

# COMMUNITY RESPECT & EQUALITY SUMMIT

#RiseAsOne #RespectRules #ViolencesNEVERok  
#CRESummit2021 #HOPE



ANN O'NEILL

PHD INT. HLTH. | MAASW (ACC) | BSW (HONS 1)

Q E I I C O M M U N I T Y C E N T R E ,

G E R A L D T O N , W A

9 . 3 0 T O 1 0 . 1 5



# SADLY, THIS IS NOT JUST MY JOURNEY...

Family and domestic violence is a leading cause of homelessness:



Intimate partner violence is the greatest health risk factor for women



## Most at risk:

- Aboriginal and Torres Strait Islander women
- Young women
- Pregnant women
- Women with disabilities
- Women experiencing financial hardships
- Women and men who experienced abuse or witnessed domestic violence as children.



were killed by a current or previous partner between 2012-13 and 2013-14

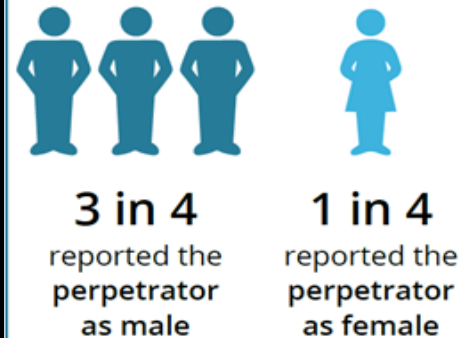


Most family, domestic and sexual violence is against women, by men

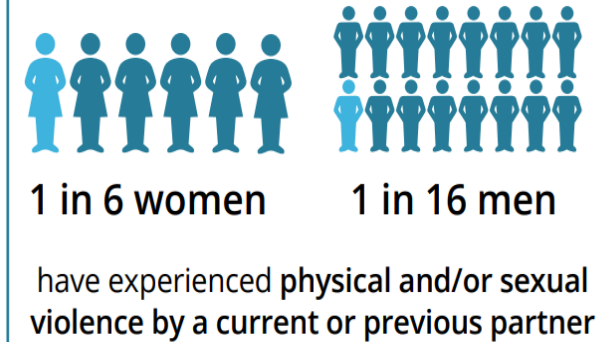
Women and men reported their experiences before age 15:



For victims of domestic violence:



Since age 15:





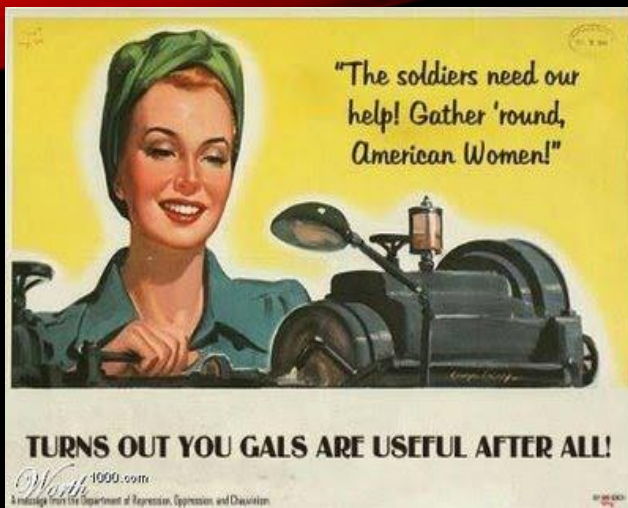
# CHANGE IS A PROCESS NOT AN EVENT

Change: make or become different.  
an act or process through which something  
becomes different.



© Photograph: Rochelle Brockington /  
EyeEm





A man marries a woman because he loves her. So instead of blaming him if married love begins to cool, she should question herself. Is she truly trying to keep her husband and herself eager, happy married lovers? One most effective way to safeguard her dainty feminine allure is by practicing *complete feminine hygiene* as provided by vaginal douches with a *scientifically correct* preparation like "Lysol." So easy a way to banish the misgivings that often keep married lovers *apart*.

