Gender and Sexuality at Work

A Multidisciplinary Research and Engagement Conference

18 February 2020
Conference Program

Welcome to Gender and Sexuality at Work: A Multidisciplinary Research and Engagement Conference

On behalf of the organisers, the academic and industry committees, our partners and sponsors, and many staff members who worked diligently to organise this program, we welcome you to The University of Melbourne for Gender and Sexuality at Work: A Multidisciplinary Research and Engagement Conference.

Gender and sexuality are two critical dimensions of human life and greatly influence the way people connect with various aspects of work. This specialised gathering brings together academia and industry, based locally and internationally, to share evidence and insights on this topic and a host of other pertinent issues.

This Conference has a strong delegation of academics from 14 Australian universities and one international Keynote - Professor Lilia Cortina - who are presenting their research. The Conference also highlights 24 organisations from the public and private for-profit and not-for-profit sectors as presenters, partners, and sponsors.

In efforts to be environmentally friendly, we have opted not to print the full program. Instead, we invite delegates to use this static pdf of the full program. You can also use our Online Program to see the timetable at a glance and read the abstracts for a given session.

This full program presents important information about the Conference and then outlines the schedule according to individual session type (academic and industry presentations), in chronological order, and according to track (more details to follow). It also provides the floorplan of the event venue.

We hope the Conference gives you an opportunity to participate, learn, strengthen your existing networks, create new connections, and leave with great memories, fresh ideas, new acquaintances, collaborations, and friendships.

Enjoy the Conference!

Dr Victor Sojo, Centre for Workplace Leadership

Dr Melissa Wheeler, Department of Management and Marketing
How to Navigate this Program

We have added useful links throughout this document, located at the bottom right of the pages. These icons will assist you in navigating the Conference Program.

- Click on the map icon anywhere in the program to navigate to the **Table of Contents**
- Click on the thumbtack icon anywhere in the program to navigate to the **Day Overview**
- Click on the flag icon anywhere in the program to navigate to the **Maps of the Venue**
- Click on the map icon anywhere in the program to navigate to the **Conference’s Online Website**

You can also click on the name of the Conference organisers and the Executive Academic and Industry committee members to learn more about the team of people working together to bring you this event. Similarly, you can follow the links to our Partners and Sponsors who helped make this Conference possible.

Finally, on the Day Overview you can click on any of the presentations or workshops to learn more about that particular session, including its author(s) and/or presenter(s), personal bios, and the session’s abstract and/or description.
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Conference Organisers, Committees, and Presenters
Meet the Conference Organisers

Dr Victor Sojo, Centre for Workplace Leadership

Dr Melissa Wheeler, Department of Management and Marketing

Executive Academic Committee

Associate Professor Susan Ainsworth, Department of Management and Marketing

Professor Julie Bernhardt AM, The Florey Institute of Neuroscience and Mental Health and WiSPP

Professor Anna Chapman, Melbourne Law School

Associate Professor Michelle Evans, Program Director MURRA Indigenous Business Master Class

Professor Valerie Francis, Melbourne School of Design

Professor Olena Hankivsky, Melbourne School of Population and Global Health

Associate Professor Natalie Hannan, Mercy Hospital for Women

Professor Thomas Maak, Centre for Workplace Leadership

Associate Professor Leah Ruppanner, School of Social and Political Sciences

Senior Faculty Dr Sarah Russell, Peter MacCallum Cancer Centre and WiSPP

Associate Professor Kylie Smith, Melbourne Graduate School of Education

Professorial Fellow Mark Wooden, Melbourne Institute: Applied Economic & Social Research

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Dr Michelle Stratemeyer, dandolopartners

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Mr Felix Grant, Centre for Workplace Leadership

Mrs Jenni Kirkbright, Translating Research at Melbourne
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Sam Burt, Media Advisor (Main contact for Media Enquiries: +61 466 808 788)

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AnnMaree Murray, Digital Coordinator - FBE
Shaun Prinsloo, Web and Digital Manager - FBE
Universities and Organisations Presenting at the Conference

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<td>Deakin University</td>
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<td>La Trobe University</td>
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<td>Macquarie University</td>
<td>Herbert Smith Freehills</td>
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<td>Monash University</td>
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<td>Swinburne University of Technology</td>
<td>Our Watch</td>
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<td>University of Adelaide</td>
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<td>University of New South Wales</td>
<td>Victorian Equal Opportunity &amp; Human Rights Commission (VEOHRC)</td>
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<td>University of Newcastle</td>
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<td>University of Sydney</td>
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<td>University of Tasmania</td>
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<td>Western Sydney University</td>
<td>Women’s Health in the North</td>
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<td>Workplace Gender Equality Agency</td>
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Key Information About the Conference
Our Purpose

This Conference has been designed to bring together talent from academia and the broader public and private sectors (both for-profit and not-for-profit) to participate in respectful, professional, and rigorous debate about gender and sexuality at work.

We aim to learn from each other and to find better ways to work together in building the knowledge base required to address gender and sexuality at work in meaningful and productive ways.

Conference Background

Decades of research dedicated to understanding how gender, sexual orientation, and sexual characteristics intersect with our work lives have given us tools to address bias, discrimination and abuse, to create more respectful, safer and ultimately healthier work places for all, and to improve the balance between multiple life roles.

Indeed, the topics, methodologies, and applications of research on gender, sexual orientation and sexual characteristics at work have become increasingly sophisticated.

