

BOLD



WOMEN & LEADERSHIP NEWSLETTER



HEAR US ROAR

CHRISTINE COOPER, IEUA ASSISTANT FEDERAL SECRETARY



On March 15, tens of thousands turned out to protest the sexual abuse and harassment of women. The protest rallies – known as March4Justice formed from noon on Sunday/Monday across 40 cities and towns in Australia. Protestors wore black and carried placards calling for politicians and law makers to act. In Melbourne, protesters carried a long banner listing the names of women killed in acts of gendered violence in the past decade.

What led to this national outcry?

The recent gendered violence cases in parliament have shone a light on sexist culture and how inadequately, sexual assault and harassment is dealt with not just within the Parliament sphere, but also more broadly across all areas of Australian society. March4Justice was a grassroots movement, not affiliated with any political party and organised by volunteers in each city. It is the perfect example of the BOLD leadership action! But these rallies did not manifest in a vacuum, but rather from rising frustration with the toxic environment of ongoing gendered violence and inactivity from law makers and politicians.

Where is the national political leadership?

The allegations of sexual violence, sexual assault and sexual harassment at Parliament House serves as a stark reminder of the urgent need for meaningful reforms for equity and protection. Yet, the federal government has been slow and ineffective in responding to incidences of violence, sexism and misogyny in parliamentary culture, seemingly attempting to swipe all under the carpet of cover up. Consistently, the federal government is silent on the biggest threat to women's wellbeing, safety, and security. They have failed to implement all of the 55 recommendations from the AHRC Respect@ Work Report which would assist in addressing the incidences of gendered violence in the workplace, provide support and keep women safe. They have failed to act upon, or even discuss with unions, the ratification of the ILO C190 Violence and Harassment in the World of Work. By failing to act on these two essential pieces of work, the Federal Government continues to show disrespect and lack of care for women who are struggling with incidences of gendered violence.

We must continue the fight!

IF YOU'RE NOT ANGRY, YOU'RE NOT PAYING ATTENTION

KEY STATISTICS ON VIOLENCE AGAINST WOMEN IN AUSTRALIA

- On average, one woman a week is murdered by her current or former partner.
- 1 in 3 women have experienced physical violence since the age of 15.
- 1 in 5 women have experienced sexual violence since the age of 15.
- 1 in 3 women have experienced physical or sexual violence perpetrated by a man.
- 1 in 4 women have experienced physical or sexual violence by a current or former intimate partner.
- 1 in 4 women have experienced emotional abuse by a current or former partner.
- Women are nearly three times more likely than men to experience violence from an intimate partner.
- Almost 10 women a day are hospitalised for assault injuries perpetrated by a spouse or domestic partner.
- Women are more than twice as likely as men to have experienced fear or anxiety due to violence from a former partner.
- Almost one in 10 women have experience violence by a stranger since the age of 15.
- Young women (18-24years) experience significantly higher rates of physical and sexual violence than women in older age groups.
- There is evidence that women with disability are more likely to experience violence.
- 1 in 5 First Nation women aged 15 and over have experienced physical violence in a 12-month period. Over one third First Nation women who have experienced physical violence identified an intimate partner as the perpetrator.



There is a lack of comprehensive, population-wide data on violence experienced by LGBTIQ people. However, existing data and research suggests that rates of violence experience are comparable to that experienced by the wider female population.

There is also a lack of comprehensive, population-wide data on prevalence and

impacts of violence against women from migrant and refugee background, but studies identify specific complex issues such as partners using a woman's temporary migrant status as a means of violence. The number of women making calls to elder abuse helplines across the country exceeds men, with emotional and financial abuse most reported.

LEAD FOR EQUALITY

Rallies are a great start, but not the inevitable change-maker that is needed. The grassroots momentum must continue and with BOLD leadership it can. We must carry the energy of the rallies into our networks of connections and plan ongoing actions. There is a real danger that, without such a continuation of action, March4Justice will be simply be a newsworthy event of photographs and placards. All BOLD women are now called to step up and develop action plans with their groups. Below are some suggested actions.

HOLD DISCUSSIONS

Educate colleagues about gendered violence. Start an action group. Consider the workplace policies. Identify training needs. Consider guest speakers for groups/staff meetings/committees.



