



BOLD

Women and Leadership Newsletter

April 2020



We are BOLD women. We are resilient women

Christine Cooper IEUA Assistant Federal Secretary

The uncertainty of these times caused by COVID -19 has the potential to bring us down. But as BOLD women, there is a choice before us. We can get endlessly overwhelmed by the never ending news cycles, of doom and gloom, of stress and anxiety, uncertainty and isolation. Or we can stay grounded, bring in inspiration, and be BOLD for both now and the future. We created the BOLD program for IEU women to *develop, empower* and *lead* other women in progressive gender agendas. And now more than ever , we are called to do so.

SOME DAYS SHE HAS NO IDEA HOW SHE'LL DO IT,

BUT EVERY SINGLE DAY IT STILL GETS DONE.

We are all in this together

This sad situation is also a unifying experience. We are trying to deal with the uncertainty of the times along with navigating the rest of our lives. While we know we need to be informed, and to be rigorous in our practices to stay safe, we also get to know that this will not last forever. So as BOLD women leaders we can choose ways to support other women through these challenging times.

Stay connected to the BOLD community

It can become easy to feel disconnected from those around us. This can happen slowly and catch us unaware. Our BOLD community exists for situations like this. We are the necessary social network that provides connection and comfort in uncertain times. Reach out to other sisters! Find creative ways to stay connected and use our BOLD collectives to fight back .

Consistency and routine

Our work practices are changing, our family life is rearranged. It is imperative that we find ways to build routines and maintain some consistent practices in order to provide some form of certainty for ourselves. Our **BOLD Branch Networks** exist, and we can be creative with our catch ups. Staying connected does not need to be an arduous task – Think small. Our **BOLD Facebook** will continue to be there as a forum to sharing. Our **BOLD Newsletters** will continue to be written to remind us of our strength as a national collective of BOLD women. And our **BOLD tLn** sessions will continue to provide us with our time and space to discuss feminist issues.

Celebrate our BOLD collective

Let's identify our strengths and celebrate our wins. Our BOLD networks are active in leading our union actions and campaigns. The sharing of photos is a great way to motivate us to continue to be BOLD. Post them on our Facebook or simply email them to [ccoooper@qieu.asn.au](mailto:ccooper@qieu.asn.au).

We are BOLD. We are stepping up to this challenge. We are leading to a brighter future.

BOLD tLn Sessions 2020

Our BOLD tLn sessions provide an opportunity not only to speak with some amazing feminists and gain professional development on issues affecting women, but they also provide us with the opportunity to network with other IEU BOLD women from across the country.

Date	Topic	Overview
Monday 11 May 7-8pm	Engaging Younger Women to be Activists	How do we inspire and ensure that the next generation of activists are BOLD?
Monday 15 June 7-8pm	Gendered Violence	Stepping out against Gender Violence
Monday 6 July 4- 5pm School Vacation	Promoting BOLD women	Building Networks: Supporting leadership skills
28 September 7-8pm School Vacation	Site Based Activism	Building Networks : Leading Women in Single Sex Schools
16 November 7-8pm	Review of 2020	What next for 2021



International Women's Day

IEUA-QNT Communications Officer Elise Cuthbertson

Happy IWD for 2020!

This year's theme, Generation Equality, aimed to bring people together across generations to end gender inequity – and in particular eliminate gender-based violence, protect women's bodily autonomy, win economic justice and take feminist action on climate change.

All significant and essential elements of any journey toward gender equity.

But also this year, feminist researchers spoke about the growing commercialisation of IWD and the danger in the day becoming a commodity equivalent to Mothers' Day, where we simply buy T-shirts with slogans on them and go out to brunch.

On IWD, I received many emails from companies about how I could become involved in the day. I was invited to buy a \$75 tote bag to celebrate IWD, I was asked to be a "boss babe" by purchasing some new sneakers, I was given a list of inspirational makeup brands to shop from, and I was also invited to purchase some books by women authors (probably the least offensive of the lot).

However, at its roots, IWD is a working women's movement, which started over 100 years ago as a fight for better pay and voting rights.

Over the weekend, women in many developing countries took action at great personal risk. In Kyrgyzstan, women who were protesting were attacked by masked men who tore apart their banners. After this, police arrested and detained the women. In the Philippines, a flash mob of women burned an effigy of the President, Rodrigo Duterte – calling him out for misogyny.

But, in wealthy countries like ours the roots of IWD are being diluted, despite all the work we still need to do, globally, to advance women's rights.

So instead of buying a T-Shirt on IWD, think about something practical and tangible you can do. You might write to some of the brands that are spruiking IWD-related products and ask them what contributions they are making to women's causes.

Or even just think about how you can use your power to raise up and support the women in your life.

BOLD Around The Country

IEU VICTAS - Therese O'Loughlin and Marit Clayton Organisers

March has been very active and BOLD month for IEU VICTAS women as we continue to build strong collectives, address gender inequality and gendered violence in the workplace.