Yet, many challenges remain. In academia, there is a stronger need for multidisciplinary and intersectional approaches. In the community, actors want to enhance their responsiveness and to have a strategic approach to gender, sexual orientation, and sexual characteristics at work. Across both sectors, more efforts are required to build bridges and guarantee that what we learn from each other is effectively translated into better theories, methods, and applications.

The similarities and differences in work experiences between social categories based on gender identity (e.g., men, nonbinary, women, transgender), sexual orientation (e.g., asexual, bisexual, gay, heterosexual, lesbian, queer and/or questioning), and sexual characteristics (e.g., intersex) are important research topics that can help improve the lives of all people.
Conference Values and Methodological Positions

This Conference is underpinned by the following values and methodological positions:

**Respect**
We want to create a respectful and professional space for members of the community to have well-informed, robust discussions of topics, theories, methods, and their applications.

**Engagement**
Research on gender, sexual orientation, and sexual characteristics at work is enhanced when done with the community and for the community. We want to showcase our capacity to work with the public and private sectors (both for-profit and not-for-profit) and with members of the community in general.

**Intersectionality**
Gender, sexual orientation, and sexual characteristics at work intersect with other life dimensions (e.g., age, ethnicity, languages, disability status, location, SES, occupation), sometimes in paradoxical ways. Intersectional life experiences are inherently valuable, and we want to understand them.

**Crossdisciplinarity**
We are researching complex and interesting topics. Multidisciplinarity, interdisciplinarity, and transdisciplinarity are the present and future of scientific research. It is only through working collaboratively that we can impact change.
The Event

The Conference offers many opportunities to participate and learn during a full day of activities and events, divided into four tracks of work:

1. **Keynote.** Professor Lilia Cortina, Professor of Psychology, Women’s Studies, and Management & Organizations at the University of Michigan, USA.  
   *Gender Harassment: A Technology of Oppression in Organizations*

2. **Paper Presentations.** Concurrent peer-reviewed academic paper presentation sessions. These include academics from 14 Australian universities.

3. **Community/Industry-led Workshops.** Workshops showcasing evidence-based applications of research to work-related issues.

4. **Plenary.** The final session will discuss the future of research and engagement in gender and sexuality at work. The results of the analysis of the delegates’ responses to the registration question will be presented, and a panel of academics, community, and industry experts will participate in the plenary.

5. **Networking Drinks.** We will celebrate the end of the conference with drinks and nibbles held at the Woodward, which offers panoramic views of the city of Melbourne.
# Day Overview

<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>8:00 – 8:30</td>
<td>Registration</td>
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<tr>
<td>8:30 – 8:45</td>
<td>Welcome to Country</td>
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<tr>
<td>8:45 – 9:00</td>
<td>Welcome from Professor Paul Kofman, Dean - Faculty of Business and Economics</td>
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<tr>
<td>9:00 – 10:00</td>
<td>Keynote Address: Professor Lilia Cortina</td>
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<tr>
<td>10:00 – 10:30</td>
<td>Morning Tea</td>
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<thead>
<tr>
<th>Track / Room</th>
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<th>2 / B</th>
<th>3 / C</th>
<th>4 / D</th>
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<td>10:30 – 10:50</td>
<td>Death by a Thousand Cuts</td>
<td>Women Working Away</td>
<td>The Need for a Father’s Quota in PPL Policy</td>
<td>Equality at Work</td>
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<td>10:50 – 11:10</td>
<td>#MeToo Antarctica</td>
<td>Women and Precarious Employment</td>
<td>Changing Gendered Fitness Interests</td>
<td>Stigma and Healthcare use in Sexual Minorities</td>
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<td>11:10 – 11:30</td>
<td>Teaching About Gender-Based Violence</td>
<td>Women, Age Discrimination and Work</td>
<td>Gender, Job Stress, and Sleep in Working Parents</td>
<td>Gender-Diverse Individuals at Work</td>
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<td>11:30 – 12:00</td>
<td>Gender System Justification and Perpetrator Blame</td>
<td>Gender Norms as Predictor Variables</td>
<td>Sharing the Load</td>
<td>Gay Men’s Working Lives</td>
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<td>12:00 – 12:50</td>
<td>Lunch</td>
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<tr>
<td>12:50 - 1:15</td>
<td>Achieving Gender Equality at Victoria Police</td>
<td>Gender Representation at the Royal Opera</td>
<td>The Pram in the Hall</td>
<td>Out at Work</td>
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<td>1:15 - 1:40</td>
<td>Conflicts of Rights</td>
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<td>1:40 - 2:30</td>
<td>Proud, Visible, Safe</td>
<td>Gender Pay Gap</td>
<td>Workplace Equality and Respect</td>
<td>All Genders, All of Campus</td>
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<td>2:30 – 3:00</td>
<td>Afternoon Tea</td>
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<td>3:00 – 3:50</td>
<td>Queer(y)ling Emergency Services</td>
<td>Recruit Smarter</td>
<td>Motherlands</td>
<td>EOA’s Positive Duty</td>
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<td>4:00 – 4:50</td>
<td>Plenary Session</td>
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<td>4:50 – 5:00</td>
<td>Best Paper Awards Ceremony</td>
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<td>5:00 – 6:00</td>
<td>Networking drinks</td>
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Logistic Information

Session Tracks

We have organised the Conference into four tracks that include Academic Presentations and Community/Industry-led Workshops with similar underlying themes.

Presentation Rooms

The Academic Presentations and Engaged Workshops are held in the following rooms, according to track:

- Track 1 → Room A
- Track 2 → Room B
- Track 3 → