

Preventing Violence
against Women with
Disabilities:
Resources for Action
Webinar



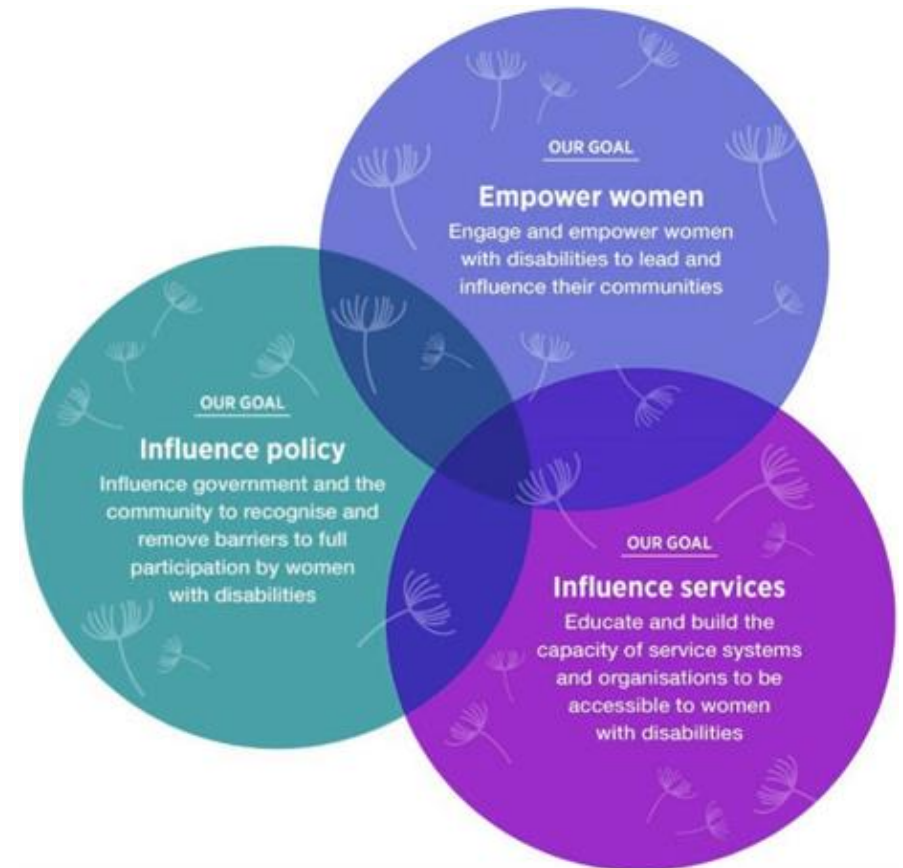


Introduction to Our Work



Women with Disabilities Victoria

- Peak body for women with disabilities in Victoria.
- Not-for-profit organisation run by and for women with disabilities.
- Our vision is a world where all women are respected and fully experience life.
- Our mission is to advance real social and economic inclusion for women with disabilities in Victoria.



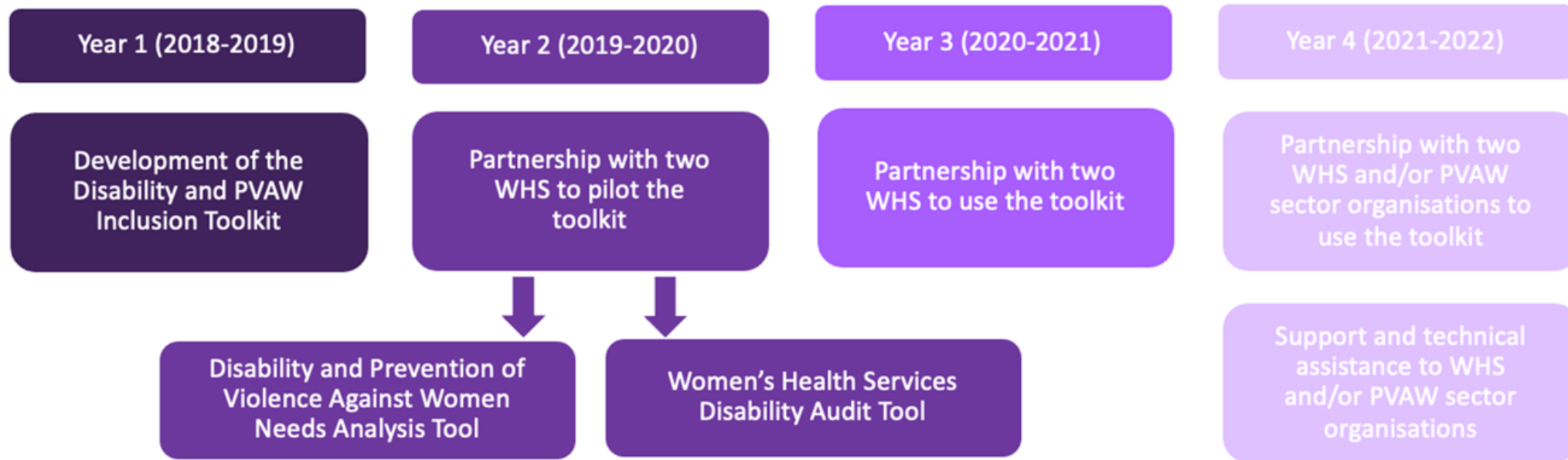
Gender and Disability Workforce Development Program

- Prevent violence against women with disabilities.
- Improve gender and disability equitable service practice.
- Improve the status and opportunities of women with disabilities.

Experts by Experience Advocates	Training Delivery	Workforce Development
<ul style="list-style-type: none">• 12 women with diverse experiences of disability• Internal and external consultations• Awareness raising sessions	<ul style="list-style-type: none">• Scheduled training• Tailored training	<ul style="list-style-type: none">• Prevention resources• Community of Practice

Women's Health Services Capacity Building Project

- Our **goal** is to strengthen disability inclusive approaches to PVAW amongst Women's Health Services and their partners.



Consultation and Co-Design



Source: WHE, WDV, Margins to Mainstream Project, 2022.

- Centre the input of women and girls with disabilities.
- Ensure autonomy, community ownership and control.
- Co-design.

Source: WDV, Our Watch, Changing the Landscape, Prevention Principles to Prevent Violence Against Women and Girls with Disabilities, 2022.

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Understanding Disability Resources



Understanding Disability Video



Understanding Disability Guide

Understanding Disability Guide

Gender and Disability Workforce Development Program



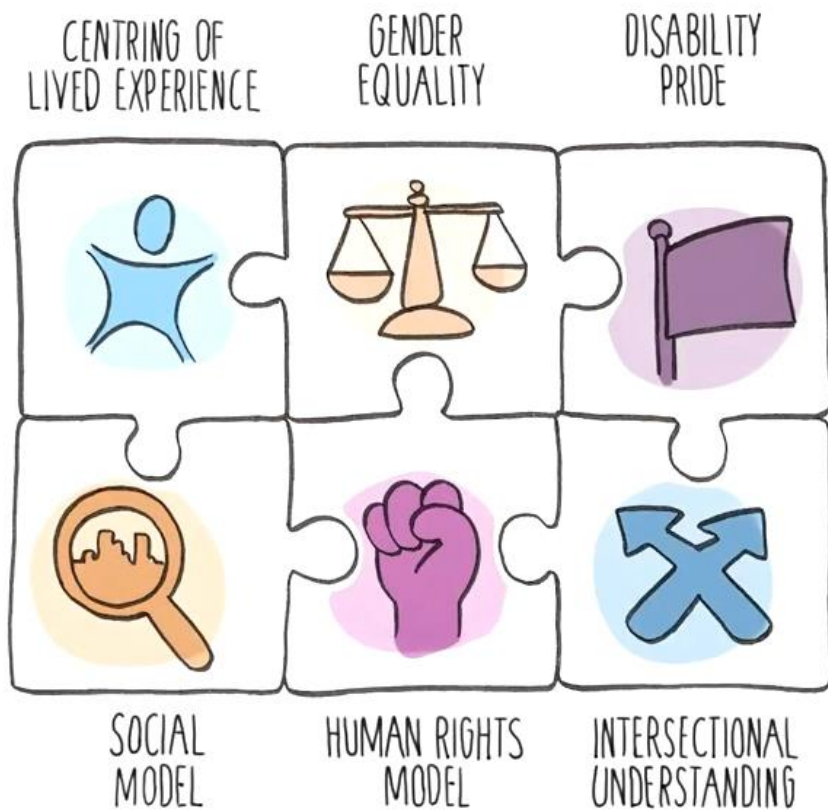
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- Provide information to workforces in disability, social services and violence prevention
- Thinking differently about preventing violence against women with disabilities
- Address gender and disability inequality in a tangible way

