



Our Watch



Preventing violence
against women

NAWO GEM Program

Gender Equity Men

Module 1 - 29 April 2026



Acknowledgement of country



Our Watch **acknowledges the Traditional Owners** of the land across Australia on which we work and live. We **pay our respects** to Aboriginal and Torres Strait Islander peoples past and present.

About Our Watch

Our Watch is the national leader in the primary prevention of violence against women in Australia.

We work with businesses, governments and communities to drive **long-term cultural change** where people live, work and play.



About NAWO

NAWO is a community of like-minded leaders, individuals and organisations advocating for gender balance, and we are inclusive of all identities and diversities.

Our vision is to see **gender balance valued and achieved** at every level in operations.

NAWO supports people to lead more inclusively, provides a safe space to ask questions and have conversations that help achieve greater gender balance.

NAWO Mentors volunteer their time to support the GEM Mentoring program.



Program Overview

1.

What is allyship?

Gender inequality,
privilege & stereotypes

2.

Speaking up

Being an active bystander and
challenging microaggressions

3.

Extending opportunities

Opening doors

4.

Changing systems

Knocking down barriers

5.

Making it happen

Being accountable project proposals

Group agreement

- Chatham house rules
- Respectful
- Right to pass
- Cameras on and muted when not speaking
- Mentoring circles are not recorded