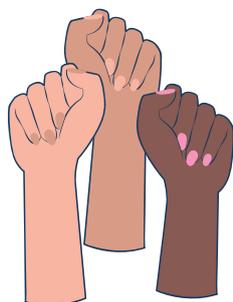
EDUCATE

Educate on the importance of ILO Convention 190 and Recommendation 206 and the recommendations of the AHRC Respect@Work Report.

More information can be found at

[https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_737414/lang--en/index.htm](https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_737414/lang-en/index.htm)

<https://humanrights.gov.au/our-work/sex-discrimination/publications/respectwork-sexual-harassment-national-inquiry-report-2020>



START A POLITICAL ACTION

Email the Prime Minister

(<https://www.pm.gov.au/contact-your-pm>)

and demand action on ILO Convention 190 and Recommendation 206. Demand the implementation of all 55 recommendations from the Respect@Work report. Call for support for an independent review into Parliament workplace culture and ongoing training of staff and politicians.



CONTACT YOUR LOCAL MP

Contacting your local Member of Parliament (http://www.aph.gov.au/Senators_and_Members/Members)

Maybe invite them to a group meeting. Ask them how will they make a difference? Where do they stand on addressing a toxic parliament culture? What steps are they taking to have the 55 recommendations from Respect@Work report implemented?

WOMEN OF WOLLONGONG

TINA SMITH, IEU NSW/ACT ORGANISER AND SOUTH COAST LABOUR COUNCIL PRESIDENT



On the 15 March, a bus load of BOLD women travelled from Wollongong to Canberra to join in the March4Justice protests.

The women of Wollongong marched on Parliament House to be heard again, to be seen again, and to be part of a movement to stop gendered violence again.

Crickey, we've been down this road before, and we've had enough again. Enough of the sexual harassment or worse in our workplaces, in our homes and in our general lives.

Women have the right to be safe and free from all types of abuses anywhere. We particularly expect this in the highest office of Australia where the standard should set the example for all workplaces across our nation.

Women, marching for justice, over 100,000 of us. We expected the PM to front and listen, but instead we got silence, a busy schedule and luck; we dodged the bullets, girls.

This lack of decency from the PM and to a very large extent his cabinet to address the women of Australia will need more than a one-off march to the grassy greens of Parliament House.

What should we be doing?

We need to stay alert, informed and ready to mobilise. Call out bad behaviour, keep an eye on your work colleagues, mates and loved ones.

IN CONVERSATION

AN INTERVIEW WITH GLORIA TAYLOR, FORMER IEU NSW/ACT DEPUTY SECRETARY

Tell us about your journey that led you to being a BOLD IEU Woman leader.

What inspired you to be an activist? What inspired you to step up to a leadership role?

I was born during a major telecommunication strike of women in the US led by my father. He was a senior national union leader and an ardent supporter of workers' rights. This combined with my mother's own commitment to women's right to work ensured I was inspired to a lifetime of activism. This was further cemented during the civil rights and women's movements in my youth in the 1960s and 70s. I embarked on a teaching career and later had roles in multicultural education. By my strong interest and good fortune, I found a position in the union and never really looked back.

What gave you the courage to push back on opposition that you may have encountered in your journey?

I never saw the work as an obstacle, but leadership roles can spark competitive reactions and workplaces all have their internal and personal conflicts from time to time. I have had my disappointments, but I would say the importance of engaging in the work itself is the best antidote against negativity. It helps not to take matters personally and to try to enjoy constructive interactions with colleagues.

What is the biggest change you have seen over the course of your career for women?

In many areas women are still fighting for basic rights. The current campaign against workplace assault and sexual harassment demonstrates how far we still have to go.



Nonetheless, I have seen immense change in the status of women in the workplace. When I first arrived in Tasmania to teach, the state had just initiated equal pay for women teachers. Prior to that year, women with equivalent teaching qualifications and experience earned less than male counterparts. Women are now seen in greater numbers across a wide range of professions. Opportunities are improving, but the fight isn't over.

What is your role, as a successful woman, in bringing up/mentoring the women in your field? What are some examples of things that you have done?

I have worked across many areas in the union and a role that gave me immense satisfaction was my work as a coordinator and mentor in the Organising Works program (involving the training of new union officials) and Union Summer (providing a summer internship program for those interested in working in unions).