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Six Keystones



- Centring Lived Experience
- Gender Equality
- Social Model
- Human Rights Model
- Intersectional Understanding
- Disability Pride

Drivers

Resources



Drivers of Violence against Women with Disabilities

- Gendered drivers.
- Change the story (2015).
- Change the story, second edition (2021).
- Ableist drivers.
- Changing the landscape (2022).



Gendered Drivers of Violence against Women with Disabilities

Driver 1

Condoning of violence against women with disabilities

Driver 2

Men's control of decision-making, ableist control of decision-making, and limits to the independence of women with disabilities in public and private life

Driver 3

Stereotyped constructions of masculinity, femininity, and disability, and the intersecting impacts of this for women with disabilities

Driver 4

Sexist and ableist peer relations that emphasise aggression and disrespect towards women with disabilities

Posters – Driver 2

- Men's and Ableist Control of Decision-Making, and Limits to the Independence of Women with Disabilities.

- ✗ Coercive decision-making around parenting, including making decisions for women with disabilities, not providing appropriate and accessible parenting support, and high rates of child removal

- ✗ Coercive reproductive practices, including forcing or pressuring women with disabilities to undergo sterilisation, use birth control or have a termination

- ✗ Discrimination in employment and under-representation in decision-making roles in society, such as high-paying work, leadership roles and in politics

- ✗ Lack of Respectful Relationships Education for people with disabilities

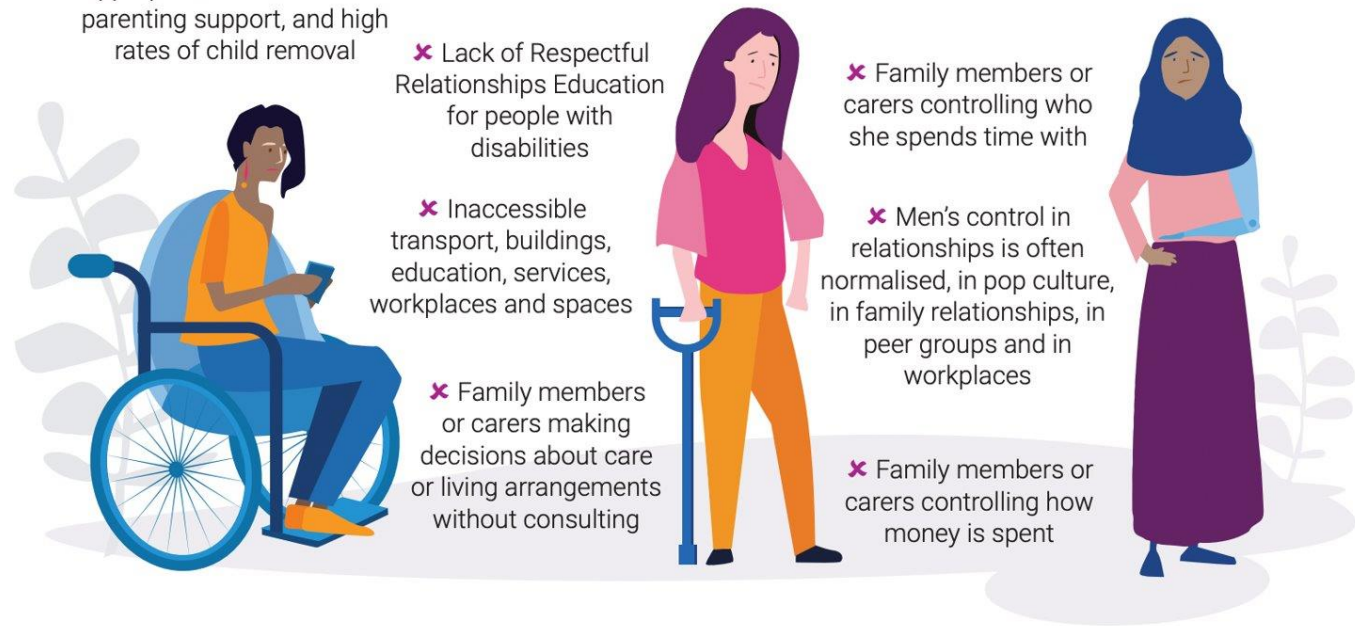
- ✗ Inaccessible transport, buildings, education, services, workplaces and spaces