Where to go if you need help

1800RESPECT
NATIONAL SEXUAL ASSAULT, DOMESTIC
FAMILY VIOLENCE COUNSELLING SERVICE

 1800 737 732

 **Men's Referral Service**
Operated by No to Violence

 1300 766 491



Australian
Human Rights
Commission

 1300 656 419

13 YARN

 13 92 76

 **Lifeline**

 13 11 14



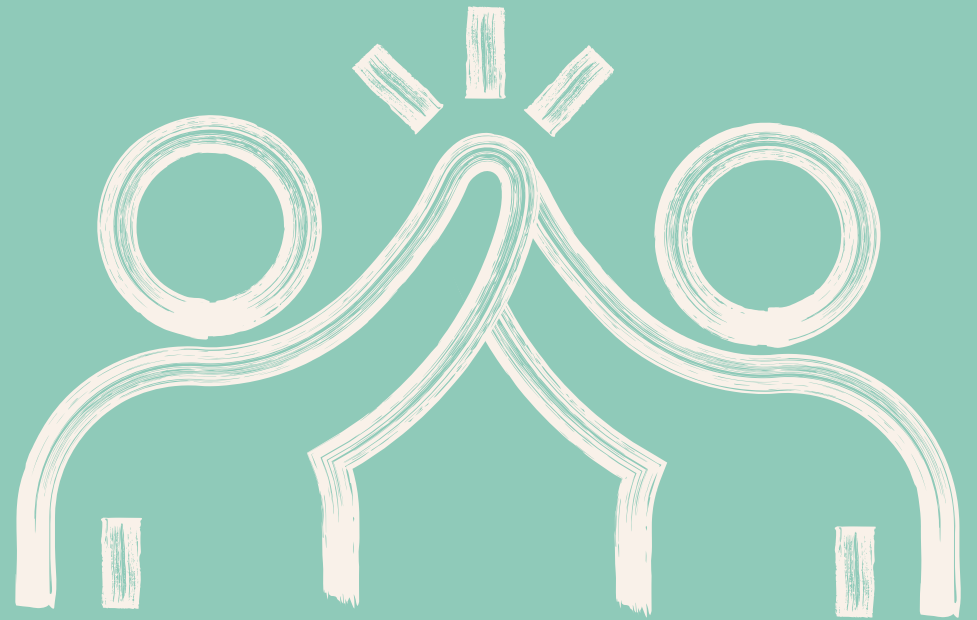
LIFE

 1800 184 527

 **NAWO**
Balancing Gender in Operations

OurWatch

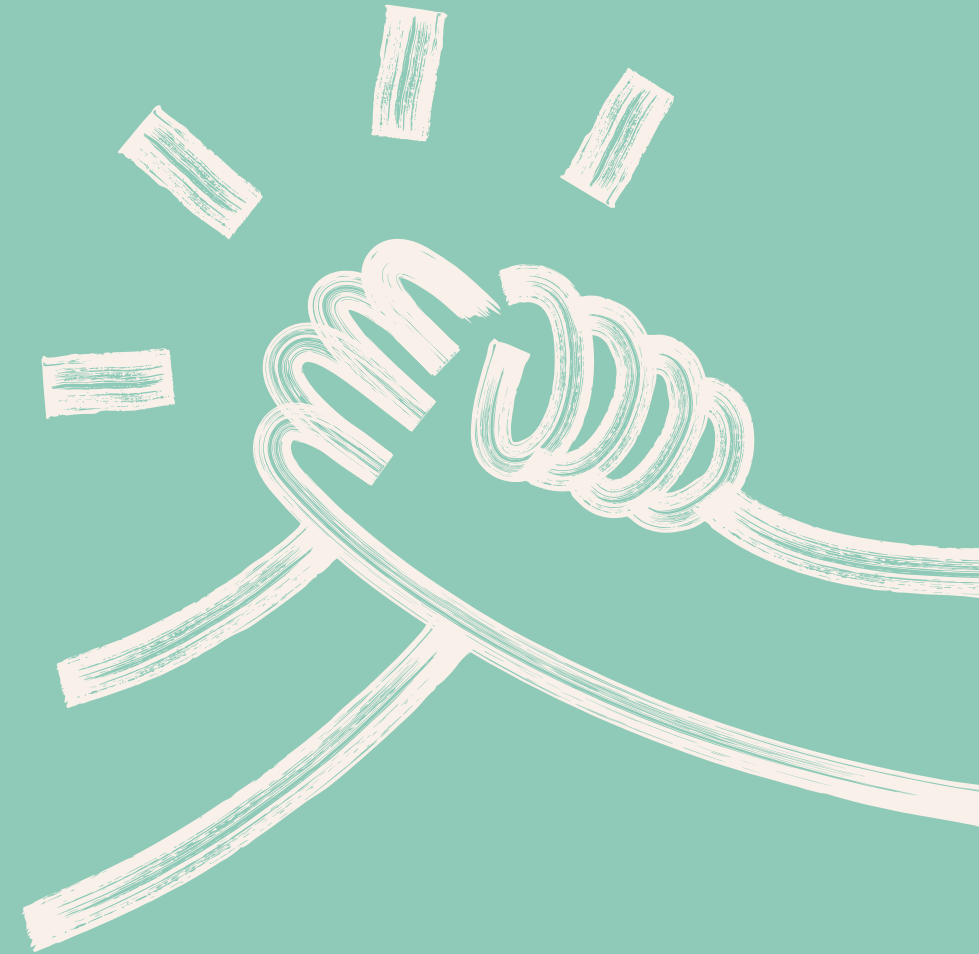
Why be an ally for gender equity?



