

2011 State Budget Submission

from the YWCA of Adelaide regarding four electoral concerns for women of South Australia:

- Domestic Violence Death Review Process
- Training for Children's Centre staff in Gender Role Stereotyping
- Young Women's Leadership Development Program
- Pay Equity for Women

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Domestic Violence Death Review Process

YWCA of Adelaide proposes that: The South Australian Government establishes a Domestic Violence Death Review process to conduct detailed review of public records and other information regarding domestic deaths in order to identify gaps in domestic violence responses and barriers to effective intervention.

Issues and impacts

In South Australia:

- Between July 2008 and March 2010, the domestic violence death and serious injury toll is 11 dead women, 2 dead children, 1 stabbed woman, 1 stabbed baby, 4 dead men. The dead and injured women and children were killed and injured by men. Three of the men killed themselves. The other was shot dead by Police.¹
- 22 per cent of young people witness an act of physical violence against their mother or stepmother.²

In Australia in 2006 – 07:

- 18 per cent of all homicides for which a male was charged **involved an intimate partner as a victim**
- In 43 per cent of homicides between intimates, “the parties had prior domestic violence history of some form with police, suggesting that, in many of these cases, the homicide incident is a tragic end to a cycle of domestic violence.”³

Nationally, domestic violence:

- costs the Australian economy \$8 billion a year in pain and suffering, health and productivity costs⁴, and;
- is the single biggest contributor to death, illness and disability among young women.⁵

The YWCA of Adelaide believes that all steps possible – legal, social and cultural – should be taken to reduce and eliminate violence against women and girls, and that it is the responsibility of both State and Federal Governments to do as much as they can to prevent related deaths and homicides.

Domestic Violence Death Review

The main aim of domestic violence death review is to compile and interpret detailed data to improve services and reduce domestic homicides through a systems response. Domestic violence-related deaths

¹ Elspeth McInnes, South Australia Domestic Violence Death Review Coalition, August 2010

² An Assault on our Future, White Ribbon Foundation report, 2008

³ National Homicide Monitoring Program Annual Report, 2008

⁴ Access Economics, 2003

⁵ The Health Costs of Violence, VicHealth, 2004

are viewed as a connected group, rather than isolated events, and focus on systemic and procedural issues, not on the actions or negligence of individuals.

Domestic violence death review processes:

- investigate the context surrounding the death, risk factors, points of intervention and service responses and effectiveness
- review historical processes and incidents involving domestic violence to identify patterns and possible preventative signs
- recommend preventative strategies and policy and law reform.⁶

Domestic Violence Death Review processes are well established in the US and Canada and have contributed to increased knowledge about the causes of domestic fatalities and the development of effective prevention strategies.⁷ These panels have resulted in **a significant reduction in domestic violence deaths**, documenting inadequacies in services, legal impediments, training gaps and **patterns of violence that indicate to authorities that a family is at increased risk**.

In January of this year, following the success models of other areas, Victoria in British Columbia:

- announced a domestic violence death review panel reviewing all incidents of DV related death that occurred between 1995 and 2009 in that region
- determined to support the establishment of a regional domestic violence unit for police forces in the area.

In Australia, commitment to the establishment of domestic violence review panels is gaining momentum. At the end of 2008, Victoria's Attorney-General Rob Hulls noted that family violence was the leading cause of preventable death, disability and illness in women under 45⁸ and a review was vital to reduce the extent of that harm.

In a nationwide first, the Victorian Government implemented a review of family violence deaths in order to formulate death prevention recommendations and assist in monitoring and evaluating the effectiveness of those recommendations.⁹ The subsequent review panel found many deaths had been wrongly recorded by police and had therefore never been counted as domestic violence related.

Following suit, the Queensland Government appointed a Death Review Panel in mid-2009 to investigate the circumstances surrounding domestic-related deaths to identify gaps in service provision and make recommendations to prevent future deaths.¹⁰ In November 2009, the New South Wales Government accepted recommendations from an expert group comprised of government and non-government representatives and established the Coroner-led Domestic Violence Homicide Review Panel.¹¹

⁶ Exploring the Use of Domestic Violence Fatality Review Teams, David, N. 2007

⁷ Exploring the Use of Domestic Violence Fatality Review Teams, David, N. 2007

⁸ Sydney Morning Herald, November 25 2008

⁹ Media Release, Attorney-General, Government of Victoria, 22 November 2008

¹⁰ Media Release, Minister for Community Services and Housing and Minister for Women, 16 July 2009

