



# Our Watch



Preventing violence  
against women

# NAWO GEM Program

## Gender Equality Men

### Module 4 – Changing systems

20 May 2026



# Acknowledgement of country

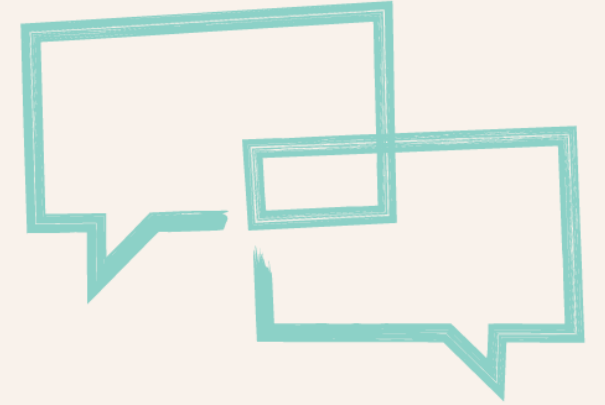


Our Watch **acknowledges the Traditional Owners** of the land across Australia on which we work and live. We **pay our respects** to Aboriginal and Torres Strait Islander peoples past and present.



**What's one word to describe how you're feeling at this point of the program?**

# Opening Share – GEM Circles



- Please briefly share some of the **themes of your last breakout mentoring circle discussion** and/or discussion and between sessions.
- **This week: Circle - Carolyn & Gareth, Circle - Gaynor & Daniel (up to 2 mins sharing, per Circle):**
  - What themes, ideas, learnings or actions did your circles discuss during and following last week's session on Extending Opportunities/Sponsorship?

# 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

# 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



# Workplace Equality and Respect model



Culture is what people feel and experience every day at work. It's shaped by leadership, systems, and behaviours.

Create an environment where promoting safety, gender equality and respect are clearly expected, consistently modelled by leaders, and backed up by policies, training, and accountability at every level.

This is about putting gender equality, respect and safety into action across everything you do.

Gender equality, safety and respect should show up in everything you do—from how you deliver services and choose suppliers to how your teams work and make decisions.

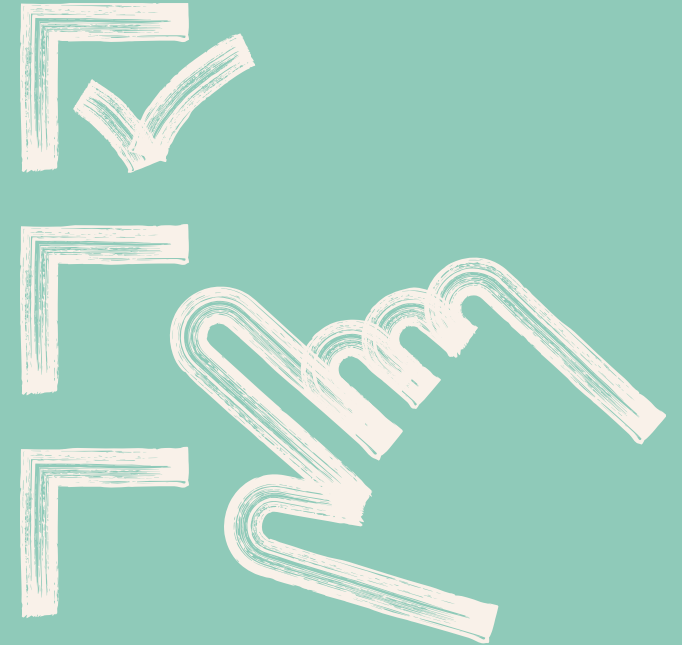
Think of this as the foundation.

It's about weaving the values of gender equality, safety and respect into your strategic planning and decision-making from the start, not just adding it on later.