#### Germ destroyed swiftly

"Lysol" has amazing, *proved* power to kill germ-life on contact . . . truly cleanses the vaginal canal even in the presence of mucous matter. Thus "Lysol" *acts* in a way that makeshifts

For complete Feminine Hygiene rely on . . .

"Lysol"  
Brand Disinfectant

A Concentrated Germ-Killer

Product of Lohm & Pink



# HOW RELATIONSHIPS WERE DEFINED IN LAW EQUATED TO HOW WOMEN WERE TREATED

- **1883 women stopped being chattels and could own property in their own right (138 years – 2021)**
- 1883 first woman graduated from university – Bella Guerin
- 1889 Louisa Lawson wrote “Will it be believed, a hundred years hence, that such a state of things existed?”. Louisa Lawson wasn't talking about women getting the vote. She was talking about violence against women.
- 1890 Constance Stone became the first registered female doctor in Australia
- 1894 South Australian Women can vote and have the right to sit in Parliament. In 1923 Victoria was the last State to do so.
- 1897 South Australia the first woman in parliament
- **1902 Non-Aboriginal women gained the right to vote in Federal elections and the right to sit in Federal Parliament and the right to stand for election** (In the USA, female suffrage in a

national election was not achieved until 1920, and in the UK women did not achieve voting equality with men until 1928.)

- 1911 The very first International Women's Day was launched by [Clara Zetkin](#) in March 1911 .
- **1922 The first woman was elected to an Australian Parliament – Edith Cowan to the lower House of the WA Parliament.**
- 1950 Female basic wage set at 75% of the male basic wage
- **1959 The Matrimonial Causes Act 1959 provided 14 grounds for the grant of a decree of dissolution of marriage** ('divorce'), including adultery, desertion, cruelty, habitual drunkenness, imprisonment and insanity. To succeed on one of these grounds, a spouse had to prove marital fault.

# HOW RELATIONSHIPS WERE DEFINED IN LAW EQUATED TO HOW WOMEN WERE TREATED

- **1962 Aboriginal women (& men) were allowed to vote Federal**
- **1966 female government employees could now retain their jobs after marriage**
- 1967 referendum made history: Australians voted overwhelmingly to amend the constitution to include Aboriginal people in the census and allow the Commonwealth to create laws for them
- **1969 Equal pay legislation introduced** (NB not for AB women or men)
- 1971 Women could get loans from the commonwealth bank
- **1972 first rape crisis centre**
- **1973 introduction of sole parent pension**
- **1974 first women's refuge**
- **1975 no blame divorce –**
- didn't have to prove abuse/infidelity (with

no money to access lawyers etc

- **1976 Rape in marriage becomes illegal** in South Australia
- 1979 first female pilot
- 1981 NSW women could prosecute their husbands for violence
- 1983 Australia signed on to the United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in 1983. Often described as an international bill of rights for women
- **1988 DV was named as a major issue in Australia**
- 2008 first female governor General Australia
- 2009 first female premier
- **2010 first female Prime Minister**

<https://timeline.awava.org.au/timeline>



## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

# EQUALITY AND EQUITY

# GENDER EQUALITY: HAVEN'T WE ACHIEVED IT?

## Gender Equality



In 2015-2016, average superannuation balances for women aged 60-64 were **just over half (58%)** those of men.<sup>2</sup>

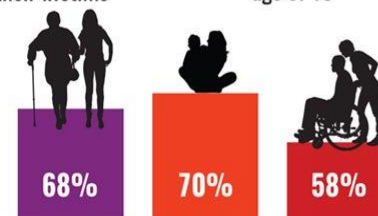


**1 in 2**

mothers reported experiencing workplace discrimination as a result of their pregnancy, parental leave or on return to work, while

**1 in 5**

mothers indicated that they were made redundant, restructured, dismissed, or that their contract was not renewed<sup>4</sup>



Women spend almost twice as many hours each day performing unpaid care work compared to men<sup>7</sup>



Australian women account for:

- ▶ 68% of primary carers
- ▶ 70% of primary unpaid carers for children
- ▶ 58% of primary unpaid carers for the elderly and people with disability or long-term health condition<sup>6</sup>



Australia ranks 48th in the world in terms of female political empowerment (the representation of women in politics). This is down from 32nd in 2006<sup>8</sup>.

