



Our Watch



Preventing violence
against women

NAWO GEM Program

Gender Equity Men

Module 2 – Speaking Up

6 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.

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** **OurWatch**
Balancing Gender in Operations

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

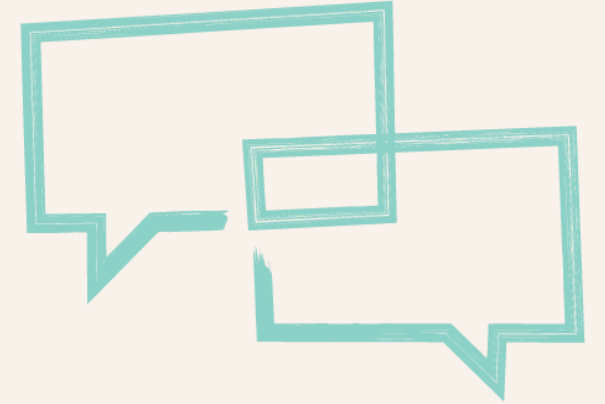
Knocking down barriers

5.

Making it happen

Being accountable project proposals

Opening Share – GEM Circles



- At the commencement of each session, we will take up to 5 minutes to revisit the content of our previous session by asking Mentors from 2 selected circles to briefly share some of the **themes of their last breakout mentoring circle discussion** and/or their discussion and between sessions.
- **This week: Circle Kartini & Andy and Circle Wern & Tim (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 Allyship?

Supporting you to take Action!

- Reminder: In the GEM Resources Hub there is **Gender Equity Commitment and Action plan** template for your personal use.
- This is for you to download and use following each session to support your Goal Setting. You may have one goal post session or you may even have 3 or 4!
- The GEM program levers link to the GEM Modules/Sessions e.g. Session 1: Allyship, Session 2: Speaking Up etc.

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						

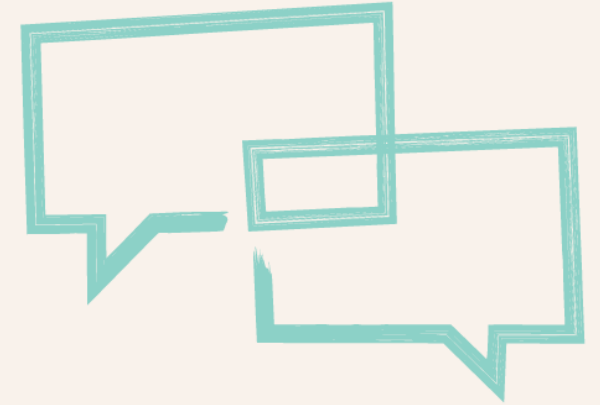
3. Sphere of Influence – Organisation and Community

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

Creating Safe to Speak Cultures

measure how well we're doing

Becoming an active bystander



Passive bystander

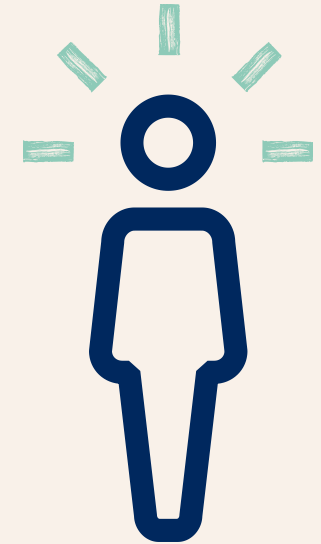
A 'Passive Bystander' is someone who sees the emergency, act of violence, discrimination, harassment, bias or other unacceptable or offensive behaviour and does nothing.

Active bystander

An 'Active Bystander' is someone who chooses to take action to intervene when they see an incident.