# Strategy and planning

## Know and meet your legal responsibilities

- You've got a legal responsibility to take proactive steps to prevent gender-based violence, not just respond when something goes wrong
- Update your risk management systems to include psychosocial hazards and reporting pathways
- Understand what's required for paid family and domestic violence leave. From mid-2025, all affected employees, including casuals, are entitled to 10 days of paid leave upfront. Check the Fair Work Ombudsman for details



# Strategy and planning

## Create your foundation documents

This could be a code of conduct or similar document that suits your workplace. Use plain language, make it visible, and keep it simple—one page is often enough. Include the following in your foundation document:

- Expectations around respectful behaviour, discrimination, and mental wellbeing
- What's OK and what's not
- How to raise concerns (directly, via email, or external channels)
- How you'll respond to concerns and what happens next

# Strategy and planning

## Invest in building capability

Build your workplace's capability to support gender equality, safety, and respect by taking the following steps:

- Include short check-ins about respect, fairness, and safety in team or client discussions
- Join free or low-cost training on responding to harassment, bullying, bias, and racism
- Review policies and practices for hidden bias and exclusion (for example, gender, race, disability, age, sexuality).

# Strategy and planning

Here are some ways to make sure your work environment (in-person or online) doesn't create risks to someone's mental health, wellbeing, or safety:

- Know your legal obligations, including the positive duty under Respect@Work changes to the Sex Discrimination Act 1984 and antidiscrimination legislations.
- Stay across WHS requirements, including how to manage psychosocial risks like bullying, stress, isolation, and unsafe power dynamics.
- Integrate psychosocial risk management into your WHS systems covering physical and digital safety, contractor and client interactions, and clear, accessible reporting pathways

# Strategy and planning

Respect Aboriginal and Torres Strait Islander cultural protocols:

- Learn about Aboriginal and Torres Strait Islander cultural protocols and follow those relevant to your local area and community



# Workplace culture

- **Make respectful behaviour a daily habit**

Talk about gender equality, safety, and respect. You can do this in everyday interactions, during catch-ups, client meetings, or when briefing new contractors.

- **Make respect visible**

Display your values statement and code of conduct in shared spaces, websites, or client materials.

- **Use inclusive language**

Use gender-neutral terms ('team' not 'guys'), people's correct pronouns, and imagery that reflects diversity.

# Workplace culture

- **Model wellbeing and flexibility**

Show balance and care in how you manage your time and relationships.

- **Foster trust and safety**

Encourage open conversations about concerns and make it clear harmful behaviour isn't tolerated.

- **Practice cultural respect**

Acknowledge Country, recognise diverse communities, and celebrate cultural events.

# Everyday operations

Put the core systems in place:

- **Look at official guidance**

Check Safe Work Australia's guidance on managing psychosocial risks and preventing further harm.

- **Maintain a risk register**

Include gender-based violence and psychosocial hazards such as bullying and harassment.

- **Run annual risk assessments**

Consider things like client meetings, remote work, late-night shifts, or alcohol at events.

# Everyday operations

- **Redesign unsafe situations**

Use buddy systems, safe transport, and client clauses.

- **Keep communication professional**

Use workplace channels, safe venues, and appropriate times.

- **Record and respond to incidents**

Know which authorities to contact for serious issues

# Everyday operations

- **Provide information and support contacts**

Make reporting information and support contacts clear and easy to find. Include services like 1800RESPECT, WHS regulators, Australian Human Rights Commission, and police. Display this information somewhere easy to find, like your code of conduct, onboarding materials, or on your website.

- **Keep confidential notes**

Any concerns or incidents so be recorded confidentially so you can identify patterns early.

- **Make providing feedback straightforward**

Create simple, safe ways for clients or collaborators to give feedback, including anonymous options.