• Source <https://humanrights.gov.au/our-work/education/face-facts-gender-equality-2018>

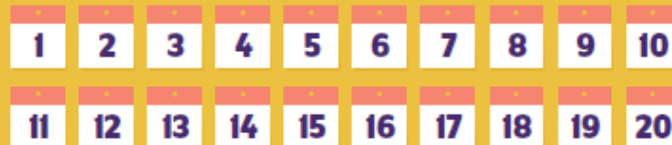


# GENDER INEQUALITY IN EDUCATION

Around the world, there are at least **34 million** elementary school age girls out of school, compared to about **28 million** boys.<sup>1</sup>



**Two-thirds** of the world's illiterate adults are women. This proportion of illiterate women has not changed for the past **20 years**.<sup>2</sup>



**15 million** young girls will never have the opportunity to learn to read and write in elementary school, compared to about **10 million** boys.<sup>2</sup>



'At least **60%** of the world's countries have fewer girls enrolled in secondary education than boys.'<sup>2</sup>



**In general, girls who get an education:**



marry later



have fewer children

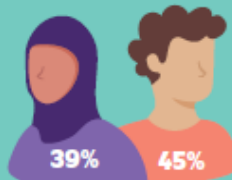


earn higher wages

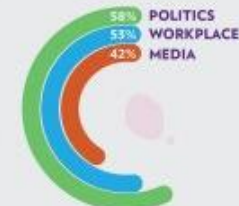


support healthier families

Globally, only **39%** of girls living in rural areas attend secondary school, compared to **45%** of boys living in rural areas.<sup>2</sup>



50:50 BY 2030 FOUNDATION  
A FOUNDATION OF GENDER



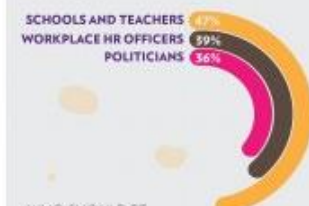
THREE AREAS OF SOCIETY WHERE SEXISM IS MOST WIDESPREAD IN AUSTRALIA

50:50 BY 2030 FOUNDATION  
A FOUNDATION OF GENDER



IT IS IMPORTANT TO ME THAT MORE WOMEN BECOME LEADERS

50:50 BY 2030 FOUNDATION  
A FOUNDATION OF GENDER



WHO SHOULD BE RESPONSIBLE FOR ADDRESSING EVERYDAY SEXISM IN AUSTRALIA?

From girls to men: Social attitudes to gender equality in Australia, 2018. Report: <https://www.broadagenda.com.au/2018/from-girls-to-men-social-attitudes-to-gender-equality-in-australia/>

<sup>1</sup> <https://www.globalpartnership.org/data-and-results/education-data>

<sup>2</sup> United Nations Educational, Scientific and Cultural Organization (UNESCO)

# CHANGE THE STORY

## TEN ACTIONS TO PREVENT VIOLENCE AGAINST WOMEN



**Violence against women is serious, prevalent and driven by GENDER INEQUALITY**

**GENDERED DRIVERS**  
of violence against women:

CONDONING of violence against women	MEN'S CONTROL of decision-making and limits to women's independence	STEREOTYPED constructions of masculinity and femininity	DISRESPECT towards women and male peer relations that emphasise aggression
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Gender Inequality sets the NECESSARY SOCIAL CONTEXT



**657**  
DOMESTIC VIOLENCE MATTERS ARE DEALT WITH EVERY DAY BY AUSTRALIAN POLICE



**Violence against women IS PREVENTABLE**  
if we all work together

**ACTIONS**  
that will prevent violence against women:

CHALLENGE condoning of violence against women	PROMOTE women's independence & decision-making	CHALLENGE gender stereotypes and roles	STRENGTHEN positive, equal and respectful relationships
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Promote and normalise GENDER EQUALITY in public and private life

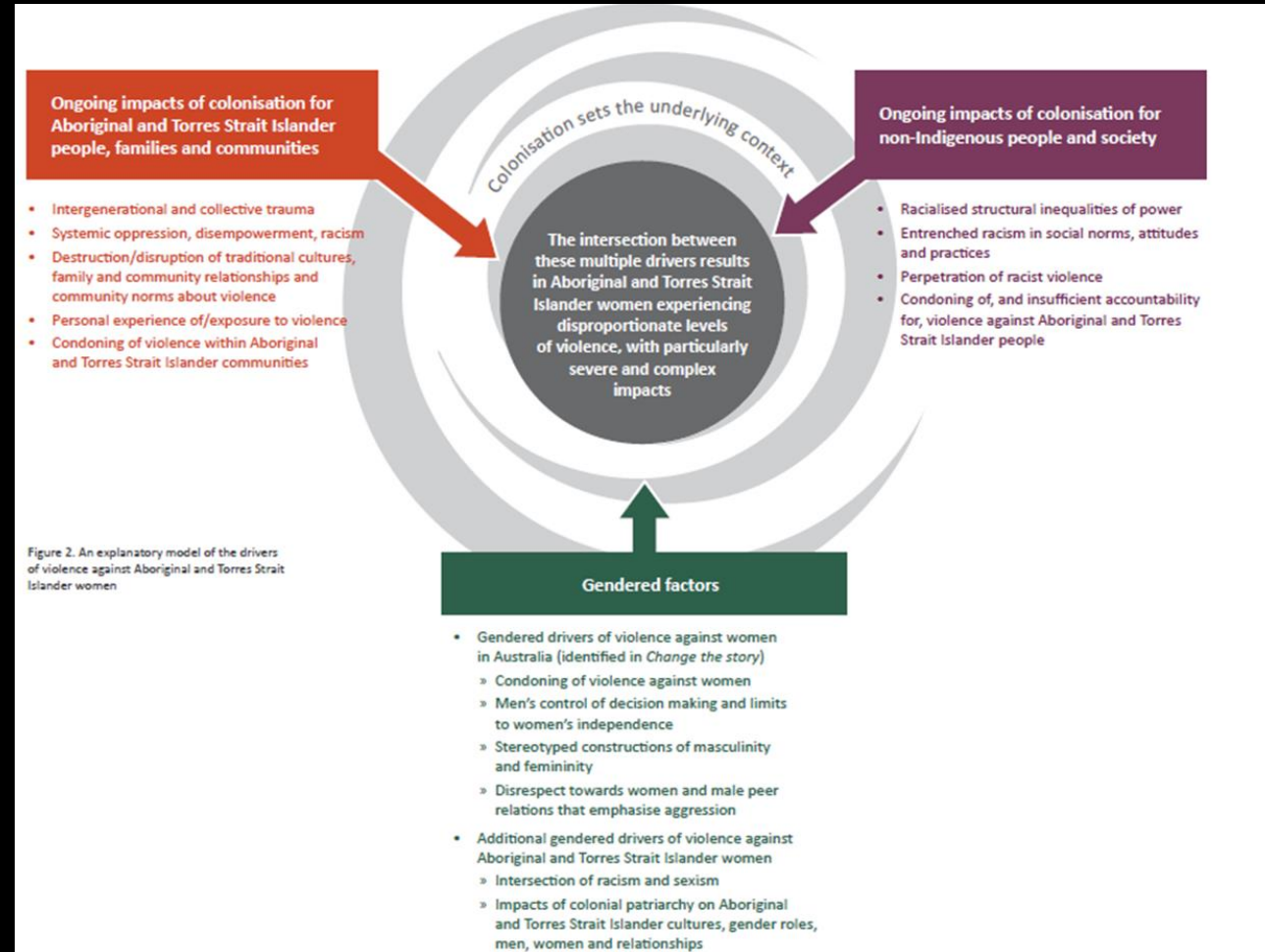
MUTUALLY REINFORCING ACTIONS ARE NEEDED THROUGH LEGISLATION, INSTITUTIONAL, POLICY AND PROGRAM RESPONSES:

- by governments, organisations and individuals
- in settings where people live, work, learn and socialise
- tailored to the context and needs of different groups.