Doing nothing does harm

- **Sends** the message that it's ok to be rude
- **Discourages** people addressing the poor behaviour
- **Makes** women feel they are not supported or valued
- **Stops** women being themselves in public places
- **Makes** women avoid places where there are lots of men
- **Leads** women to leave their job or step down from roles
- **Tells** women that we don't respect them



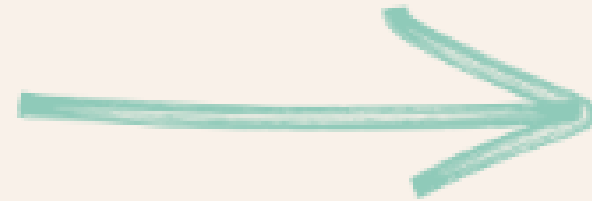
But when we are active bystanders, we:

- ✓ **Send** a message to people being disrespectful that we're not ok with those attitudes or behaviour
- ✓ **Encourage** people being rude to consider their behaviour and change their ways
- ✓ **Show** women and girls that we've got their back
- ✓ **Give** others the confidence to be active bystanders as well
- ✓ **Make** disrespect, sexism and sexual harassment unpopular in our community
- ✓ **Create** a culture in which violence against women is less likely to occur
- ✓ **Tells** women that we care

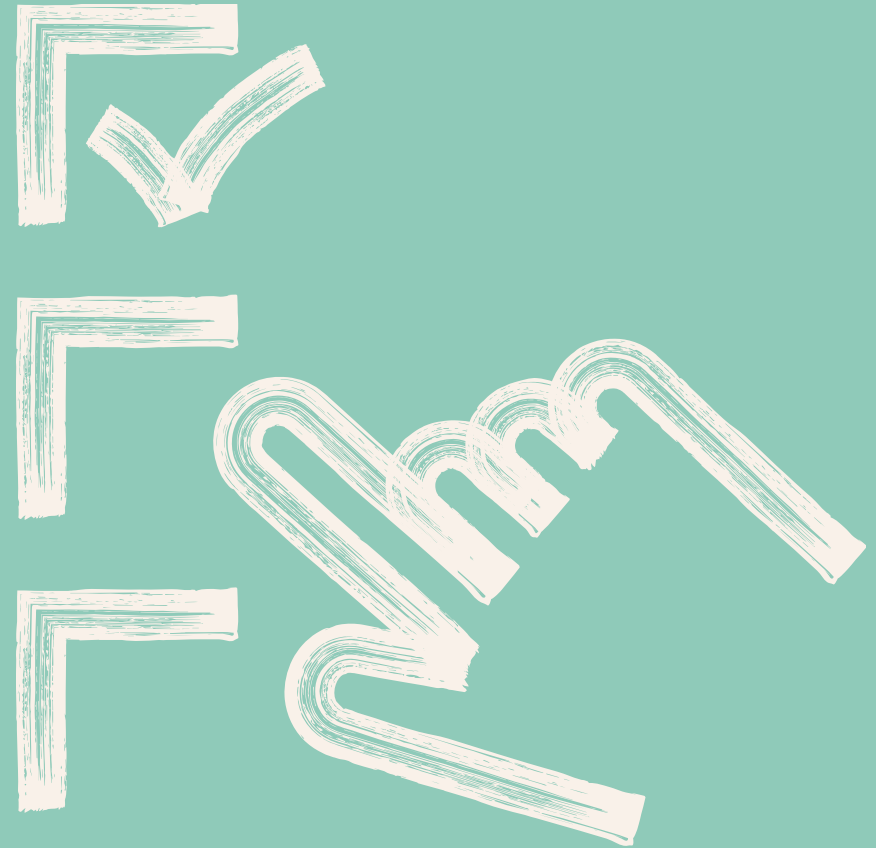


Steps we can take to become active bystanders

- **Notice** the event or behaviour
- **Interpret** it as a problem
- **Feel responsible** for helping
- **Feel equipped** with the skills & knowledge to act
- **Choose** to take action



Quiz time!



slido



Which of these stages do you find the most challenging?

ⓘ Start presenting to display the poll results on this slide.

Bystander actions

Speak up

- Use the situation or context
- Start a conversation
- Group intervention
- 'What do you mean by that?'
- 'That's not funny.'