# Actions at home

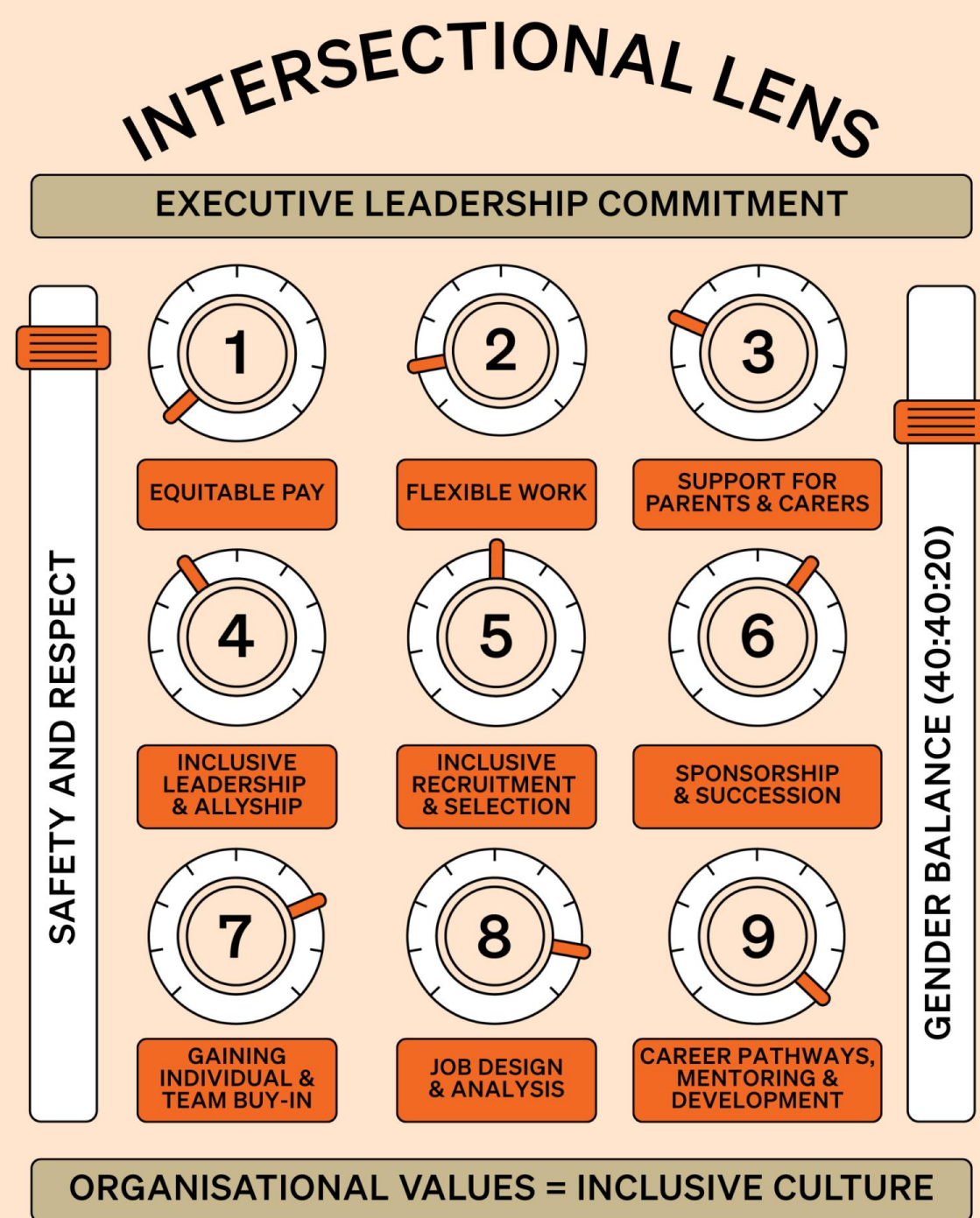
## What about gender inequality at home and in our communities?

- Look at the division of unpaid work in your own house, and work towards equality
- If you're in a heterosexual relationship – look for ways to support your partner's career progression by considering taking on more of the unpaid work
- Look at gender diversity and equality in any clubs or community groups that you're a part of
- Challenge rigid gender stereotypes
- Watch women's sport
- Campaign for female politicians
- Speak out against disrespect online

# NAWO's 9 Dials for Gender Balance - Supporting systemic change

The NAWO Nine Dials framework is a transformative tool for organisations that are ready to move beyond surface level diversity initiatives and embed meaningful, measurable change.

NAWO designs resources and forums to support members to take positive action aligned to these nine dials.



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# Supporting you to take action!

- In your mentoring circles today you will continue to speak about actions you can take in your sphere of influence, to make a difference to Gender Balance
- Homework: Complete your **Gender Equity Commitment and Action plan** template
- **Next week....Making It Happen: Accountability Panel** - Come prepared to share your draft Action plan with your circle, who can provide feedback and support you in taking accountability going forward for bringing it to life!
- We are seeking 3 volunteers to share their action plans with the broader group – let your mentor know if this is you, today!