# THE INTERSECTING DRIVERS OF VIOLENCE AGAINST ABORIGINAL AND TORRES STRAIT ISLANDER WOMEN



# CHANGE ATTITUDES AT SYSTEMIC LEVELS



“What if we don’t change at all ...  
and something magical just happens?”



# WOMEN'S ECONOMIC SECURITY STATEMENT

Gender-balanced leadership leads to improved decision-making and performance.

- <https://www.pmc.gov.au/office-women/economic-security/wess/supporting-women-leaders-and-role-models> (2020)

## Key management roles



## ASX200 Directors



## Australian CEOs



The market value of the average Australian company increases:

**\$78.5 million**

when the representation of women on their board **increases** by **10 percentage points** or more

# ATTRACT AND RETAIN WOMEN LEADERS WITH THESE 5 KEYS TO SUCCESS

The culture of an organization or a department — or the views of a single manager — can have a direct impact on whether women stay with an organization or leave for something better.

The informal patterns of influence and unspoken performance expectations play a role. And, of course, a woman's individual experiences and perspectives are powerful factors, too.

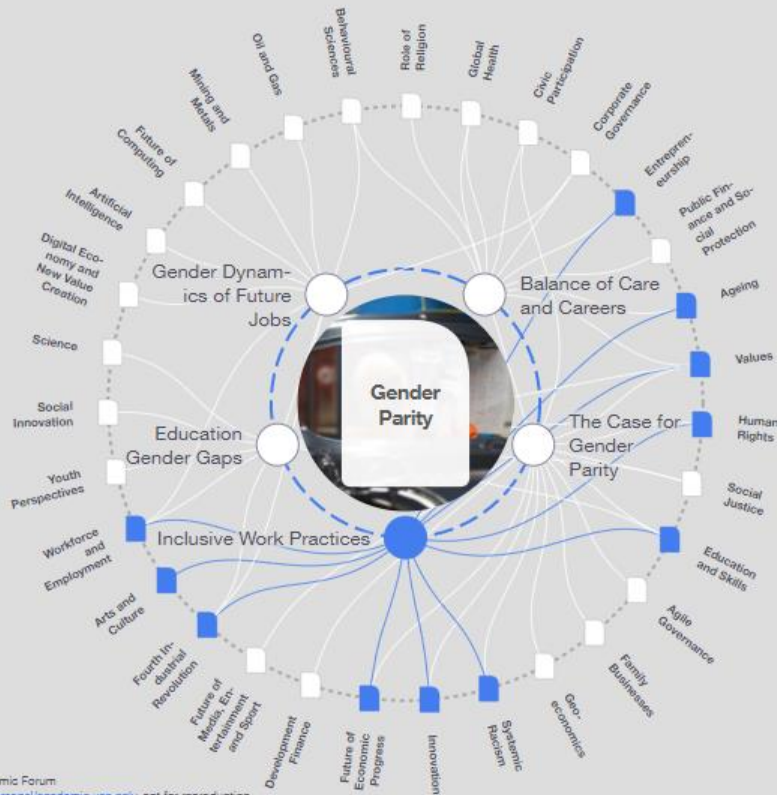
To attract, develop, retain, and promote talented women, organizations should take a broad view. Here are 5 proven things to consider, as we note in [our white paper](#):

Center for Creative Leadership

<https://www.ccl.org/articles/leading-effectively-articles/5-proven-ways-develop-female-talent/>







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GLOBAL ISSUE

# Gender Parity

Curation: World Economic Forum



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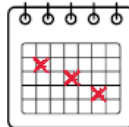
HOPE:  
IT  
IS WHAT  
WILL MAKE  
COMMUNITY  
RESPECT  
AND  
EQUALITY  
BECOME A  
REALITY!



### In Australia

**1 in 6 women**

over the age of 15 have  
experienced physical  
violence and/or sexual  
violence (AIHW, 2018)



**1 woman** is killed every  
**9 days** by a partner  
(AIHW, 2019)

### In Geraldton

The Midwest Region averages **234** reported incidents of  
family violence to police every **month** (Department of  
Communities, 2017)

In 2019-20 the City of Greater Geraldton alone averaged  
**105** incidents a month (WA Police, 2020)

**83%**  
of women experiencing violence from a current partner do  
**NOT** call police (AIHW, 2018)





**HEROES:**  
BE ONE

A hero is someone who,  
in spite of weakness,  
doubt or not always  
knowing the answers,  
goes ahead and  
overcomes anyway.