Show

- Disapproving look
- Shake of the head
- Eye roll
- Walk away or change the subject
- Not laughing at jokes
- Interrupting the behaviour

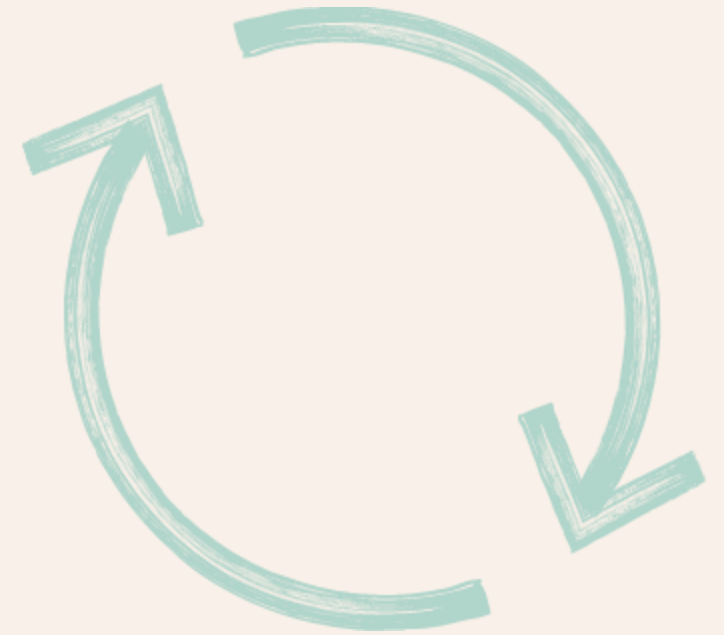
Support

- Reach out
- Acknowledge the disrespect for what it is
- Let the affected person know you aren't ok with it
- Let the affected person know you support them
- Listen supportively
- Provide information
- Support them to get help

Gender inequality

Gender inequality is when men, as a group, are valued more than women, as a group, and have more **power, resources** and **opportunities** than women.

Evidence shows there is a strong relationship between **gender inequality** and levels of harassment and barriers against women in workplaces.

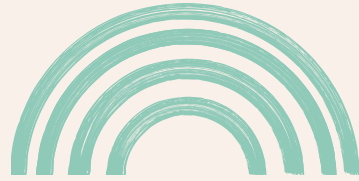


Sexual harassment in Australian workplaces over the last five years



41%

Of all women



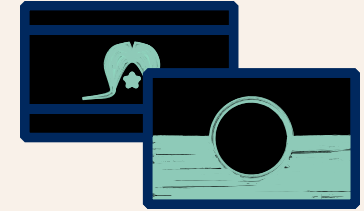
46%

LGBTIQ+ people



54%

Women living with a disability



59%

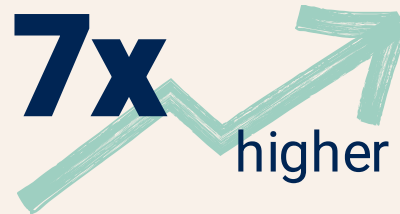
Aboriginal and Torres Strait Islander women

What about men?

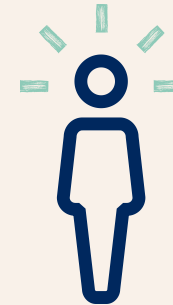
Men are much more likely to experience violence from an **unknown perpetrator, in a public place.**



1 in 4 women has experienced violence by an intimate partner, compared to **1 in 14 men.**



Women were **sexually assaulted at a rate seven times higher than men** in 2018.



Men are less likely than women to experience **fear or anxiety** due to violence by a partner

1. Condoning or justifying violence against women



3. Rigid gender stereotyping and dominant forms of masculinity



2. Men's control of decision-making and limits to women's independence



Women hold around **4 in 10** of overall positions in state and territory parliaments in Australia

4. Men bonding with each other by disrespecting women and each other



What can I do?



1.

Challenge the ways women and are blamed for the experiences they have (“**victim-blaming**”)

2.

Challenge **restrictive ideas** about what men and women can do or achieve

3.

Support women to be **independent** and have control over their lives

4.