¹¹ Media Release, Minister for Women and Attorney-General, Government of NSW, November 25, 2009

The South Australian Government Role

To use a comparative example, the unacceptably high road toll in SA has resulted in a comprehensive and significant legislative response. In South Australia, high quality independent, multidisciplinary research is undertaken by the Centre for Automotive Safety Research to understand the causes of casualty and fatality road crashes with the aim of reducing the resulting human and economic losses and preventing crashes and injury. **Such an approach has had an obvious impact on the number of lives lost on SA roads.**

If a fraction of this level of appropriate government responsibility was aimed at targeting domestic homicide, evidence proves **the number of preventable deaths would decline.**

YWCA of Adelaide requests that the South Australian Government establish a Domestic Violence Death Review Panel and believes that:

- bringing together existing government and non-government agencies in a coordinated and collaborative approach would require minimal resources
- is consistent with the key directions of the SA Women's Safety Strategy and the National Council's Plan to Reduce Violence against Women and their Children 2009 – 2021
- it is the responsibility of any government to protect its citizens and constituents, and to ignore the overwhelming evidence showing the effectiveness of such review panels in preventing domestic homicides is nothing less than legislative negligence.

Budget

\$500,000.00 per year recurring ¹²

¹² Based on New South Wales Budget for Domestic Violence Death Review Process

Training for Children's Centre staff in Gender Role Stereotyping

YWCA of Adelaide proposes that: The South Australian Government fund an ongoing Gender Stereotype Training Program for all staff working at State Government Children's Centres in order to raise awareness about the lifetime implications of gender stereotypes on girls and boys, and to encourage staff to challenge gender stereotypes in their work.

Issues and impacts

In South Australia:

- The gender pay gap is 13 per cent¹³
- 27 per cent of elected representatives in State Parliament are women
- Every 14 hours a female reports to Police she has been raped. (A male reports every 5 days).¹⁴
- Female leaders in the engineering sector trying to attract year 9 and 10 female students to the industry say they need to break gender stereotypes with parents to allow their daughters to enter the industry; and industry professionals talking about barriers to employment for women say: *"In many trades, there are lots of women apprentices, but employers are not employing them."*¹⁵
- Women undersell themselves in job interviews when negotiating pay rates¹⁶
- Four year olds at kindergarten cut out magazine pictures of women in cosmetics advertisements to demonstrate 'happy' in an emotion-recognition exercise¹⁷
- A five year old girl accused by her classmates of looking like a boy is bullied at school, called names, and pushed in to the boys toilet by classmates¹⁸

These examples demonstrate the way women are perceived, the value placed on women, and the power inequities that exist between women and men. As writer Katrina Fox pointed out in an article on rape: *'Why these men believe it's ok to rape or sexually assault a woman or girl is bound up in conceptions of gender normativity and the imbalance of power between men and women that flows from such assumptions: Masculinity is associated with dominance and virility while femininity is deemed passive ... Let's be clear: The rape of women by men is not about men's uncontrolled lust - it's about power and domination...'*¹⁹

Elizabeth Broderick, Federal Sex Discrimination Commissioner, made similar connections in a speech about violent sportsmen: *"Addressing gender stereotyping is not only crucial to ending violence against women by sportsmen, it is crucial to ending violence against women by all men. It is also crucial to addressing the wider issue of gender equality in both sport and life - and to achieving gender equality in our homes, our schools, our workplaces and our communities. These gender stereotypes are created and reinforced through the different ways that men and women are able - or even permitted - to participate*

¹³ ABS SA Stats January 2011

¹⁴ Crime and Justice in South Australia 2006

¹⁵ Testimonies at the 2007 Young Women's Voices Forum, hosted by the Premier's Council for Women SA

¹⁶ Testimony of employer at 2010 Young Women's Consultation, hosted by the Premier's Council for Women SA

¹⁷ Torrens Valley Childrens Centre 2010

¹⁸ These incidents occurred at a South Australian primary school in 2010

¹⁹ <http://www.abc.net.au/unleashed/stories/s3025399.htm> 30 September 2010

in sport in our culture. And this difference creates a profound power imbalance which lies at the heart of all forms of discrimination against women, including violence... For, often when we talk about women in sport, we raise the same issues as when we talk about women in the workplace – pay equity, women in leadership positions, discrimination on the grounds of sex, the valorisation of a male ideal and the marginalisation of women as the physically weaker and the caring sex.”²⁰ Ms Broderick spoke about how the participation of women in sport as participants and in senior levels is “marked by division and discrimination reinforced by negative gender stereotypes” and said that “Exposing and addressing these negative stereotypes is critical.”