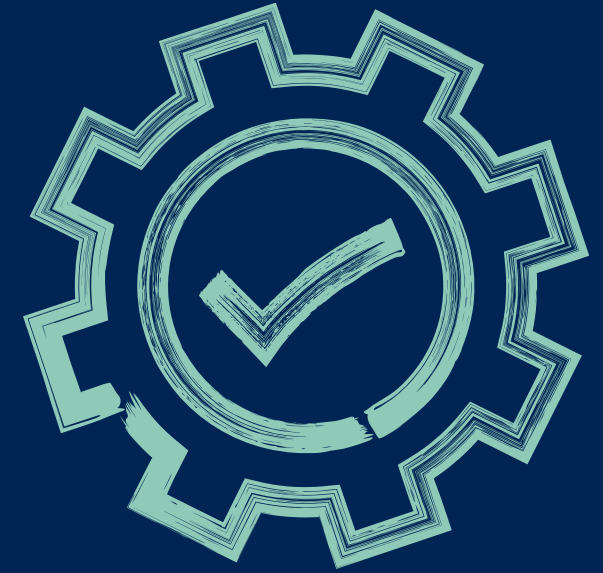
Activity

Share

1. Why are you here?
2. Why is being an ally important to you?
3. What values do you hold that drive this passion?
4. What do you most want to address, to change in your sphere of influence?
5. What will the world and/or your workplace look like if lots of people become allies for gender equality?



Why gender equality is good for business



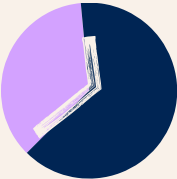
- ✓ Be an **employer of choice**
- ✓ Strengthen **culture** and improve **productivity**
- ✓ Business' reputation as **leader for positive change**
- ✓ **Attracting** and **retaining** staff
- ✓ **Mitigate risk** of harm to employees and the business
- ✓ **Meet** staff and consumer **expectations**

Gender inequality in the workplace

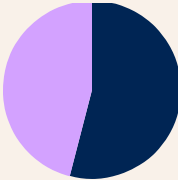
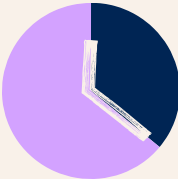
Women spend almost twice as many hours each day performing **unpaid care work** compared to men



64.5% of the total work day for women

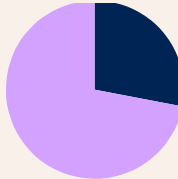


36.1% of the total work day for men



54% of employed working-age women with disability work part-time

compared with **28%** of their male counterparts



Australia's full-time gender pay gap

13.3%



with women earning **\$253.50 less than men** each week, on average (2023)

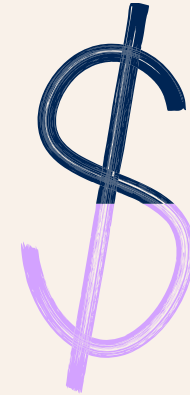


Gender inequality in the workplace



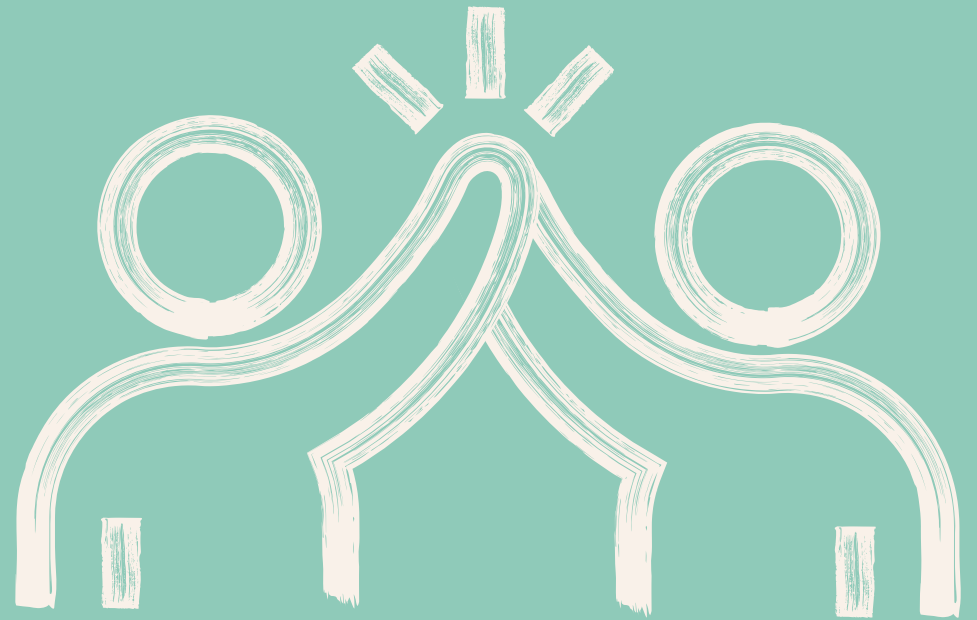
Only **18** of the **CEOs** of Australia's top 300 ASX-listed companies are women and 46 of these companies have **no women in executive leadership** (2022)

