Radio National.

And on [The Law Report](#) you can hear playwright Suzie Miller (author of [Prima Facie](#)) interview Kate Eastman, [Senior Counsel](#) Assisting the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with a Disability, and Gabrielle Bashir, [senior criminal lawyer](#) practising at all levels of the justice system; former President, NSW Bar Association; former Director, Law Council of Australia.

You'll hear stories of the bizarre situations women have found themselves in as young solicitors and barristers, and the reforms that now make the legal profession more appealing for women.

**Note that Kate Eastman will be speaking in Hobart in November at the Womens Legal Service Tas conference*

[Here's What I Know: Thomas Mayo on finding a healthier version of manhood.](#)

ABC RN Life Matters.

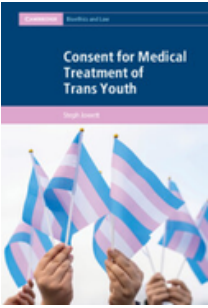
Thomas Mayo is an Kaurareg Aboriginal and Kalkalgal, Erubamle Torres Strait Islander, an author and an assistant national secretary of the MUA.

In this podcast he shares how he set aside the lessons in masculinity that he'd been taught growing up, and the lessons he's sharing with his own son.

[Breaking the cycle: how to move on from a difficult childhood](#)

ABC RN Life Matters features their guest, Jack, who grew up in a home where he was exposed to addiction and violence, and where consistent love and care was missing. Now in his thirties he's a father himself and wants to do things differently.

Also in the conversation is Professor Nicole Sadler, Director and CEO, Phoenix Australia Centre for Post Traumatic Mental Health. They discuss how the things we're exposed to as children can affect both how we view ourselves and the world around us, and ways to unlearn destructive patterns and build a positive future.



Dr Steph Jowett is a socio-legal researcher in health law based in Meanjin (Brisbane, Australia). Steph's research has been published in leading Australian and international peer-reviewed journals. Her first monograph, *Consent for Medical Treatment of Trans Youth* (Cambridge University Press, 2022) examines and compares the law in Australia, England and Wales and assesses how congruent the law in those jurisdictions is with medical knowledge.

Gender, Work & Organization is the first gender equality journal dedicated to gender relations, the organization of gender and the gendering of organizations.

For 30 years, the journal has published multi-disciplinary, high quality empirical research on gendered power relations, identity, and inclusion. We welcome studies covering issues of current interest, including the gender pay gap, flexible work, career patterns, women on boards, and access to leadership positions.

Read the *Impact of Unintended Pregnancy* report, 2022.

It notes that women in rural Australia are 1.4 times more likely to experience an unintended pregnancy, and have significant financial and health impacts on women. The lack of sexual health services is one key area that needs to be addressed.

The *Journal of Child Health Care* has made freely available a recent article on children's and young people's experiences of expressing their views and having them heard in an Australian healthcare context:

[Factors that support children and young people to express their views and to have them heard in healthcare: An inductive qualitative content analysis.](#)

Davies C, Waters D, Fraser J.
Journal of Child Health Care. 2024

[Twenty years of gender equality research: A scoping review based on a new semantic indicator.](#)

Belingeri P, Chiarello F, Fronzetti Colladon A, Rovelli P.
Published in: *PLoS One*, 16 (9), 2021 Sept 2021

This paper offers a scoping review of a large portion of the research that has been published over the last 22 years, on gender equality and related issues, with a specific focus on business and economics studies.

The paper offers a map of the main gender-research trends and presents the most popular and emerging themes, as well as their intersections, outlining important avenues for future research.



"I'm Not from Another Planet" the Alienating Cancer Care Experiences of Trans and Gender-diverse People.

Kerr, Lucille BN; Fisher, Christopher M. PhD; Jones, Tiffany PhD (2020). Published in *Cancer Nursing* 44(6).

The aim of this study was to explore the intersubjective experiences in cancer care of trans and gender-diverse people to inform a microethical approach to improving care for this community. Findings provide professionals with insights that can enhance their clinical practice through informing the ways they provide care to people with diverse genders. Cancer care nurses should be reflecting on their own assumptions related to gender and engaging their patients in genuinely empathic communication.

Binary and Non-binary Gender Identities, Internalizing Problems, and Treatment Wishes Among Adolescents Referred to a Gender Identity Clinic in Germany.

Herrmann L, Barkmann C, Bindt C, Fahrenkrug S, Breu F, Grebe J, Becker-Hebly I. Published in *Archives of Sexual Behavior*, 53 (1), January 2024 .

Having a non-binary gender identity was significantly associated with more internalizing problems and with wishing for no transition-related medical treatment or only puberty-suppressing hormones. The results underscore that non-binary adolescents represent a specifically vulnerable subgroup within TGNC adolescents with unique mental health needs and treatment wishes

Standards of Care for the Health of Transgender and Gender Diverse People, Version 8.

Coleman, E., Radix, A. E., Bouman, W. P., Brown, G. R., de Vries, A. L. C., Deutsch, M. B., ... Arcelus, J.

Published in the *International Journal of Transgender Health*, 23(sup1), 2022

The complete report (18 chapters) is available on-line.

The report contains recommendations for health care professionals who provide care and treatment for TGD people. Each of the recommendations is followed by explanatory text with relevant references. The guidelines are intended to be flexible to meet the diverse health care needs of TGD people globally. While adaptable, they offer standards for promoting optimal health care and guidance for the treatment of people experiencing gender incongruence.

Gender and Society has made available to open access, the research article, 'Gendered Vulnerability in Necropolitical Bordering: Displaced Men's Material and Affective Abandonment in Greece' Volume 38, Issue 4.