Girls and boys are socialised along gender lines from birth, or even before birth if the sex of the baby is known: pink for girls, who are pretty and passive and like princesses. Blue for boys, who are smelly and rough and like trucks, etc. These stereotypes are created and reinforced by media, marketing, advertising, entertainment, institutions and laws. Children are exposed to dialogue in children’s films such as *“A woman at the head of my herd? Preposterous.”²¹*, to advertising targeted at young girls *“Don’t theorize. Accessorize.”²²* Girls are continually presented as passive, caring and nurturing and boys as adventurous, inventive and brave. These stereotypes have lifetime implications for the way girls and boys view themselves and their roles in the home, workplace and community.

The South Australian Strategic Plan has specific targets around increasing women’s leadership in this state, and addressing work life balance. These targets will only be achieved through attitudinal change around the value placed on and the roles played by women and men in the home, workplace and community.

Swedish Example

Sweden has long been considered a pioneering country regarding gender equity. Gender perspective is compulsory in teacher training in Sweden, and in 1998 Swedish pre-schools got their first curriculum. Swedish preschools are available for children aged 12 months to five years and gender pedagogy²³ starts from day one.

Many preschools have introduced filming teachers to demonstrate how they treat girls and boys differently. *“Adults, parents and educational staff alike, are so entrenched in stereotypical gender roles they often don’t even realise they treat boys and girls differently, thereby reproducing those same gender roles in the children in their care. Many pre-school teachers have been surprised or even shocked to find themselves approaching children in very different ways depending on the sex of the child in question when looking at footage of their own interaction with the children.”²⁴*

Techniques used in Swedish preschools to challenge gender stereotypes include:

- Removing gender specific toys and using gender neutral toys

²⁰ Elizabeth Broderick, Federal Sex Discrimination Commissioner, 21 May 2010, keynote address at the International Working Group World Conference on Sport

http://www.hreoc.gov.au/about/media/speeches/sex_discrim/2010/20100521_violence_sport.html

²¹ Disney film Jungle Book 1967

²² A line repeatedly used to advertise Bratz dolls, which were introduced in 2001

²³ **interpreted as the study of teaching from a gender perspective. After the turn of the millennium this concept was spread under the name of pedagogy with a focus on gender. University of Gothenburg website accessed October 2010**

²⁴ Bayne, E ‘Gender Pedagogy in Swedish Pre-Schools: An Overview; 2009

- Children eating lunch in single-sex units (as film footage reveals a clear pattern of girls catering to boys' needs by serving them food)
- Inviting women and men who have jobs not usually associated with their gender to speak to the children about their work, eg female pilots
- Swapping genders when reading stories, eg the beautiful prince is saved by the brave princess
- Making a point of communicating with fathers as well as mothers, addressing the stereotypical view that childcare is mostly or solely the mother's responsibility²⁵

Two teenagers, who were among the first to attend preschool under this system, were reported in Swedish media about its impact. *"Elin Gerdin described herself as independent and Niklas Knutsson said he didn't judge people who broke gender patterns."*²⁶

In 2002 the Swedish Government funded two universities to develop and deliver courses to 'resource persons' in Swedish schools and communities with the purpose of creating "a more gender equal situation in Swedish schools". Since it began in 2003 the number of people showing interest in the course 'has increased continuously' and "many communities with educated gender pedagogues have applied to register more persons to the course".²⁷

During 2005/2006 an evaluation of the course revealed:

- 90 per cent of participants say the course has strengthened their awareness of equality and gender as a fundamental value
- 70 per cent of the participants say that the course has strengthened their competence to make connections between equality and gender and the national curriculum goals
- 46 per cent of the participants say that the course has strengthened their ability to develop more diversified methods of teaching and teaching material²⁸

However, less than 50 per cent of the educated gender pedagogues are employed in a role making it possible for them to work as a resource person, highlighting the need to engage the appropriate people in such courses.

The South Australian Government role

YWCA of Adelaide requests that the South Australian Government commit funding to an ongoing Gender Stereotype Training Program for all staff working at State Government Children's Centres. These Programs will influence the style and manner of staff who have great influence over children from birth to age 5, encouraging staff and children to challenge gender stereotypes and be more accepting of those who depart from gender stereotypes, ultimately affecting the lifetime choices and outcomes for girls and boys in this state and supporting the achievement of State Strategic Plan Targets.

Budget

\$300,000.00 per year recurring²⁹

²⁵ Bayne, E 'Gender Pedagogy in Swedish Pre-Schools: An Overview; 2009

²⁶ Sara Hasbar 'Equality starts in pre-school' www.sweden.se originally published 2008, reprinted 24 June 2010

²⁷ Nilsson, J Sweden case study report 2, Developing a School Curriculum for Gender Equality, 2007

²⁸ Nilsson, J Sweden case study report 2, Developing a School Curriculum for Gender Equality, 2007

²⁹ Based on the Swedish example used in this paper, where US\$300,000 was committed to the training course. Calculated on 2010 exchange rate

Young Women's Leadership Development Program

The YWCA of Adelaide proposes that the South Australian Government establish a broad scale mentoring program similar to the YWCA of Adelaide Young Women's Mentoring Program, in order to provide essential career development support for women to increase participation in management and Senior Executive positions and nominations to private and public sector Boards.

Issue and Impacts

The South Australian Strategic Plan (SASP) outlines Targets to increase the number of women on all State Government boards and committees, to increase the number of women chairing State Government boards and committees, to increase the number of women in Parliament, and to increase the number of women in executive levels in the public sector.

While the number of women on boards and committees is progressing towards its 50 per cent target (45.26 per cent at April 2010), and the number of women in executive levels in the public sector is rated as Within Reach on the SASP Progress report, the number of women in Parliament declined from 33 per cent to 27 per cent following the March 2010 state election.

Recent reports by the University of South Australia's Centre for Work + Life confirm the stresses and conflicting demands on young women in the early stages of their career and the impact this has on their future career options.

In order for women to be nominated to Boards, it is essential they obtain skills and experience in management and Senior Executive positions.

Mentoring

Mentoring is a process built through a pairing, which leads to a developing relationship between a mentor and mentee. The goal of mentoring is:

- to provide opportunities for the person being mentored (mentee) to continually develop skills and knowledge to enhance their success/meet their goals
- use the potential of a mentee who may otherwise not be nurtured
- allow mentors to pass on their knowledge to future business and creative leaders, thus strengthening community ties and ensuring continued statewide economic success for the future.

A mentor assists in the growth and development of another person. A mentor can fill one or more of the roles of teacher, coach, role model, advisor, leader, supporter, friend and challenger. The relationship between mentor and mentee works on a symbiotic level, leading to personal and professional development for both parties and thus having a positive impact on their communities.

Two Degrees of Separation

The YWCA of Adelaide Two Degrees of Separation (2DS) project offers mentoring for young women (16-30 years) from a variety of backgrounds and life situations. The aim of 2DS is:

- to continually develop mentees' skills and knowledge
- to enhance their success in work and life through café style mentoring forums and one to one mentoring matches
- provide an opportunity for professional women to pass on their knowledge and assist others in achieving similar goals.

2DS is a project that came to fruition following a forum in Adelaide in July 2006 called *Shattering Ceilings: Young Women and Leadership*. Shattering Ceilings brought together 100 young women from all over SA to discuss the barriers limiting young women from obtaining leadership positions.

The forum identified three key factors in women becoming leaders: confidence, experience and mentoring.

The 2DS Mentoring Program consists of:

- Steering group
- 1:1 mentoring relationships for young women
- Cafe style forums
- Training and workshops (e.g. Board training)

The 2DS program has been successful with **over 180 young women participating in the past financial year**. Numerous participants have become more involved with the YWCA of Adelaide's programs, and some have been elected onto the YWCA board. Over the past year there has been an overwhelming interest from many prominent women in the community who want to become mentors and contribute to the development of young women. Both the success of the mentees' and the enthusiasm from potential mentors indicates that there is a desire for a more comprehensive system of mentorship for professional women in SA.

Outcomes reported by participants of the 2DS program for young women include:

- Greater confidence in the workplace and in career direction
- Young women taking positions on boards
- Supporting young women in gaining and maintaining management roles in government and the non-government sector
- Increasing networking opportunities
- Clarity in personal direction and development of ideas
- Improved emotional health
- Empowerment through developing confidence and self-esteem
- Personal growth and support for achieving goals
- Increased knowledge and communication skills
- Development of planning skills and leadership skills
- Learning opportunities and exposure to new ideas and ways of thinking
- Ideas and techniques to balance work, life and family

As a 2DS Mentee says:

"...For me, it's been invaluable to be part of the mentoring program and the experience has really assisted my career and personal development. I have also valued the other initiatives such as the board training and career savvy workshops. I can honestly say that the career savvy workshop in particular gave me the faith to strive for my first proper management job...just a few short months later and further my career to enable me to take on this role with confidence."