1 in 2 mothers report experiencing workplace discrimination as a result of their pregnancy, parental leave or on return to work



On average, women retire with approximately **half** the level of retirement savings of men

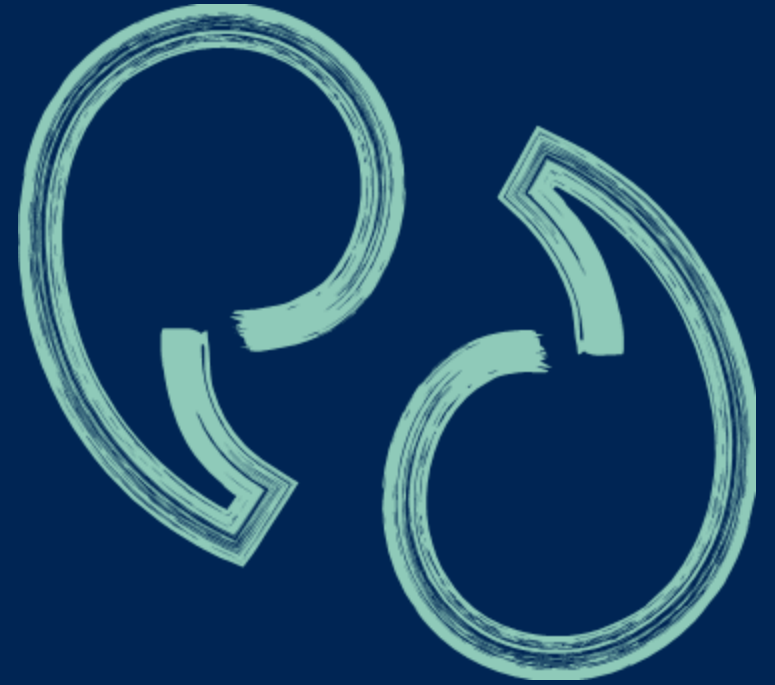
What is an ally?



