



# Our Watch



Preventing violence  
against women

# NAWO GEM Program

## Gender Equality Men

### Module 5 – Making it happen

27 May 2026

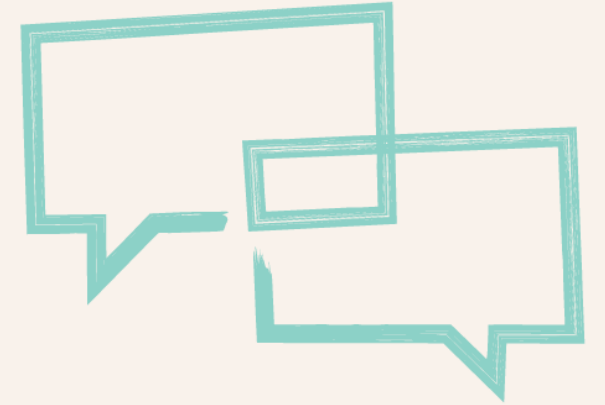


# Acknowledgement of country



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.

# 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 Tania & Tabz, Circle Anita & Ben (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 Changing Systems?

# 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 - action plan  
proposals



**Principle 1** Be conscious of power and men's privilege

**Principle 2** Continuously pursue knowledge and learning

**Principle 3** Support words with action and be accountable

**Principle 4** Encourage others to become allies and join the movement





## Principle 1 Be conscious of power and men's privilege

- Be able to identify and articulate that gender is constructed and that there are particular ways that being a “Man” is performed and supported by society.
- Identify and acknowledge that men as a group hold political, economic and social power and privilege, but that there are power differences among men due to racism, homophobia, ableism, class, etc.
- Be able to identify what men's power and privilege looks like, both in your own and other men's lives.





## Principle 2 Continuously pursue knowledge and learning

- Commit to self-education through reputable sources that relate to gender equity and gender-based violence.
- Commit and show your engagement with material that is written and created by diverse peoples, especially content made by women, the queer community, and people of colour from a range of cultural and First Nations backgrounds.
- Be able to explain what gender equity and social justice mean to you and what you can do to contribute to ongoing change.



## Principle 3 Support words with action and be accountable

- Practice amplifying voices of women and queer people, and calling out examples of inequality and harmful behaviour wherever you are, in ways that empower the person experiencing the oppression.
- Where appropriate, leverage or activate your own privilege to challenge and change gendered power imbalances in your daily life. Ask those most impacted by these imbalances what you could do—but don't rely on them to educate you.

- Reflect and acknowledge that your elevated position to advocate and be a bystander is possible because you are a man and therefore have access to power and privilege. It might have nothing to do with your skill or capacity in this space. Recognise that women, queer communities, First Nations and other communities of colour are often silenced when men are elevated.
- Engage in training, therapy, and group work to challenge and unlearn certain behaviours, thoughts and practices that actively go against your ally stance. Do not rely on women or those most impacted by men's violence to be responsible for your healing and work.



## Principle 4 Encourage others to become allies and join the movement

- Share the responsibility (that those most impacted usually hold) of motivating, supporting, challenging and holding other men to account.
- Share your experiences of vulnerability, learning and knowledge with other men.
- Gain skills in dealing with your own and others' strong emotions and how you can help other men to increase their emotional intelligence and capacity to do this work.



# Accountability Panel

**"Allyship without accountability is tokenistic and risky"**

Working Together with Men 2.0, RMIT

**"Women's voices should be at the centre of our work as allies, and women should be in leadership roles"**

Men in Focus Practice Guide, Our Watch



# GEM ACTION PLAN – KYRON LOVELL

## Gender Equity Commitment and Action Plan

### My Commitment:

I commit to actively promoting gender equity by fostering inclusive environments in my workplace, football club, and community. I will challenge bias, support equal opportunity, and lead by example to ensure women and girls feel respected, safe, and empowered to participate and succeed.