- ✗ Family members or carers making decisions about care or living arrangements without consulting

- ✗ Family members or carers controlling who she spends time with

- ✗ Men's control in relationships is often normalised, in pop culture, in family relationships, in peer groups and in workplaces

- ✗ Family members or carers controlling how money is spent



Videos – Driver 3

- Stereotyped Constructions of Masculinity, Femininity and Disability, and the Intersecting Impact of this on Women with Disabilities.



Taking Action Resources



Essential Actions to Prevent Violence against Women with Disabilities

Action 1
Challenge
condoning of
violence against
women with
disabilities

Action 2
Promote and
enable women
with disabilities'
independence and
decision-making
in public and
private life

Action 3
Foster positive
personal
identities and
challenge gender
and disability
stereotypes and
roles

Action 4
Strengthen
positive, equal
and respectful
relations with and
amongst people
with disabilities,
and between
people of all
genders

Action 5
Promote and
normalise gender
equality and
disability equality
in public and
private life

Posters – Action 4

- Strengthen Positive, Equal and Respectful Relations with and Among People with Disabilities, and Between People of All Genders.

You can take action!

Be an active bystander – speak up when you see poor behaviour

“I’m not comfortable with that.”

Suggest alternative behaviours

“Let’s try this a different way.”

Speak directly to people with disabilities, not to their able-bodied carers or family members



Check your language:

“Wheelchair coming through”, or “She’s mental” are outdated and disrespectful.

Demand Respectful Relationships Education and Sexual and Reproductive Health Education be made available for people of all genders, sexualities and abilities.

Video – Taking Action



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Workbook – Working Towards Gender and Disability Equality

- Gender and disability equality.
- Lived experience.
- Family violence policies and procedures.
- Zero tolerance for harassment, bullying or discrimination.
- Gender and disability inequality workforce development.
- Welcoming and inclusive working environment.
- Challenging of gender and disability stereotypes.
- Commitment to gender and disability equitable organisation – internal and external communications.
- Commitment to workplace diversity - recruitment policies, practices and strategies.
- Inclusive and accessible recruitment processes.

Questions:

Gender and Disability Resources



**The Women's
Health Services
Workforce Capacity
Building Resources**



Assessing Gender and Disability inclusion in your PVAW activities...

You are helping to organise PVAW training, and you want as many people as possible to come. These women represent some of those who will be attending. How do you know that they'll feel included?