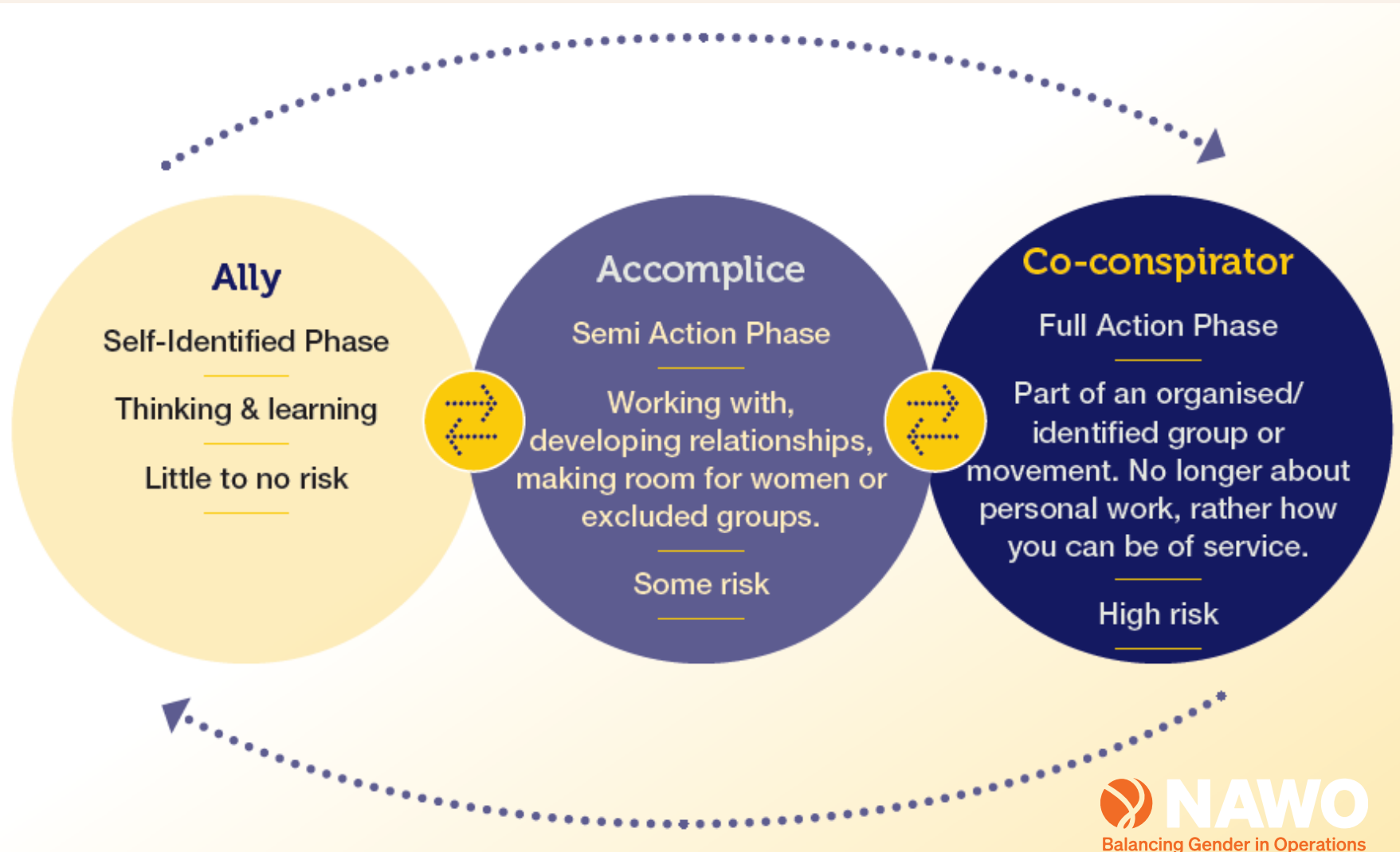
What is allyship?

We view allyship as a strategic mechanism used by individuals to become collaborators, accomplices, and co-conspirators who fight injustice and promote equity in the workplace through supportive personal relationships and public acts of sponsorship and advocacy. Allies endeavour to drive systemic improvements to workplace policies, practices, and culture.

— Harvard Business Review



WTWM concept of allyship



What is privilege?

Being an ally requires recognizing the advantages, opportunities, resources, and power you've automatically been accorded ... while others have been overtly or subtly denied them. This can be painful because it often means admitting that you haven't entirely earned your success. But it's necessary. It's also important to understand that privilege is a resource that can be deployed for good