Support men and boys in developing **healthy ways to be a man** (not focused on aggression, dominance and control)

Challenging Gender Stereotypes

Driver 3. Rigid gender stereotyping and dominant forms of masculinity



Gender stereotypes

Stereotype - masculine	Stereotype - feminine
<ul style="list-style-type: none">• <i>Self-reliant</i>• <i>Assertive</i>• <i>Competitive</i>• <i>Influencing</i>• <i>Confident</i>• <i>Analytical</i>• <i>Brilliant</i>• <i>Decisive</i>• <i>Independent</i>• <i>Individual</i>• <i>Self-promotional</i>• <i>Risk-taker</i>• <i>Separate</i>• <i>Leader</i>• <i>Context-independent</i>• <i>Bold</i>	<ul style="list-style-type: none">• <i>Nurturing</i>• <i>Agreeable</i>• <i>Collaborative</i>• <i>Adjusting</i>• <i>Modest</i>• <i>Holistic</i>• <i>Warm</i>• <i>Restrained</i>• <i>Interdependent</i>• <i>Relational</i>• <i>Over-promotional</i>• <i>Patient</i>• <i>Connected</i>• <i>Follower</i>• <i>Context-dependent</i>• <i>Humble</i>

1. What 4 qualities would you choose as being most commonly associated with being a good leader?
2. Which qualities denote 'power' to you?

Tip 1



Ask questions with a lens of curiosity:

- “why is this person labeled as bossy, abrasive or overconfident?”
- "why do we assume that she is not going to have enough time for the leadership role because she is a parent?"
- “would we be calling that action ‘bossy’ if she were a man?”
- “why isn’t this job or sector suited to a woman?”
- "why can't this role be done part-time or as a job share?"

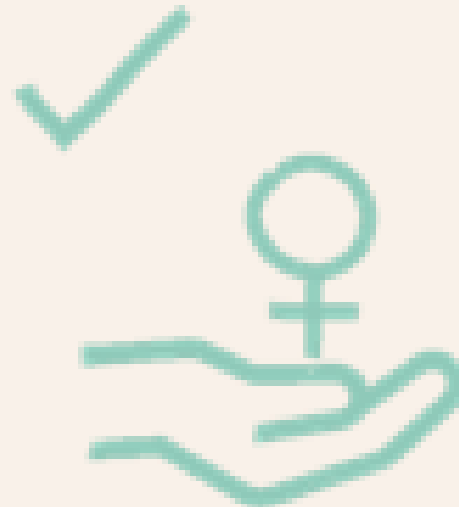
Interruptions

- Affect women and people from minority backgrounds more than men
- Are disrespectful
- Are a display of power, value and status
- Can discourage people from speaking;
 - Limit diverse perspectives from being heard
 - Limit innovation and team performance
 - Limit career progression

Tip 2

Interject & pass the mic

- Use your platform / privilege
- Speak up
- Share the mic



Voices Dismissed

- Q&A analysis:
 - Men spoke 62% of the time
 - Women spoke 38%
 - Men invited to speak 35 times vs 17 for women
- Job interviews study. Male interviewers:
 - Male:male interviews were longer
 - Male interviewer spoke 60% in male:female interview, 30% more than male:male interview
- The gender citation gap - research contributions of men are referenced more often than those of women. One study: 30% more

Tip 3

Amplify voices

- **Give credit**
- **Circle back**
- **Invite women to say more**



Speaking up in a performative, ego-driven way

- The concept of 'white knighting'... speaking up to be a saviour or hero to the damsel in distress
- Remember our role as collaborators and accomplices not 'saviours'