Women's Rights at Work Conference



On Tuesday 3 March IEU VICTAS women participated in the VTH WRAW Conference in the beautifully renovated Trades Hall in Melbourne. Under the theme of **Safe- Respected- Equal**, participants reflected on their experiences of work and came up with actions to end discrimination in the workplace, to support work/family integration, and to remove barriers that target women in the workplace. This included a demand for pay equity for every woman across every industry, an end to superannuation pay gap and support for older women facing poverty in retirement.

Safe and Respectful Workplace Training

Following a train the trainer session by Victoria Trades Hall on Gendered Violence, a number of IEU VICTAS staff are now

qualified and ready to deliver member training in preventing gendered violence in the workplace. Marit and Therese ran their first session of training for Advanced Reps during WRAW week. This training means that members now have an avenue to create change in their workplace. The training is interactive and engaging and assists members in building a workplace in which everyone feels safe and respected. Trained IEU VICTAS staff can assist members with a workplace plan and offer practical advice in its implementation.



IWD rally at the State Library

On Thursday 5 March, IEU VICTAS members braved the rain in Melbourne to march in solidarity with other unionists.

IEU VICTAS IWD event in Geelong

Also on March 5, IEU VICTAS members celebrated IWD and put forward their demands for equality, respect and fairness. We were joined by the Geelong Women Unionists Network and our own active IEU women from the area. And we did a round of 'I am woman'. It was fun!

IEU WA – Angela Briant Branch Secretary

On International Women's Day, IEU WA members came together to challenge stereotypes, fight bias, and campaign for Gender Equality.

In addition to celebrations in schools, IEU WA was well represented at the Unions WA rally where we joined with other unions to highlight the many battles that women are facing in the workplace. Issues such as closing the gender pay gap, ending discrimination and the need for improvements to workplace entitlements such as paid domestic violence leave were highlighted for BOLD actions.



BOLD Around The Country

IEUA QNT - Caryl Rosser Organiser

International Women's Day

This year's theme **Generation Equality** calls for women and girls to join forces across generations to create a new vision where every girl and woman everywhere has equal opportunities to lead, to learn, to earn a decent living and to live lives free from violence and discrimination.

As part of our 2020 International Women's Day celebrations, IEUA QNT Chapters were asked to support a collective culture in school workplaces by organising Chapter activities to hold a celebratory IWD morning tea; provide a photo of Chapter celebrations for inclusion in our media; urge colleagues to join or renew their union membership; or join our union's Equity Committee.

Equity Committee

Our IEUA QNT Equity Committee is becoming stronger as new members join. The Committee started this year on fire, with plans for a Women's Conference in Brisbane and discussions for a further one in the NT. A series of professional development activities were arranged, such as Transition to

Retirement. This session will have speakers highlighting member success stories, the industrial landscape that we are currently operating in and how to handle the mental health adjustment in the transitional period, along with NGS providing superannuation information.

Alongside this session, we are also keen to hold a WRAW chat to canvass the experiences of women members during this time in their career and their working experiences.

All of these plans have been set on pause as we manage the restrictions due to COVID-19.

However, we are well placed to set GO once these restrictions are lifted.

IEU SA – Louise Firrell Assistant Secretary

Stepping up to leadership

We are excited to announce that one of our BOLDies, that at the end of 2019, Britta Jureckson was elected President of SA Branch of the IEU.



We are so proud of her bold move to stand and her success in being elected! While everyone else is going about their busy lives both professionally and in other areas, the support of the BOLD network has encouraged us to take on new roles, step out of our comfort zones and develop our leadership skills.

Jenny Johnson and Britta both have been approved to participate in the Anna Stewart Memorial Project this year.

Disappointingly at this point because of the measures now in place, the program will be postponed, but hopefully be able to go ahead later in the year.

International Women's Day dinner



We had nearly 50 BOLD IEU women attend a most successful IWD dinner on 12 March. Our guest speaker was Nikki Sullivan the curator of the Museum for Democracy and it was held at a great venue, Sparkke, which is a hotel owned and run by women.

It was a fantastic night where we had the opportunity to discuss the evolution of feminism and some of the hard-held myths around the first feminist movement. And of course, a great chance to catch up with other BOLD IEU SA women. We were hoping to gather to participate in the Museum's project for this year, Stitch and Resist during the term break but unfortunately that also has been temporarily put on hold for the time being along with our Feminism in the Pub program! So our BOLD challenge now is to think creatively and find other ways to be BOLD together on a virtual platform.

BOLD Around The Country

IEU NSW/ACT - Pam Smith Assistant Secretary

International Women's Day

It has been a busy time for BOLD IEU NSW/ACT women as they turned out for International Women's Day at a number of events across the state.

IEU NSW/ACT members and organisers gathered in Bathurst



and in Parramatta to recognise International Women's Day. In Bathurst, the IWD dinner, organised by the IEU NSW/ACT and Catholic Education Diocese of Bathurst Diversity and Inclusion Committee was attended by around 80 people, including students, both boys and girls. Christine Cooper IEUA Assistant Federal Secretary was a keynote speaker at the function and challenged attendees to develop their feminist agenda by identifying their values, using their voice and taking action.

Those attending matched their words with action, raising considerable funds for Share the Dignity, a charity which supplies sanitary products to women in need.

In Parramatta, the 'in conversation' series was continued with Julie Terry, previous principal, Tina Ruello, IEU NSW/ACT Executive member and teacher, and Margaret Mahon, long standing and a very committed union member with Rail Tram and Bus Union and now with IEU NSW/ACT. Their messages were ironclad – women can not take the foot off the accelerator, if they want to address gender inequality.

International Women's Day March

IEU NSW/ACT members ensured that our union was well represented at the Sydney's annual IWD rally and March. With a crowd of 2500 , IEU NSW/ACT along with other unions were clearly visible. Speaker after speaker from Unions NSW to former President of the NSW Legislative Council, Meredith Burgmann called for an end to gendered violence and the implementation of the *Australian Human Rights Commission's National Inquiry into Sexual Harassment in Australian Workplaces*. The march proceeded from Hyde Park to Prince Alfred Park where the sun shone, and the solidarity was strong. The demographic was diverse yet unified and the future, indeed is female.

Gendered Violence

In February, Valerie Jones and Lubna Haddad attended the train the trainer session on Gendered Violence, conducted by the Victoria Trades Hall. We are now well placed to roll out tailored training for our IEU NSW/ACT Chapters.



IEU NSW/ACT Women and Equity Conference – IEU Women 2020 – Women, Work and Wellbeing

We are continuing our planning for the 2020 IEU NSW/ACT Women and Equity Conference which is hopefully to be held on 14 August 2020. However, we remain flexible with rescheduling. The keynote speaker will be Sophie Ismail, ACTU Senior Industrial Officer will give an overview on Australian and International key issues effecting women.

A series of workshops are currently being developed such as; *Workload Issues in Schools; know your rights; Women Working in Boys Schools – issues, strategies and support. Protecting and Enhancing Workplace Wellbeing during Challenging Times, Aboriginal and Torres Strait Islander Perspectives for Staff and Students, Addressing Gendered Violence and BOLD – Building our Leadership Development*.

Safe and respectful workplaces – there is a fix!

IEUNSW/ACT Organisers Lubna Haddad and Valerie Jones

Safe and respectful workplaces are those where you work free and protected from any form of violence. Gendered violence (GV) in particular is a bigger problem in Australian workplaces than many of us realise. The reason for that is employees do not always categorise particular behaviours as forms of violence, let alone, gendered violence. Gendered violence involves “*any behaviour actions systems or structure that causes physical, sexual, psychological or economic harm to a worker because of their sex, gender, sexual orientation or because they do not adhere to dominant gender stereotypes or socially prescribed gender roles*” (Victoria Trades Hall).

Gendered violence includes: violence experienced by women because they are women, violence experienced by persons because they identified as LGBTQI, violence experienced by a person because they don't conform to socially prescribed gender roles or dominant definition of masculinity or femininity, witnesses sexual and gendered violence, directed at someone else, such as a co-worker.

Examples of Gendered violence include (but not limited to) behaviours and actions such as

Stalking • Intimidation or threats • Verbal abuse • Ostracism or exclusion
• Rude gestures • Offensive language • Put downs • Innuendos/insinuations • Being undermined in your role of position • Sexual harassment • Sexual assault and rape

And the impact of such behaviours can't be underestimated. An employee can feel or experience:

Embarrassed, wanting to withdraw or lose confidence • Unsafe or uncomfortable and feel isolated and excluded • Physically injured or ill, including mental illness, undue stress, anxiety, fear or post-traumatic stress disorder • Economic hardship for a range of reasons, including sexist attitudes leading to a lack of career progression, unfair classifications, being kept part-time or casual, or leaving a workplace to be free of gendered violence • Relationship breakdown and family disruption.

Many women workers can relate to at least one of these. But since gendered violence affects such a large cohort of workers, it is a system of attitudes that creates risks for particular workers. It is an unsafe system of work and as such is an occupational health and safety (OHS) risk. Unions already have the tools to address OHS issues. OHS laws differ from state to state, but generally require employers to provide a safe workplace, free from hazards. As BOLD women we can lead on this problem. With our BOLD leadership can make tackle the problem and reshape workplace cultures that may and can breed gendered violence.

Cultures of sexism and gender inequality (inside and outside of work), reinforce norms and behaviours that accept and trivialise the violence that women and other employees experience. We can lead to effectively challenge and reshape toxic cultures that breed gendered violence. Unsafe work systems are fixable. Here's how:

Be a 'STARRR'!

Situation – identify and assess the actions systems or structure that are present in your workplace which may be facilitating the occurrences of gendered violence, identify employees who are affected, how often, the types of Gendered Violence and discuss the responses to it.

Task – examine what you need to do to address the situation with your colleagues and delegates and your organiser who will help you address it

Actions – outline the steps will you need to take e.g. consultation, member meetings, resolutions,

Results – assess what your actions have achieved, how have they been implemented?

Review – the process and results

Revisit - the situation

As BOLD IEU women, we can start at a local level and use all the tools we have to overcome this epidemic, one school at a time. **It starts with you. It starts with us. Call it out. #stopgenderedviolence**



BOLD 2020