Both programs engaged our union and our trainees/interns in the broader union movement, while getting direct experience in our own organisation. I have also had the role as induction officer for new IEU officers. When you act as mentor, you tend to refocus on the values and purpose of our work. This enables us to share our experiences with new people while experiencing our own renewal. We can also find fresh ideas and directions by interacting with enthusiastic and highly motivated new people.

How do you think women can best prepare for a position of leadership, when they aren't getting any assistance in their workplace?

Most of us working in roles in education or in unions are often practicing leadership on a day to day basis with students, members, colleagues or those within the wider community. We lead when we teach and when we perform a wide range of education roles. The same applies to working in a union. As suggested above, acting as a mentor, can strengthen our leadership skills.

I think it's important to take opportunities to work on projects and areas of interest that fit reasonably well within our priorities. Working in teams can be highly helpful. It is also important to look after relationships.

Often we can think we are lacking in opportunities but sometimes we actually are putting obstacles in the way of ourselves. Take a step back and consider how to overcome issues and improve communication.

Most importantly, it is hard to go wrong if we put commitment to our organisation and its members first and don't get too distracted by workplace 'noise'.

I believe we need to develop our own particular skills and talents and bring confidence to our collective work. We can then focus on the work at hand rather than our own position.

What do you think our next big fight should be on and what can we do to win?

In a broad sense I think fair wages along with professional recognition have become critical issues in the education sector. We now have had years of no real wage growth in NSW, yet greater demands on teachers and other education workers. There is an opportunity here for our women members to take a leadership role in this vital campaign.

Pay equity remains a battle including improved superannuation outcomes for women.

As for the next big campaign it is always important to 'grab the moment' and this makes tackling the issue of violence and disrespect towards women at work and in the community a very compelling issue to pursue in light of recent events and the current campaign momentum. It is simply unacceptable to still be grappling with this issue and we should put our energy into finding lasting solutions.

BOLD AROUND THE COUNTRY

IEU NSW/ACT

PAM SMITH, ASSISTANT SECRETARY



International Women's Day

The IEU NSW/ACT International Women's Day 'virtual afternoon tea' was hosted via Zoom on Friday, 5 March, with input from IEUA Federal Assistant Secretary Christine Cooper and women leaders from Unions ACT and Unions NSW. In keeping with the United Nations, 'achieving an equal future' theme, IEU Support Staff Vice President Carolyn Collins and Early Childhood teacher member Amy Martin provided us with perspectives on what equity means for their work and what we need to do in order to achieve it.

On 8 March, IEU was represented by members and officers at the Unions NSW event for International Women's Day where our BOLD IEU woman and nominated 'frontline worker' was early childhood teacher Amy Martin who also spoke on the issues experienced as an early childhood education teacher.

As well, IEU and CEO Wollongong held an IWD morning tea on 8 March and there was a joint IEU/Bathurst CEO IWD dinner on 11 March with Dr Lisa Buxton as guest speaker where Lisa shared her journey as an Aboriginal woman working in Catholic education. Both these events were well attended.

Gendered Violence

IEU NSW/ACT has a strong and enduring commitment to fair, safe and inclusive workplaces for staff and for students' learning and wellbeing. Last year, IEU NSW/ACT conducted two online PD sessions on supporting women working in boys' schools and on boys' education issues ('boys will be boys?') and building off this, planning is now underway for further member engagement in anti-gender violence training in 2021.

As well, like our other BOLD sisters, the IEU NSW/ACT participated in the March4Justice events held in Canberra, Sydney and a range of regional centres. These events will feature in our union journal Newsmonth and planning is underway for a panel session at IEU Council in June on ending gender violence featuring a teacher member, a principal and a male ally.

Women and Equity Committee Survey

As foreshadowed at the IWD virtual afternoon tea, a survey is being conducted of NSW/ACT Women and Equity Committee network members to invite them to share their key concerns, issues and passions. The feedback from the survey will help to inform WEC priorities and campaigns into the future.

BOLD AROUND THE COUNTRY

IEU QNT

CARYL ROSSER, ORGANISER

Gendered Violence

IEUQNT stepped out to protest gendered violence at the March4Justice rally which was held in Brisbane on 15 March and we continue our work in this space to ensure that all are engaged in addressing the issues of gendered violence in our society and our workplaces.