The authors are concerned with how gender operates as the dominant lens through which vulnerability is constructed and recognized. They address the implications of this for men's experiences of displacement, exploring as a case study the issue of housing for displaced people in Greece. They conclude that "a form of necropolitics is exercised against men, forcing them to reside in conditions of slow violence and permanent injury."



There are changes to workplace laws that started on **26 August 2024** as part of the [Closing Loopholes](#) reforms. They include changes to casual employment and a new right to disconnect. These could impact you or your workplace.

What you can do now

FairWork has information to help you, including:

- Changes to casual employment including how casual work is defined, pathways to permanent employment, and employee and employer responsibilities.
- Changes to independent contractor rules including a change to the definition of employment.
- A new right to disconnect for employees which gives eligible employees the right to refuse contact outside their working hours unless that refusal is unreasonable. This doesn't apply to small businesses until 26 August 2025.
- New minimum standards and protections for 'employee-like workers' in the gig economy and certain industries.

For a visual snapshot of all the Closing Loopholes changes and when they start, check out our [easy-to-read timeline](#).

Masterclass: How to create meaningful part-time roles

This masterclass for employers covers how to use part-time work to improve workforce composition. WGEA experts explain the 4 key actions employers can take to ensure everyone has the ability to work part-time without affecting their career outcomes. [Register for the masterclass](#) to learn more.

Prof Jean-Philippe Deranty's latest book, *The Case for Work* is out in November. He has long argued that work has deep psychological and social value for human beings and societies. In this book he argues that the modern work ethic is in crisis, fuelled by the harms and injustices harboured by current labour markets and work organisations, combined with the threat of mass unemployment entailed in rampant automation.



The Case for Work shows that this situation is critical precisely because work matters. Interested? Read this [interview](#) with Professor Deranty on 'Why We Shouldn't Wish Work Away'.

Do you know the 6 Gender Equality Indicators?

The *Workplace Gender Equality Act 2012* requires employers with 100 or more employees to report annually against six Gender Equality Indicators.

How does your workplace stack up?

- GEI 1 – gender composition of the workforce.
- GEI 2 – gender composition of governing bodies of relevant employers.
- GEI 3 – equal remuneration between women and men.
- GEI 4 – availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities.
- GEI 5 – consultation with employees on issues concerning gender equality in the workplace.
- GEI 6 – sexual harassment, harassment on the ground of sex or discrimination.

SAVE THE DATE!

NOVEMBER 2024

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17	18	19	20	21	22	23
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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 .

Stay tuned 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

Hugh Breakey – h.breakey@griffith.edu.au

ETHICAL FUTURES FOR PEOPLE AND PLANET

Thursday 1st to Saturday 3rd May 2025

Australasian Association of Applied & Professional Ethics (AAPAE)

The AAPAE and the Australian Earth Laws Alliance (AELA) are co-hosting an exciting national conference in May 2025 in Brisbane, exploring how we can build ethical futures in a rapidly changing world. In a time of rapid and uncertain social, economic and environmental change and disruption, we must build creative visions for our future, applying principled and ethical decision-making and action.

Griffith University EcoCentre, Nathan Campus, Building N68, 170 Kessels Rd, Nathan QLD 4111



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

The course is free for ForwardEquality 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. Everyone is eligible.



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

The Australian Centre for Health Engagement, Evidence and Values (ACHEEV) 2024 symposium is "Engaging individuals, engaging communities: Equity, marginalisation and inclusion in health".

The symposium will explore innovative research methods that address health challenges affecting marginalized groups. It will bring together scholars from a range of disciplines, including bioethics, psychology, public health, sociology, social work, and social policy.

Attendance is free but space is limited so please [register](#) by 29 November 2024.

Australian Women and Gender Studies Conference

Wednesday, 13 Nov 2024 - Friday, 15 Nov 2024
Gold Coast Campus of the Southern Cross University.

The theme is "Not Just Another (Feminist) Conference": Gathering To Explore Courageous Feminisms".

This is not your typical conference. We are *doing* things, sharing knowledge, and gathering differently and intentionally. In the midst of the current global chaos, violence, war, genocide, femicides, and climate dystopias, more is being demanded of us - and, rightfully so. We want to explore how we engage in feminist work courageously within and outside the academy while also sustaining ourselves and others.

AUSTRALIAN GOVERNMENT GRANTS

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

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](#).

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: [GO7138](#)

GO Title: Disability Employment Centre of Excellence

Agency: Department of Social Services

Primary Category: Services for People with Disabilities

Close Date and Time: 23-Oct-2024 9:00 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

GO ID: [GO7159](#)

GO Title: Social Cohesion Measures - Australian Palestinian, Muslim and Arab Communities (APMAC) Support Projects

Agency: Department of Home Affairs

Primary Category: Multiculturalism

Close Date and Time: 16-Oct-2024 9:00 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)

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 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.

Our IMPACT Philanthropy Application Program allows **philanthropists and Not-for-Profits (NFPs) to connect**, and allows NFPs to demonstrate how they improve outcomes for the communities in which they operate.

Perpetual is working on behalf of its philanthropy clients to find great organisations that have a clear mission and goals and a realistic and reportable strategy to achieve them. We are looking for well-governed, well-led organisations that are committed to regularly monitoring their work, tracking progress and learning from both successes and challenges to create the impact they are dedicated to. Organisations that can demonstrate commitment to these areas are those that Perpetual will recommend for philanthropic investment



FORWARD
EQUALITY

**Connecting conversations
for advocacy and action**

www.forwardequality.org