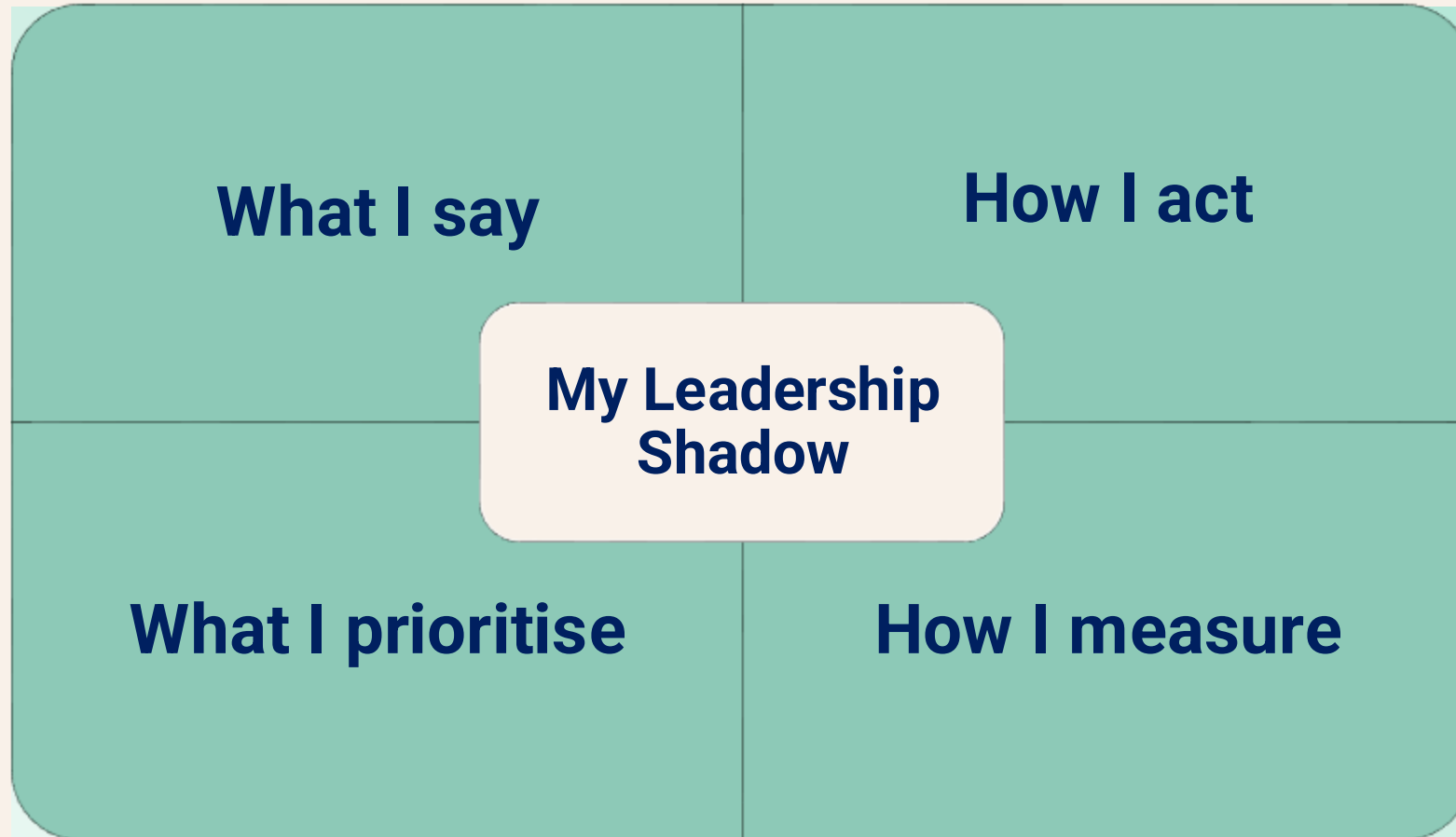
Tip 4

Receive Feedback

- "Thank you"
- "Tell me more"
- Gratitude
- Apology/Empathy.
- Action.



The Leadership Shadow model



What/how will you say, act, prioritise and measure?

What I say

- What will you say to signal your commitment to creating a gender equal, safe and respectful workplace?

How I act

- What behaviours will you model to signal your clients/customers/partners your commitment to creating a gender equal, safe and respectful workplace?

What I prioritise

- What actions will you initiate/promote to signal your commitment to creating a gender equal, safe and respectful workplace?

How I measure

- What and how will you measure progress towards achieving my vision for an equal, safe and respectful workplace?

Homework

1.

Listen to Women

Read & watch
Empathise
Listen for tips

2.

Notice More

Log your
observations
and interventions

3.

Reach Out

What feedback does
your organisation
have from female
staff?

4.

Leadership Shadow

Look at the steps on
the Leadership
Shadow and consider
them in reflection of
your own leadership
style.

Questions



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Thank you

For more information:

Visit the Our Watch website

www.ourwatch.org.au

Or email

equalityandrespect@ourwatch.org.au



2026 GEM Circle Breakouts

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