## Gender Equity Commitment and Action Plan

My Commitment:

My Action Plan:

1. Sphere of Control – My Personal Behaviours and Practices (at work, home and beyond)

GEM Levers	Goal	Action	Stakeholder(s)	Success Measure	Due date	Status
e.g. Module 1: Allyship						Not started / In progress / completed

2. Sphere of Influence – My Team/Peers

GEM Levers	Goal	Action	Stakeholder(s)	Success Measure	Due date	Status
e.g. Module 2: Speaking Up						
e.g. Module 3: Extending Opportunities						

3. Sphere of Influence – Organisation and Community

GEM Levers	Goal	Action	Stakeholder(s)	Success Measure	Due date	Status
e.g. Module 4: Changing Systems						



# My sphere of influence

## Control

Areas you have complete control over in the workplace

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## Direct influence

Actions you can take to directly influence a person, group or outcome

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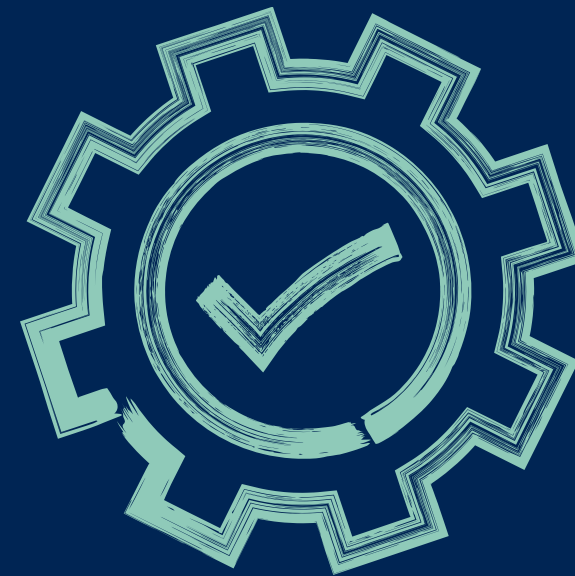
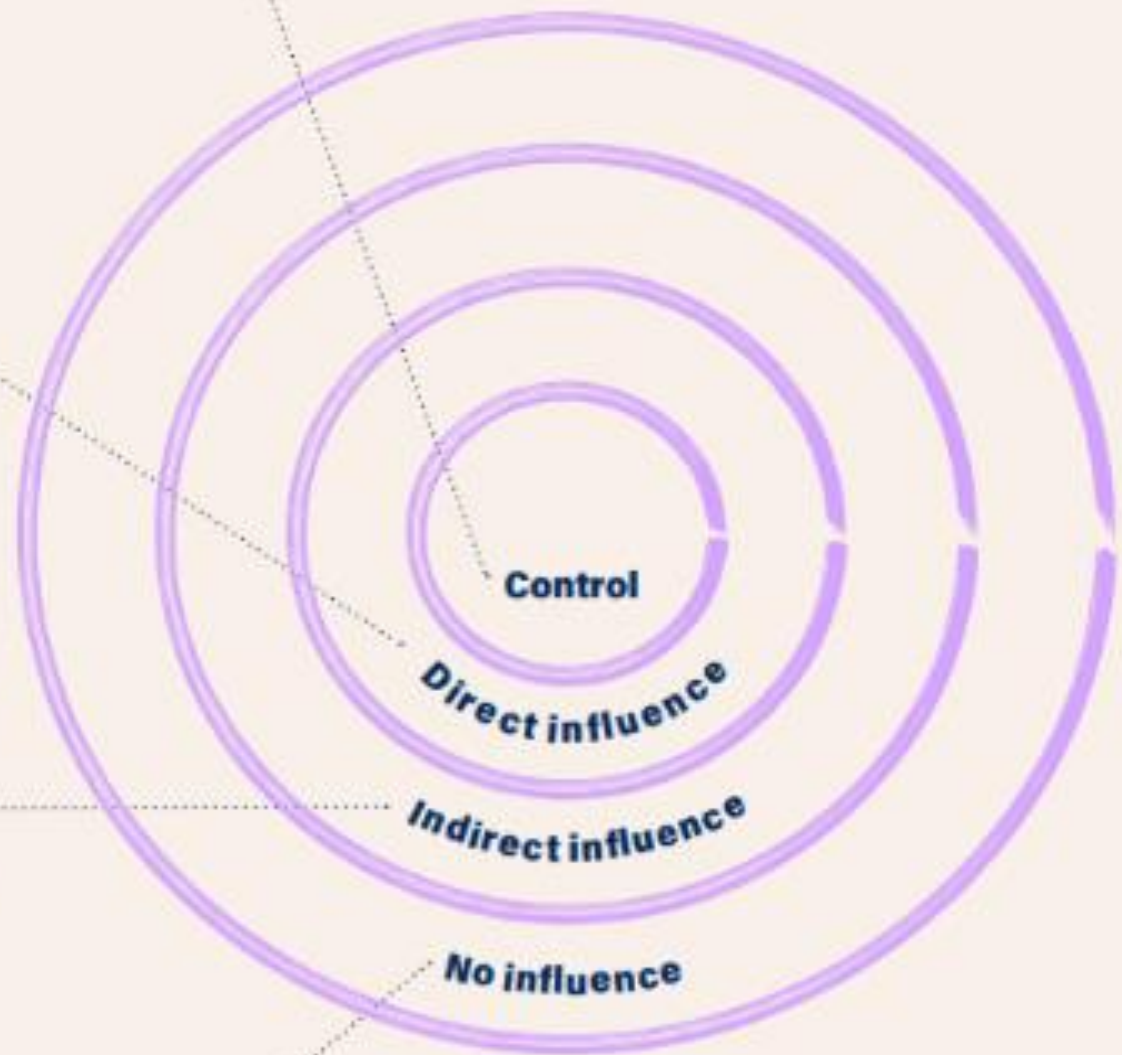
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## Indirect influence