### 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
Leading by example	Model inclusive and respectful behaviour	Call out inappropriate comments, use inclusive language, ensure equal voice in discussions	Self, peers, players	Positive feedback from peers; no tolerance for disrespectful behaviour	Ongoing	In progress
Building awareness	Improve understanding of gender equity	Complete training / read materials on gender equity and inclusion	Self	Completion of at least 2 learning resources	3 months	Not started
Accountability	Reflect on personal bias and behaviour	Conduct quarterly self-reflection and seek feedback from trusted colleagues	Self, manager	Documented reflections and improvements	Quarterly	Not started

# GEM ACTION PLAN – KYRON LOVELL

## 2. Sphere of Influence – My Team/Peers

GEM Levers	Goal	Action	Stakeholder(s)	Success Measure	Due date	Status
Inclusive leadership	Ensure equal participation in team environments	Encourage input from all team members in meetings; avoid dominant voices taking over	Team members, players	Increased participation from all members	Ongoing	In progress
Opportunity & development	Support growth of women and girls	Mentor or support at least one female colleague and player	Team, club members	At least one active mentorship relationship	6 months	Not started
Culture & respect	Build a safe, inclusive team culture	Set clear behavioural expectations within work team/club; address issues immediately	Players, staff	Reduced incidents; positive team feedback	Ongoing	In progress
Recruitment & retention	Increase female participation	Actively promote opportunities for women in club roles or workplace initiatives	Club, organisation	Increase in female participation numbers	Season/year end	Not started

## 3. Sphere of Influence – Organisation and Community

GEM Levers	Goal	Action	Stakeholder(s)	Success Measure	Due date	Status
Advocacy	Promote gender equity in broader environment	Advocate for inclusive policies and practices within organisation/club	Leadership team, committee	Adoption or discussion of initiatives	6–12 months	Not started
Visibility	Increase visibility of women in leadership/roles	Highlight achievements of women in communications/social media	Club, organisation	Regular recognition posts or mentions	Ongoing	Not started
Access & inclusion	Improve access for women and girls	Support or initiate programs that encourage female participation (eg grassroots footy initiatives)	Community, club	Increase in female engagement/registrations	Season/year end	Not started
Partnerships	Strengthen community impact	Engage with local groups supporting women in sport/workplace	Community organisations	At least one partnership or collaboration	12 months	Not started

# GEM SELF REFLECTION – KYRON LOVELL

## Quarterly Gender Equity Self-Reflection Tool

Name: Kyron Lovell

### 1. Reflection Snapshot

Quarter: \_\_\_\_\_

Date completed: \_\_\_\_\_

Environment: Work / Football Club / Community

### 2. Personal Behaviour Check (Score 1–5)

Area	Score (1-5)	Reflection Notes
I model respectful, inclusive language		
I challenge inappropriate behaviour when I see it		
I ensure equal voice in discussions		
I actively check my own bias		
I create safe environments for women and girls		

### 3. Key Reflection Questions

What did I do well this quarter?

Where could I improve?

Did I challenge bias or inappropriate behaviour? What happened? What would I do differently?

### 4. Impact on Others

Team/Players: \_\_\_\_\_

Colleagues: \_\_\_\_\_

Women/Girls: \_\_\_\_\_

### 5. Feedback Check

Who did I seek feedback from? \_\_\_\_\_

Key feedback themes: \_\_\_\_\_

What surprised me: \_\_\_\_\_

### 6. One Commitment for Next Quarter

Goal: \_\_\_\_\_

Action: \_\_\_\_\_

Success measure: \_\_\_\_\_

### 7. Accountability

Who will I share this with? \_\_\_\_\_

Date shared: \_\_\_\_\_

# GEM GRASSROOTS – KYRON LOVELL

## Purpose:

- Introduce, support, and retain girls in AFL through a safe, inclusive pathway

## Key Components:

- Free Come & Try sessions (build confidence, no experience needed)
- Mentor/Buddy system for new players
- Equal access to coaching, facilities, and opportunities
- Parent & community engagement + female role model visibility
- School partnerships to build a pipeline