Billie, Mentee

While there is little research about adult-adult mentoring programs for young women, the impact of adult-youth mentoring relationships shows that girls' mentoring relationships lasted significantly longer than those of boys; that girls were less satisfied than boys in short and medium term relationships; were more satisfied than boys in long term relationships; and girls in long term relationships rated mentoring as more helpful than either boys or girls in shorter term relationship groups.³⁰

The role of the South Australian Government

The YWCA of Adelaide requests that the Government of South Australia:

- recognise that women are systemically underrepresented in Executive positions in SA
- recognise the complex factors at play in young women balancing the demands of life plus work
- establish a formal across-government mentoring program for women to support and encourage more women to apply for management and Senior Executive positions
- ensure women develop and maintain the skills and experience required to nominate for positions on public and private sector Boards.

The YWCA of Adelaide believes the 2DS program provides a suitable model for government and is keen to work with government to share program information and evidence to support the effective implementation of an across-government mentoring program.

Budget

\$325,000 per year recurring ³¹
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³⁰ Rhodes, J, Lowe S, Litchfield L, Walsh-Samp K, 'The role of gender in youth mentoring relationship formation and duration' 2007

³¹ A multiplier of the current YWCA of Adelaide 2DS budget. This amount would fund 100 1:1 matches per year; 20 café sessions per year; and 10 training programs/workshops per year

Pay Equity for Women

YWCA of Adelaide proposes that the South Australian Government advocate to Federal colleagues to support the full funding of any wage increases that stem from the Australian Services Union pay equity case; and that the South Australian Government commits to fully fund wage increases that flow from the wage case decision in contracts that it has with community sector organisations.

Issues and impacts

In South Australia:

- The gender pay gap is 13 per cent³²
- Women continue to work in feminised occupations. The top three occupations for women aged 15-30 in South Australia are: sales assistants and salespersons, hospitality workers, and carers and aides. While the top three occupations for men aged 15-30 in South Australia are: sales assistants and salespersons, automotive and engineering trades workers, construction trades workers and factory process workers³³
- More young women than young men in South Australia consider their job to be casual. In the 15-19 year age group, 82 per cent of females consider their job to be casual, compared to 68 per cent of males³⁴

In Australia:

- Simply being a woman accounts for 60 per cent of the difference between women's and men's earnings³⁵
- The national gender pay gap of 17 per cent costs the Australian economy \$93 billion each year equating to 8.5% of GDP³⁶
- By the age of 60, women have half the average superannuation of men, and are two and a half times more likely than men to live in poverty in their old age³⁷

Community sector wage case

The community sector provides crucial services to people experiencing hardship and disadvantage in South Australia. In 2009 the community sector's contribution to the economy was measured and recognised through a Productivity Commission study. The study found that the sector contributes 4.1 per cent to gross domestic product and is worth about \$43 billion a year, with 8 per cent of the Australian workforce employed in the sector.

³² ABS SA Stats January 2011

³³ 2006 Census of Population and Housing

³⁴ 2006 Census of Population and Housing

³⁵ NATSEM 2010

³⁶ 2010 Equal Pay Day Fact Sheet, Australian Government Equal Opportunity for Women in the Workplace Agency

³⁷ Women's Electoral Lobby Australia and National Pay Equity Coalition submission to Australian Fair Pay Commission, 2006

In 2010 the Australian Services Union launched a pay equity case for community sector wages. This case was based on the highly feminised nature of the community sector workforce, and the subsequent undervaluing of the sector through inequitable wages and conditions.

Workers in the sector earn between \$10,000 and \$30,000 less than if they had comparable jobs in government. We are hopeful that this case will address this significant inequity and keep talented and committed workers in the community sector.

YWCA of Adelaide has first-hand experience of the challenges faced by the sector in attracting and retaining quality staff.

While the Federal Government supported the equity pay case going to the Federal Court, recently there has been confusion regarding their support around the implementation of any decisions. While we welcome the recent clarification around support, there is a need to ensure that there is firm commitment to fully fund the implementation of this decision.

Locally funded community organisations will require additional funding to cover higher wage costs that flow from this important case. It is extremely important that local services for vulnerable South Australians are not affected, particularly as a strong driver in this wage case is to increase the viability of the sector.

The role of the South Australian Government

The YWCA of Adelaide requests that the Government of South Australia:

- Advocates to Federal colleagues to support the full funding of any wage increases that stem from the Australian Services Union pay equity case, and
- Commits to fully fund wage increases that flow from the wage case decision in contracts that it has with community sector organisations.