

QUEENSLAND EQUAL AND TOGETHER ALLIANCE

Report of the February
2023 Member Workshop

Presented By

Women's Health & Equality Queensland
and Caroline Lambert

Equal &
Together

Women’s Health and Equality Queensland acknowledges and pays respects to Queensland’s past, present and future Traditional Custodians and Elders, and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples. Women’s Health and Equality Queensland also acknowledges the important role that Aboriginal and Torres Strait Islander women continue to play in maintaining their community’s health and wellbeing. We work and gather on the unceded lands of the Jagera and Turrbal peoples.

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If you would like to contact Women’s Health and Equality Queensland about the Queensland Equal and Together Alliance, please reach out to engage@wheq.org.au.

2023 Member Workshop

The Queensland Equal Together Alliance (QuETA) met for a one-day workshop on 20 February 2023. The meeting had a retrospective focus - looking back at the activities and lessons of 2022 and a prospective focus - learning from 2022 to build the activities of 2023.

Participants

- Amy Cook (Challenge DV)
- Belinda Cox (BDVS)
- Beth Dwine (Women's Health & Equality Queensland)
- Christina Malatzky (QUT)
- Cheryl Schmidt (Community Services Industry Alliance)
- Chelsea McGuffin (Backbone Youth Arts)
- Charlotte Dirou (Women's Health & Equality Queensland)
- Ellen Ross (LGAQ)
- Emma Iwinska (Women's Health & Equality Queensland)
- Helen Fogarty (NAPCAN)
- Jeff Brunne (White Ribbon)
- Jessica Latter (Brisbane North PHN)
- Jill Mckay (Basic Rights Qld)
- Julia Symes (Brisbane North PHN)
- Kathryn Tomlinson (Department of Justice & Attorney-General)
- Kathy Faulkner (PHN)
- Luke Twyford (Principal Commissioner Qld Family & Child Commission)
- Maria Delaney
- Poppy Brown (Multicultural Australia)
- Sian Fullerton (Challenge DV)
- Sienna Aguler (Australian Women's Health Network)
- Terri Isle-Rennie (QPS)



Agenda

The morning session was focused on relationship building, generating a common sense of why people are engaged in QuETA, and harvesting lessons from the work of 2022. In the afternoon the attention turned to thinking about the work that QuETA could achieve collaboratively in 2023.

Poems

Several poems were shared during the workshop:

- *Kindred*, from *Kindred* by Kirli Saunders
- *Humility*, from *Living on Stolen Land* by Ambelin Kwaymullina
- *Robustness*, from *Consolations: The Solace, Nourishment and Underlying Meaning of Everyday Words* by David Whyte

QuETA in 2022: The Year in Review

In its first year of operation, Queensland Equal and Together (QuETA) came together to **inform** the membership on new approaches to Primary Prevention, to **collaborate** together on an outward facing campaign, and to support members to **implement** gender equality strategies within their own organisations.

Engage: Why members stay engaged

Participants in the meeting discussed the multiple reasons they joined and stayed engaged in QuETA's activities. These included:

- Connecting through a community of peers to deepen practice on primary prevention and gender equality focused on Queensland
- Knowledge sharing to deepen understanding and support transformation of practice
- Acting as a conduit for information on the topic to be distributed through networks or organisations
- Fostering hope through solidarity and information
- Enabling formal and informal collaboration through networking
- Strengthening connections across diverse groups, building a gender equality community, breaking down siloes
- Providing a mechanism to support internal organisational cultural transformation, included the provision of a peer network when people doing this work are sometimes alone or part of only a small team within their organisation
- Collectivising external-focused advocacy
- Tone of QuETA: clear purpose, loud and proud about what it wants to do, and warm

The participants also discussed how valuable it was that QuETA functioned as a space for both organisational and individual members, and the opportunities this gave for experienced practitioners to contribute to collective work to advance gender equality.