## Expected Impact:

- Increased female participation & retention
- Stronger inclusive club culture
- Clear development pathway for girls in footy

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# Moving the dial on gender equality

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My personal plan to make a difference in FY27  
and beyond

# ► My Gender Equality Roadmap

Fix the core, make a difference locally then go global to influence change

3

## INFLUENCE GLOBALLY

"TAKE THE FIGHT GLOBALLY TO INFLUENCE CHANGE"



- Campaign and influence to change the way some men behave towards women – call it out and help change the bias



- Mentor and sponsor women to help them grow and develop their careers



- Influence and support others to apply the lessons learnt and experiences gained locally

2

## PRACTICE LOCALLY

"MAKE A DIFFERENCE LOCALLY IN A FEW KEY AREAS"



- Help women in my team feel safe to raise issues or suggestions and to make mistakes without fear it will be held against them



- Ensure women in my team receive appropriate recognition for good work



- Show a genuine interest in the career aspirations of women in my team

1

## FIX CORE

"FIX THE BASICS TO LAY THE FOUNDATION"



- Adjust pay for women to be fair and equitable in my team



- Balance my team to achieve an equitable split between men and women



- Develop and share values and behaviours that support equality to lay the ground rules in my team

# ► Progress Report to Date

The core is in place and time to get things right locally to learn and grow for the larger battle

3

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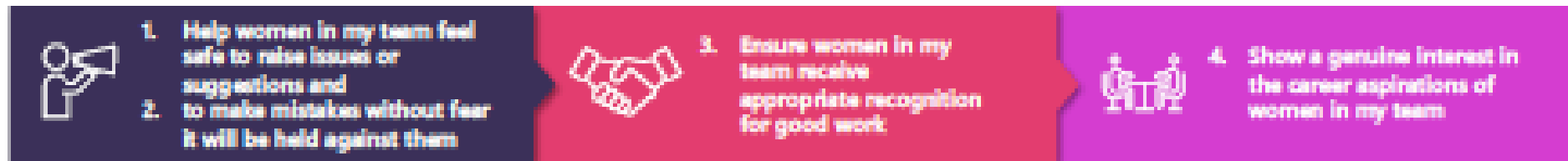


- Develop and share values and behaviours that support equality to lay the ground rules in my team



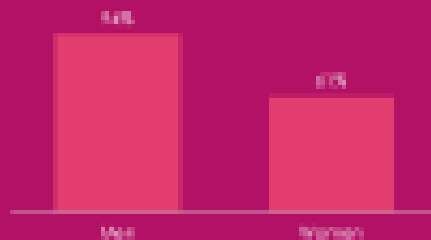
# ► The data speaks volumes

I have identified four areas to focus on and make a difference

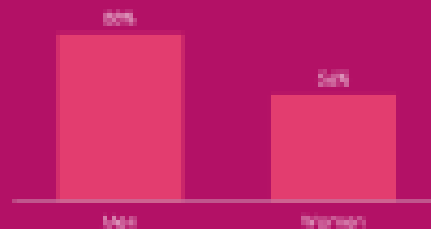


## My goals for FY27

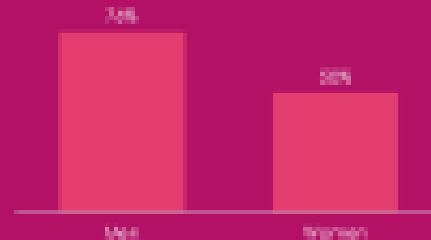
Women are **35%** less likely to say they felt safe to raise issues or suggestions to their team or leader