Christopher Reeve



**OPPORTUNITIES:**  
SEIZE THEM

It matters not what  
happens to you in  
this world but what  
you do with what  
happens to you.

Chinese Proverb



## POWER:

MAKE YOURS COUNT FOR GOOD

If a picture paints a thousand words, then role modelling is worth a thousand lessons.

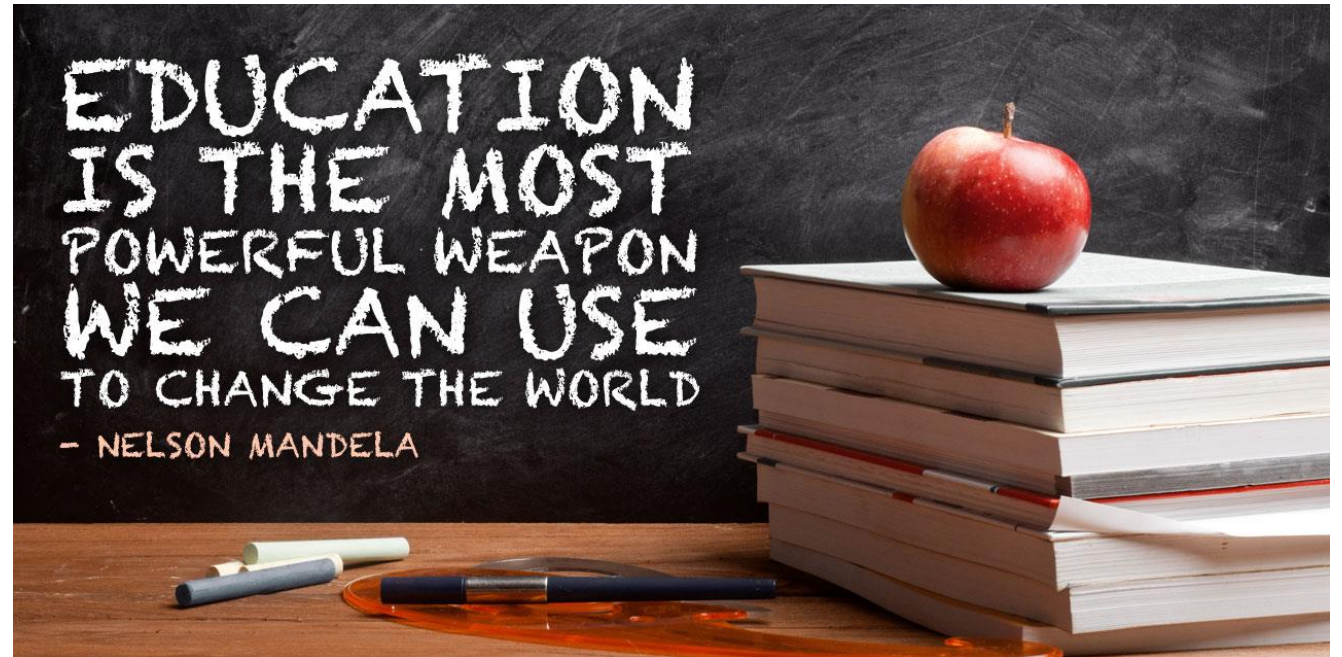
Adapted by Ann O'Neill



# EDUCATION: KNOW THE RESEARCH AND CONSIDER THE SILENCES

*Education is when  
you read the fine  
print. Experience  
is what you get if  
you don't.*

Pete Seeger



# QUESTIONS ARE GUARANTEED IN LIFE: ANSWERS ARE NOT.

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# THANK YOU



I would like to be known as a person  
who is concerned about freedom  
and equality and justice and  
prosperity for all people.

— *Rosa Parks* —

AZ QUOTES



© Photograph: Rochelle  
Brockington / EyeEm