Actions you can take where you do not have access to the person or group you want to influence, or influencing them directly may not be effective

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 **NAWO**

**OurWatch**



# Thank you

**For more information:**

Visit the Our Watch website  
[www.ourwatch.org.au](http://www.ourwatch.org.au)

Or email  
[alisha.taylor-jones@ourwatch.org.au](mailto:alisha.taylor-jones@ourwatch.org.au)



# 2026 GEM Circle Breakouts

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<p>Room 1 Anita &amp; Ben (+Kirstan W)</p> <ul style="list-style-type: none"><li>• Scott</li><li>• Gareth A</li><li>• Ben R</li><li>• Brad</li><li>• Dylan</li></ul>	<p>Room 2 Charisma &amp; Darren</p> <ul style="list-style-type: none"><li>• Kuntalsinh</li><li>• Leslie</li><li>• Tom</li><li>• Peter</li><li>• Mike W</li><li>• David R</li></ul>	<p>Room 3 Kartini &amp; Andy (+Renee B)</p> <ul style="list-style-type: none"><li>• Lawrance</li><li>• Daniel</li><li>• Chris</li><li>• Aaron</li><li>• Shannon</li></ul>	<p>Room 4 Kate &amp; Rene</p> <ul style="list-style-type: none"><li>• Jeremy</li><li>• Michael S</li><li>• Rajiv</li><li>• Fernando</li><li>• Alberto</li></ul>
<p>Room 5 Gaynor &amp; Daniel</p> <ul style="list-style-type: none"><li>• Sean</li><li>• Johann</li><li>• Nicholas A-N</li><li>• Kyron</li></ul>	<p>Room 6 Tania &amp; Tabz (+Matthew B)</p> <ul style="list-style-type: none"><li>• Noah</li><li>• Adam</li><li>• Ebin</li><li>• Nick C</li><li>• Richard B</li></ul>	<p>Room 7 Carolyn &amp; Gareth</p> <ul style="list-style-type: none"><li>• Mike O</li><li>• Shane</li><li>• Joshua</li><li>• Eric</li><li>• Andrew W</li><li>• Rob</li></ul>	<p>Room 8 Wern &amp; Tim</p> <ul style="list-style-type: none"><li>• Andy Y</li><li>• Ben X</li><li>• Heath</li><li>• Steven</li><li>• Blake</li><li>• Trent</li></ul>