Women's Conference

IEUQNT is excited to be holding the online women's conference Be BOLD For Change on 19 August 2021. The online conference will connect IEU QNT women from across Queensland and the Northern Territory to talk, learn and reflect on workplace issues that matter the most to them as women. The Conference will be a series of informative and interactive workshops about empowering

women at work and will focus on such issues as reproductive health, gendered violence, mental health and coercive control, with the aim to building safe and respectful workplaces and achieving change through action.

Online learning

We will also be running substantial learning in the online space such as sessions on classroom inclusion for LGBTIQ+ children, gendered violence, mental health and the importance of Superannuation. We will again be utilising the rights at work chats (developed by the Victorian Trades Hall) to find out the views of members who identify as women, having a disability, LGBTIQ+ or as workers towards the end of their careers.



IEU WA

After several years, it is now time to review our BOLD network and discuss ways on how we can engage IEU women to strengthen and grow our network. International Women's Day was a great opportunity to come together with other union members and challenge stereotypes, fight bias, and campaign for Gender Equality. Together we rallied with other unions to highlight the many battles that women are facing in the workplace.

Issues include closing the gender pay gap, ending discrimination and the need for improvements to workplace entitlements such as paid domestic violence leave.

In deference to the 30th Anniversary of the Royal Commission into Aboriginal Deaths in Custody on Monday, the Perth March4Justice rally was held on Sunday and was attended by nearly 5000 people.

BOLD AROUND THE COUNTRY

IEU SA

LOUISE FIRRELL, ASSISTANT SECRETARY



The SA BOLD group remain very active, despite last year's limitations from COVID 19.

Excitingly, BOLDies are stepping up to various positions of union activism, and we are proud to now have Britta Jureckson as our IEU SA President. Our committee has reviewed 2020 and agree that while the zoom meetings kept us connected, face to face gatherings provided us with more opportunities for discussion. As such, we met in February to plan the activities for 2021.

Professional Development

2021 will see the return of the BOLD Feminism in Pub. The first of these is around reproductive rights and leave and is being held in April. We are planning another women's PD day in term 3 with topics relating to selfcare.

Community engagement

Our women's dinner is always well attended and provides an opportunity to meet with other BOLD women leaders from SA. This year our dinner will be held in term 2 and the BOLD committee is currently planning the agenda.

After last year's International Women's Day dinner, SA BOLDies became actively supportive

of the SA Centre of Democracy activities and in particular the STITCH and RESIST community activity.

Launched in March 2020, STITCH & RESIST was originally designed to encourage community groups and organisations to host craftivism workshops that would address specific issues. However, in response to the coronavirus pandemic the important focus became How can we continue to resist injustice, engage in the everyday practice of democracy, and take care of our wellbeing in the midst of a pandemic? STITCH & RESIST is a participatory craftivism project designed to address this urgent question by exploring how creativity can serve to help us stay well, stay connected and stay actively engaged with the causes we care about.

The Centre of Democracy is collecting images of these hand-stitched works to create a digital gallery that documents the issues and concerns of the time in which we now find ourselves.

Gendered Violence March4Justice

IEU SA was well represented on Monday 15 March at the March4Justice rally.

BOLD AROUND THE COUNTRY

IEU VICTAS

THERESE O'LOUGHLIN AND MARIT CLAYTON, ORGANISERS



This year we are looking forward to having face to face contact with our BOLD network. We are also looking to increase in size and relevance. We acknowledge that 2020 was a very tough year for those of us in Victoria and especially for women. So, we want to re-set and focus on who we are as union women and what we are going to do to stay stronger together.

IWD 2021

We decided to have our celebration online this year which meant members joined us from all over Victoria and Tasmania for a discussion of how we can lead in gender justice and eliminate gendered violence from our workplaces. The global theme for IWD 2021 is Women in Leadership: Achieving an Equal Future in a COVID-19 World. We called on our members to:

- Challenge sexist language and behaviour in all contexts as such attitudes only serve to reinforce gender stereotypes.
- Challenge stereotypes and the perception of the 'ideal worker' which are held by many employers and governments. Women, who bear the bulk of responsibilities for caring, simply do not fit

into these false perceptions of the ideal worker.

