**Safe and Equal Event – 22 June 2022**

**Slides – Accessible Version**

**Slide 1:** (Olivia) Preventing Violence against Women with Disabilities: Resources for Action

No additional text.

**Slide 2:** (Olivia) Acknowledgement of Country

Image description: Aboriginal and Torres Strait Islander flags.

**Slide 3:** (Soizic) Introduction

No additional text.

**Slide 4:** (Soizic) 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.

Image description: Three large intertwining circles of different colours. The green circle has Influence Policy – Influence government and the community to recognise and remove barriers to full participation by women with disabilities. The purple circle has Influence Services – Educate and build the capacity of service systems and organisations to be accessible to women with disabilities. The lilac circle has Empower Women – Engage and empower women with disabilities to lead and influence their community.

**Slide 5:** (Soizic) 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.

Image description: Three columns. First column has Experts by Experience Advocates - 12 women with diverse experiences of disability, Internal and external consultations, Awareness raising sessions. Second column has Training Delivery - Scheduled training, Tailored training. Third column has Workforce Development - Prevention resources, Community of Practice.

**Slide 6:** (Helen) 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.

Image on this slide is a diagram presenting the Women's Health Services Workforce Capacity Building Project (2018-2022):

* Year 1 (2018-2019). Development of the Disability and PVAW Inclusion Toolkit.
* Year 2 (2019-2020). Partnership with two WHS to pilot the toolkit. Disability and Prevention of Violence Against Women Needs Analysis Tool. Women's Health Services Disability Audit Tool.
* Year 3 (2020-2021). Partnership with two WHS to use the toolkit.
* Year 4 (2021-2022). Partnership with one WHS one PVAW sector organisations to use the toolkit. One-off support and technical assistance to WHS and/or PVAW sector organisations.

**Slide 7:** Helen - CTL, Soizic - sketch)

Consultation and Co-Design

* 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.

Image description: A cartoon of a Zoom meeting on a laptop computer screen. Title is Margins to Mainstream Project Experts Meeting. On the screen, seven women's faces, WHE name and WDV name. On the right corner of the screen, a cartoon image of five women and a guide dog sitting around a table. Text says Day 7 illustration - ask the experts: women with lived experience of disability. Source: Source: WHE, WDV, Margins to Mainstream Project, 2022.

**Slide 8:** (Tathra)

Section Title: Understanding Disability

No additional text.

**Slide 9:** (Tathra)

Understanding Disability Video

Source: <https://youtu.be/vbmHHBuKvCg>

**Side 10:** (Tess)

Understanding Disability Guide

Image description: Cover of Understanding Disability Guide

Source: <https://www.wdv.org.au/wp-content/uploads/2022/05/Understanding-Disability-Mar2022.docx>

Text:

* 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

**Slide 11:** (Tess)

Six Keystones

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

Image Description:

Puzzle pieces with each key stone and related image.

Stylised stick figure for Centring Lived Experience

Scales for Gender Equality

Flag for Disability Pride

Magnifying glass with buildings for Social Model

Fist for Human Rights Model

Crossed Arrows for Intersectionality

**Slide 12:** (Soizic)

Section Title: Drivers Resources

No additional text.

**Slide 13:** (Soizic) 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).

Image descriptions:

* Layout of Change the story. Text says A shared framework for the primary prevention of violence against women and their children in Australia. Authors are Our Watch, VicHealth and ANROWS.
* Layout of Change the Story (second edition). Text says A shared framework for the primary prevention of violence against women in Australia. Author is Our Watch.
* Layout of Changing the landscape. Text says A national resource to prevent violence against women and girls with disabilities. Authors are WDV and Our Watch.

**Slide 14:** (Soizic) Gendered Drivers of Violence against Women with Disabilities

 Image description: Infographic of the four key drivers of violence against women with disabilities (Women with Disabilities Victoria, 2021):

* 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.

**Slide 15:** (Soizic) Posters – Driver 2

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

Image description: Screenshot of the resource on Men’s and ableist control of decision-making, and limits to the independence of women with disabilities in public and private life, containing the following content. Examples of this include:

* Coercive decision-making around parenting, including making decision 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-represented 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.
* Men’s control in relationships is often normalised in pop culture, in family relationships, in peer groups and workplaces.
* Family members or carers making decisions about care or living arrangement without consulting.
* Family members or carers controlling how money is spent.

**Slide 16:** (Soizic) Videos – Driver 3

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

Video: WDV, PVAW Driver 3 Audio Described, <https://youtu.be/HG-9ah_9q70>

**Slide 17:** (Tess) Taking Action Resources

No additional text.

**Slide 18:** (Tess) Essential Actions to Prevent Violence Against Women with Disabilities

Image description: Infographic of the essential actions to prevent violence 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.

**Slide 19:** (Tess) Poster – Action 4

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

Image description: Screenshot of the resource on Strengthen Positive, Equal and Respectful Relations With and Amongst People with Disabilities, and Between People of All Genders, containing the following content:

Some examples of "You can take action!" include:

* 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 available for people of all genders, sexualities and abilities.

**Slide 20:** (Tess)Video – Taking Action

Video: WDV, PVAW Take Action Audio Described, <https://www.youtube.com/watch?v=CT1XbDyQtNw>

**Slide 21:** (Soizic) 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.

**Slide 22:** (Olivia) Questions re: Gender and Disability Resources

**Slide 23:** (Helen) **Section title: The Women’s Health Services Workforce Capacity Building Program**

*Illustration on this slide is of four culturally diverse women. Some have mobility aids, a hearing device, or a prosthetic limb. One woman is holding a baby in a carrier. They look happy.*

# **Slide 24:** (Lena) **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.

## 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?

*Image description: An illustration of six culturally diverse women. Some have mobility aids, a hearing device, or a prosthetic limb. One woman is holding a baby in a carrier. They look happy.*

# **Slide 25:** (Helen) **Ten Steps to Disability Inclusive Prevention of Violence Against Women**

## Create Inclusive Attitudes and Build Staff Capacity

## Build your organisation’s knowledge and capacity of the intersectional impact of violence against women with disabilities

## Build disability inclusion in your organisation’s internal and external communication practices

## Allocate resources to ensure disability inclusion occurs

## Create a disability inclusive environment for staff, volunteers and leaders

## Frame your organisation’s strategy and partnerships within an intersectional disability inclusive perspective

## Host events which are accessible for all participants

## Ensure your organisation’s building is accessible

## Provide accessible hygiene facilities

## Ensure your emergency and evacuation procedures are accessible

# **Slide 26:** (Lena) **The Women’s Health Services Disability and PVAW Inclusion Toolkit**

*Image on this slide is a diagram presenting the WHS Disability and PVAW Inclusion Toolkit:*

Diagram presenting the Women's Health Services Disability and PVAW Inclusion Toolkit. There are 16 self-contained booklets.

Disability and Prevention of Violence Against Women Needs Analysis Tool. 1. Organisational Strategy and Partnerships. 2. Organisational Capacity. 3. Resourcing.

Women's Health Services Disability Audit Tool/Services and Participation. 4. Attitudes and Capacity. 5. Communication. 6. Employment and Leadership. 7. Events and Activities. 8. Catering.

Women's Health Services Disability Audit Tool/Premises. 9. Approach and Access. 10. Access to Entrance. 11. Lobby and Reception. 12. Building Interior. 13. Building Navigation. 14. Internal Doors. 15. Hygiene Facilities. 16. Emergencies and Evacuation.

**Slide 27:** (Olivia)

Questions:

Women’s Health Services Workforce Capacity Building Resources

**Slide 28:**

Thank You

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End.