Inform QuETA members on new approaches to Primary Prevention

Across the year, QuETA hosted online forums to support members to deepen their understanding of the scope and content of Primary Prevention. Five workshops were convened:

- Gender Equality and Driving Organizational Change, Caroline Lambert
- What is Primary Prevention?, Safe and Equal Victoria
- Unpacking Masculinities and Engaging Men in the Prevention of Violence Against Women, Our Watch
- Working with Men, Dr Michael Flood
- Talking About change: How to Navigate Resistance to Gender Equality, Safe and Equal Victoria

Participants reported valuing the opportunity to hear about new approaches that could be applied to their work, and particularly valued the workshop which focused on navigating resistance to gender equality. People who may not have actively been engaging in QuETA throughout the year by attending workshops, engaged with the materials distributed after each workshop through the mailing list. They provided feedback that these materials were helpful for increasing their understanding of primary prevention practice.

Lessons Learnt

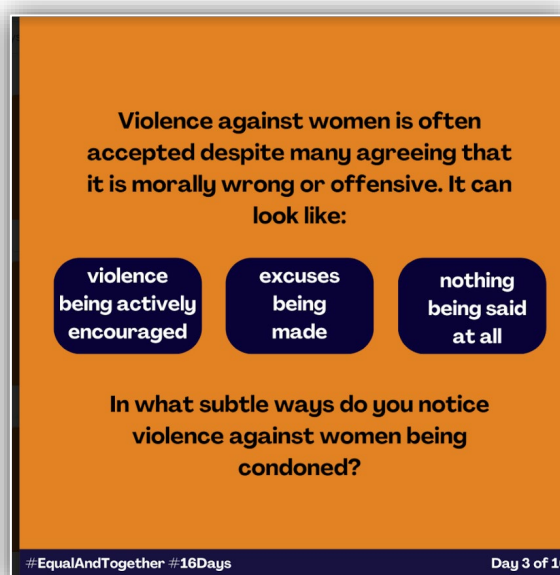
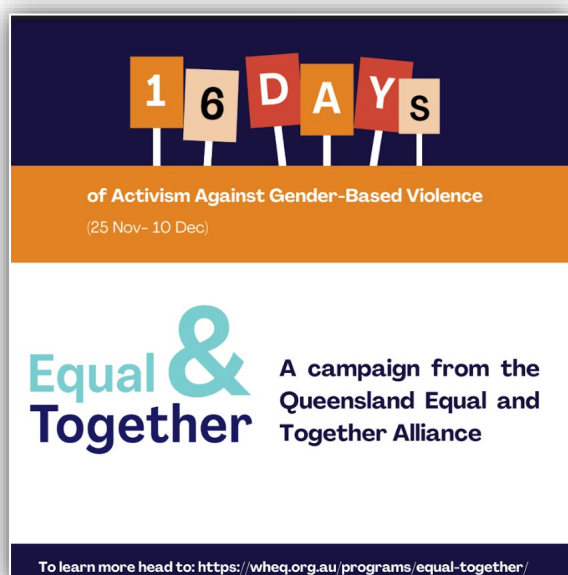
- The five workshops were about the right number to incorporate into the calendar

- The online format worked well for people to accommodate in their days, as did the time allocated to the session
- The diversity of content worked well in this first year, offering people different entry points to the conversation

Collaborate on a campaign: 16 Days of Activism

Facilitated by WHEQ, QuETA members engaged in the 16 Days of Activism to End Violence Against Women and Girls. WHEQ created social media tiles for each of the 16 days. The campaign focused on deepening participant understanding of Primary Prevention, the four Drivers of Gender-Based Violence. The tiles directed people to the QuETA landing page where they were able to find further resources, including:

- Additional information to deepen understanding of Primary Prevention and Drivers of GBV
- Provocative questions to prompt individual reflection and conversations in teams
- An invitation to take action related to the daily focus
- Links to more resources and information



Among organisationally based QuETA members some reported that the campaign materials offered an opportunity for great conversations on internal communications channels (ie, Yammer).

Lessons Learnt

- Ensure a longer lead time for campaigns in the future - to enable organisations to navigate both internal opportunities (ie, printing posters to put in lifts, tearooms) and externally (ie, on organisational social media accounts which are increasingly geared to marking "international days") to promote the materials.
- Consider reducing the number of posts: there is a lot of content being produced for this period - some of the posts did not have a huge reach.
- Continue with the mix of information and calls to action, and provide clearer pathways to action with links to resources and information.
- Consider partnering with social media influencers to increase reach of content - noting that posts which they have authored are usually more effective of engaging their followers.

Engage: Organisational Audits

One part of the QuETA offer is an invitation to conduct an organisational audit, using a QuETA Audit Tool, to identify possible steps to advance gender equality outcomes. Some members did this. The Primary Health Network (Northern) shared the story of their organisational work which arose from the Audit - and the way in which the audit enabled them to progress organisational commitment to the provision of parental leave, strengthening the policy framework and the procedures to enable people to take up the leave.

Lessons Learnt

- The participants in the meeting had a considered conversation on the merits of expanding the Audit Tool, and also of other tools that could be used (for example, some entities are required to report to the Workplace Gender Equality Agency which acts as an audit, and the tools developed by the Victorian Government for their *Gender Equality Act* provide guidance).
- They also noted the evidence that shows that this work generally needs very senior champions to advance in an organisational context.
- They also considered their capacity to do this work well, within the resource constraints and priorities of the Alliance and agreed to leave the tool as it is for now.
- There was some consideration given to inviting entities doing the Audit to form a temporary “community of practice” as they conducted the audit and developed actions to address the findings - to provide a peer group to encourage and brainstorm solutions.

QuETA Terms of Reference: Clarifying the scope and objectives

During 2022, QuETA members also worked together to refine the Terms of Reference that had been established to guide their work. Members discussed the objectives and a range of other factors, agreeing that QuETA “acts as a collective to eliminate GBV by making gender equity and inclusion more widely understood and practice across Queensland.” They agreed that the range of activities could include:

- Sharing best practices and resources among members including information on primary prevention initiatives being undertaken in Queensland and other jurisdictions, funding/grants, and legal/policy reform
- Leveraging collective wisdom and efforts to contribute to research and advocacy efforts
- Collaborating on events, workshops and campaigns to educate and engage members and the broader community
- Partnering with other organisations and initiatives working towards gender equity and inclusion



QuETA in 2023: The Year Ahead

Participants at the meeting had a broad ranging discussion on their possible activities for 2023, considering political opportunities on the Queensland agenda, building on the successes of 2022, and agreed to the following:

- **Learning more about the membership:** conduct a simple membership survey to learn more about current capacity and interest for gender equity and primary prevention work – the findings would inform the development of the workshop series
- **Workshops:** QuETA participants would like to see another series of workshops that meet members at the diverse entry points to the debate, including
 - Strengthening an intersectional approach to Primary Prevention
 - Considering the “language” of Primary Prevention and how to co-create framings that resonate in a Queensland context
 - Changing legislative context - ie, the new positive duty to prohibit sexual harassment in workplaces
 - Best Practice Showcases
- **Audits:** the invitation to conduct audits using the existing tools, but with consideration given to creating an ad hoc “community of practice” during the process
- **Campaign - Opportunistic Advocacy on Queensland Primary Prevention Strategy:** explore how to support coordinated and evidence-informed advocacy from the diverse membership within QuETA
- **Campaign - 16 Days:** continue the social media experiment, with a longer lead-time, content targeting some rather than all days, and sharing success stories to inspire change.
- **Information sharing:** a curiosity to explore how to better share evidence on successful strategies, suggesting a bi-monthly email update (to be shared in the months when a workshop isn’t scheduled) that showcases new data. The participants discussed whether events should be shared, but decided against that, noting that following each other’s social media accounts was just as effective and required a lower investment of energy.

Summary

QuETA has been a beneficial way to:

- increase knowledge and skills in the Primary Prevention of Violence,
- connect and share with others
- reflect and improve internal organisational practices
- collaborate and influence externally

In 2023 QuETA will:

- survey members
- continue a workshop series based on feedback from members
- share information
- create opportunities for collaboration to influence change