- Campaign for comprehensive legal and industrial change which protects and enhances the position of women. We need greater access to secure, part-time flexible work, to paid family and domestic violence leave and to stronger superannuation provisions which recognise the caregivers.
- Campaign for effective education of men and women to raise awareness of the issues affecting women, particularly in regard to gendered violence.

Gendered Violence in the workplace

The disturbing reports of alleged sexual assaults in Canberra and the toxic nature of that workplace for women highlights the need for enforceable policies that make our workplaces safe and respectful for everyone. We know that working in schools we are provided with the unique opportunity to affect the attitudes and behaviour of our young people. This year VICTAS will focus on WRAW chats with our women members and we will work with them to eradicate gendered violence in their workplace. This will include the provision of GV training with staff in schools.

5 WAYS TO SUPPORT WOMEN CO-WORKERS EVERY DAY

International Women's Day was celebrated on 8 March and the day always provides us with the opportunity to celebrate the achievements of women as well as call for action in the ongoing fight for gender equality. However, ongoing recognition and support for women in the workplace is possible all year round. The following is based on the ACTU list of 5 ways to support and make a difference for women in the workplace.

CHECK YOUR BIAS

The thing about bias is that it's often unconscious. We can hold opinions in favour of or against a person based on their gender without even realising it.

The first step in keeping your bias in check is to recognise how it might be in play.

How are women treated in the workplace? What language is used to describe them? Are they 'bossy' where a male colleague might be "assertive"?

What about workload? Is there an uneven distribution of work allocation towards a woman than a man? Is it an expectation in the workplace for a woman to simply get on with the job without the necessary resources? Is it considered an easier option to task a woman with additional jobs, knowing that the work will simply "get done"?

What is the level of respect provided to the work which a woman undertakes in the workplace? Is all work respected evenly? Or are the duties undertaken by a woman, viewed as the 'softer' components of work and can readily be overlooked or taken for granted.

While reflecting on workplace behaviours, why not ask your co-workers for feedback on how they see bias or prejudices presenting at work?

Taking stock of bias and changing behaviours is a great first step towards achieving equality in the workplace.

GIVE IT A SHOUT

Are women getting the credit they deserve in the workplace? In many workplaces, women are given less credit for their accomplishments than their male colleagues. This can then have a knock-on effect with women being overlooked for projects or promotions.

Keep an eye out for such incidences and look for ways to shout out women's contributions. Speak up if credit isn't being given where credit is due. It is a pretty simple change to make but can have a huge impact on culture.



5 WAYS TO SUPPORT WOMEN CO-WORKERS EVERY DAY

MAKE ROOM

This may seem an obvious step towards achieving gender equality in the workplace, but it is work checking.

Are women involved when decisions are being made at the workplace? Are women being provided with opportunities to speak and be listened to in meetings? Where on the meeting agenda are they listed to speak?

Keep watch for when decisions are made and listen for the voice of women.

SHARE THE LOAD

How are workplace chores distributed at the workplace; those jobs that must be completed but do not actually fall within any person's role description. Jobs like note taking, organising events, or arranging the birthday cakes.

Who takes charge of these tasks? Are the same people volunteering each time and are they women? It may seem like a small thing, but these kinds of tasks can take valuable time away from core tasks, not to mention feed into some pretty outdated stereotypes.

BELONG TO BOLD

BOLD IEU women know that we can achieve more together and there is still so much more that is needed to be done for equality. Speak with your colleagues about equity issues and about the issues women are experiencing. And if they are not part of our union, ask them to belong and be active. Invite your IEU women colleagues to join with the IEU BOLD women group.

2021 BOLD WEBINAR SESSIONS

LEADING FOR EQUALITY

In 2021, BOLD webinar sessions will move to Zoom, providing participants a broader opportunity to engage and discuss topics. We thank tLN for the years of support to BOLD program and their assistance with our BOLD webinars.

Monday 10 May

STEPPING UP TO LEADERSHIP

Loretta Cotter, Deputy Secretary of IEU VICTAS Branch will discuss her experiences of moving from activist to union leader. We will discuss the lessons learnt over time and consider what advice could be given to BOLD women when applying for leadership positions.

Monday 9 August

LEADING SUPPORT STAFF ACTIVISM

A panel of BOLD IEU women discuss their experiences in organising and leading Support Staff activism. We will discuss the experiences of IEU BOLD Women who are support staff and how they organise and lead for equality.