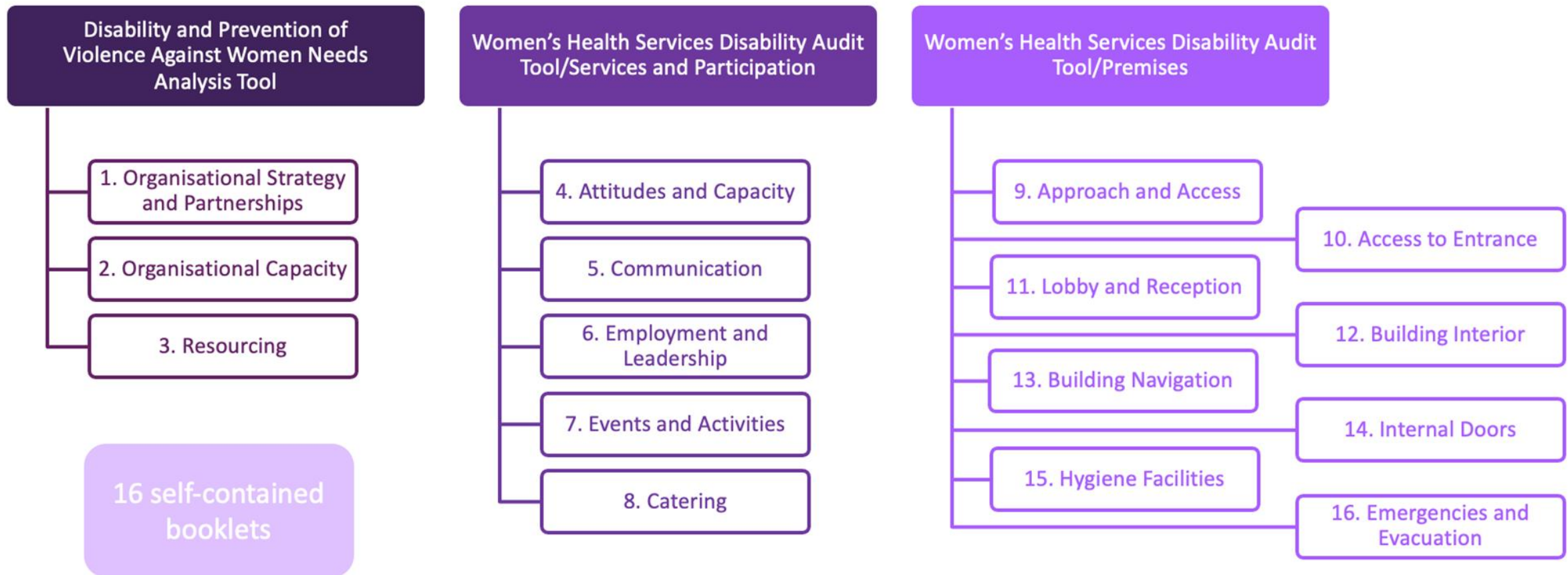
- What does your team offer so that these women can **access** your resources and **participate** in your project?
- How is accessibility **budgeted** for all in or your organisation?
- How is disability inclusion promoted by your **organisation's leadership**?
- Does this differ between **online and offline planning**?
- How do you **incorporate women's experiences** into your program?
- **When** is disability considered within planning for an event?
- **Whose role is it to advocate** for women with disabilities within your organisation?



Ten Steps to Disability Inclusive Prevention of Violence Against Women

1. Create Inclusive Attitudes and Build Staff Capacity
2. Build your organisation's knowledge and capacity of the intersectional impact of violence against women with disabilities
3. Build disability inclusion in your organisation's internal and external communication practices
4. Allocate resources to ensure disability inclusion occurs
5. Create a disability inclusive environment for staff, volunteers and leaders
6. Frame your organisation's strategy and partnerships within an intersectional disability inclusive perspective
7. Host events which are accessible for all participants
8. Ensure your organisation's building is accessible
9. Provide accessible hygiene facilities
10. Ensure your emergency and evacuation procedures are accessible

The Women's Health Services Disability and PVAW Inclusion Toolkit



Questions:

Women's
Health Services
Workforce Capacity
Building Resources



Thank You

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