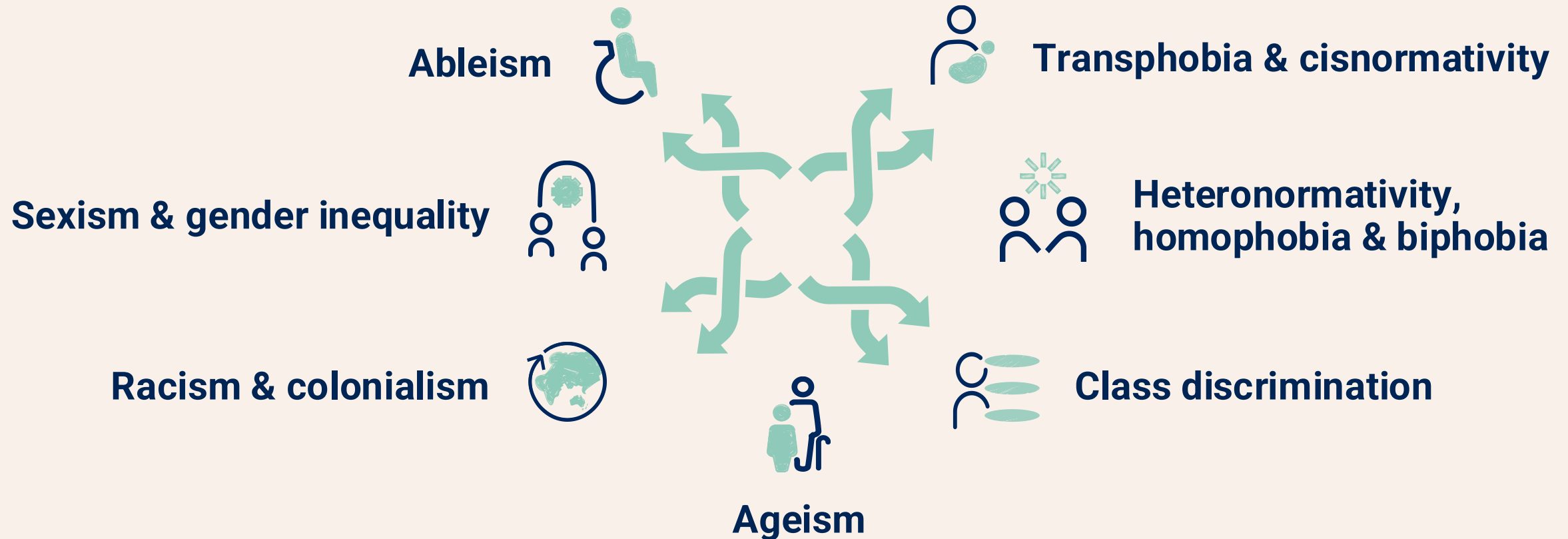
— Harvard Business Review



Intersectionality

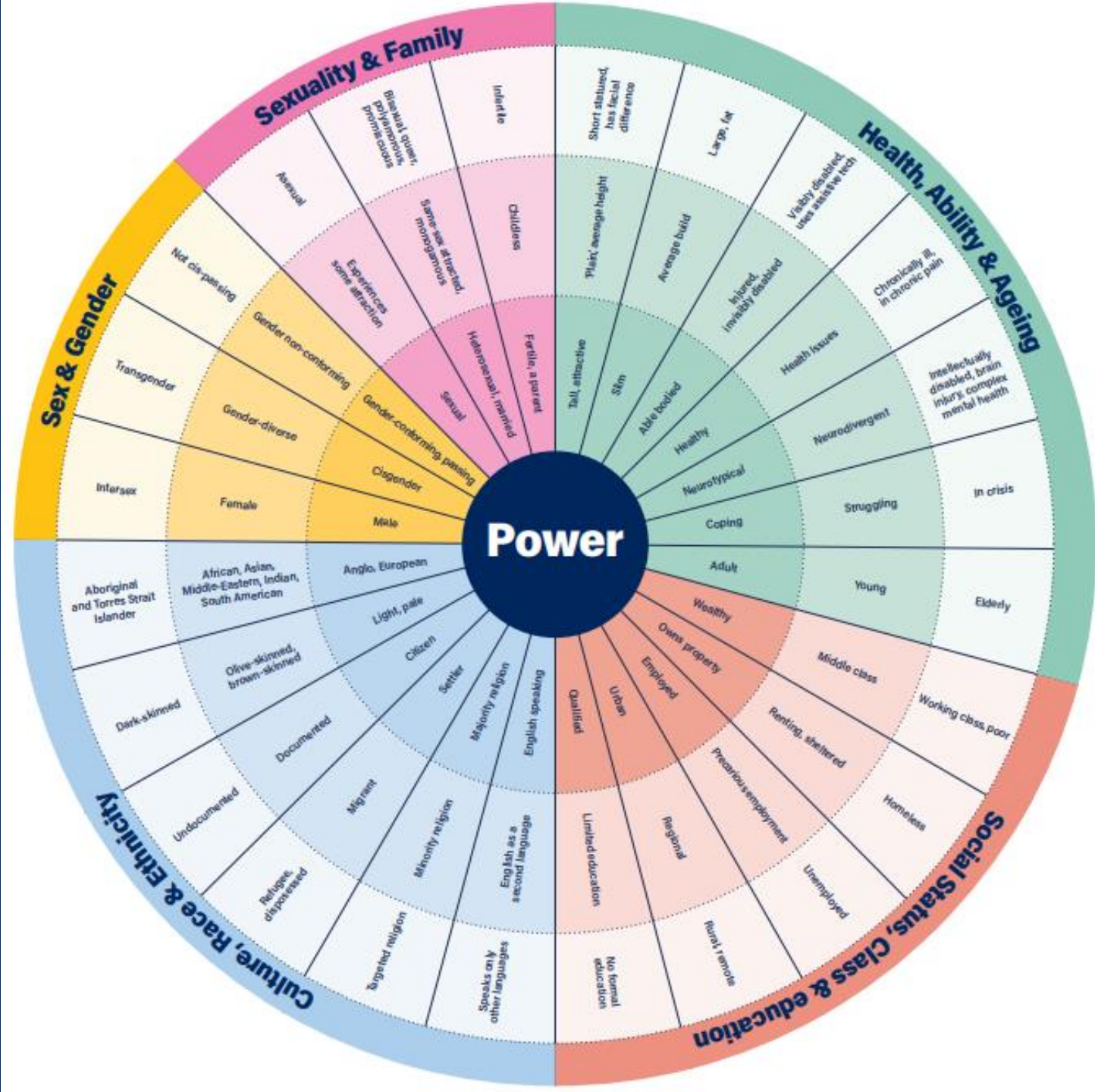


Intersecting forms of **power, privilege, oppression & discrimination**



Activity

1. Make a list of social identities that you identify most strongly with
2. Write down something that you value and something that is challenging about those identities
3. Do you think your identity categories are in the majority where you work, or the minority?



Drivers of violence against women

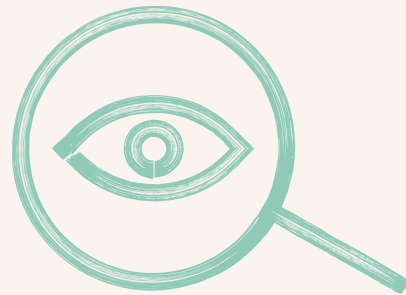
Driver 1.

Condoning of violence against women



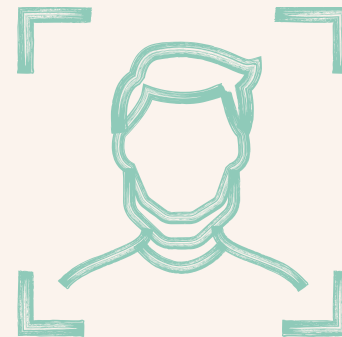
Driver 2.

Men's control of decision-making and limits to women's independence in public and private life



Driver 3.

Rigid gender stereotyping and dominant forms of masculinity



Driver 4.

Male peer relations and cultures of masculinity that emphasise aggression, dominance and control



Rigid Gender Stereotypes

Driver 3.

Rigid gender stereotyping that limits the ways people can express themselves



Male Peer Relations

Driver 4.

Male peer relations at work that disrespect women and each other

ESSENTIAL ACTION 4

Support men and boys to develop healthy masculinities and positive, supportive male peer relationships

the men's project

A Jesuit Social Services initiative

Thank you

For more information:

Visit the Our Watch website

www.ourwatch.org.au

E: cameron.mcdonald@ourwatch.org.au