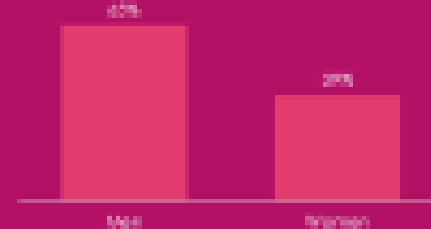
Women are **36%** less likely to say they could make mistakes without fear that their coworkers or leader would hold it against them



Women are **34%** less likely to say they received appropriate recognition for good work



Women are **40%** less likely to say their people leader showed a genuine interest in their career aspirations



Exit survey data (Supported by engagement Survey Data) clearly identifies four key areas that need work and I am eager to do the work to make a difference

# ► How I plan to deliver this

## Action plan

Four consistent tactics across the year (1 per quarter) to drive change for each area



**Q1**

Commitment to values in PDP with formal KPIs and goals and objectives set for the year, so people are accountable



**Q2**

Formal training sessions to provide tools and training to enable people to apply and support



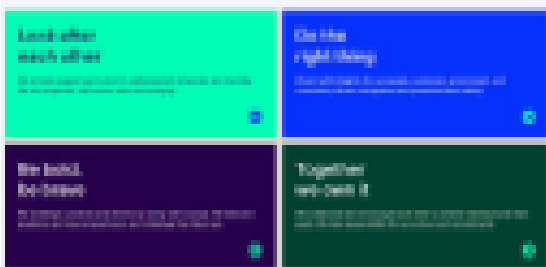
**Q3**

One on one coaching sessions with clear action plans to drive change at an individual level



**Q4**

Track and monitor progress and adjust as required



# ► Women feel safe to raise issues or suggestions

How I plan to do this – 1 initiative a quarter

What will I do	When will I do it	How will I do it	How will I measure it
Formalise in goals and objectives aligned to our value – “Be Bold and Brave”	Q1 – Set foundation of expectation for the year with team	Include in PDP for FY27 with commitment from team to support and deliver	Measure and discuss as part of ongoing performance review sessions
Run a formal training session on the topic with entire team	Q2 – Provide tools and training to enable people to apply and support	Procure or develop training material on the topic and deliver	Feedback post training and commitment to apply
One on one coaching sessions with the team on the topic	Q3 – Provide personalised support to enable people to apply and support	1 on 1 as part for formal coaching program to embed personal action plans	Recorded in system and commitment to apply action plan
Review and assess progress based on training, coaching and tracking	Q4 – track and monitor progress and adjust as required	One on one and group focus groups to review and assess progress plus PDP review	Record sessions and outcomes, analyse and share to underpin further action

## ► It is ok to make mistakes without fear

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What will I do	When will I do it	How will I do it	How will I measure it
Formalise in goals and objectives aligned to our value – “Be Bold and Brave”	Q1 – Set foundation of expectation for the year with team	Include in PDP for FY27 with commitment from team to support and deliver	Measure and discuss as part of ongoing performance review sessions
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# ► Appropriate recognition for good work

How I plan to do this – 1 initiative a quarter

What will I do	When will I do it	How will I do it	How will I measure it
Formalise in goals and objectives aligned to our value – “Look After Each Other”	Q1 – Set foundation of expectation for the year with team	Include in PDP for FY27 with commitment from team to support and deliver	Measure and discuss as part of ongoing performance review sessions
Run a formal training session on the topic with entire team	Q2 – Provide tools and training to enable people to apply and support	Procure or develop training material on the topic and deliver	Feedback post training and commitment to apply
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# ► Genuine interest in career aspirations

How I plan to do this – 1 initiative a quarter

What will I do	When will I do it	How will I do it	How will I measure it
Formalise in goals and objectives aligned to our value – “Look After Each Other”	Q1 – Set foundation of expectation for the year with team	Include in PDP for FY27 with commitment from team to support and deliver	Measure and discuss as part of ongoing performance review sessions
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# 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>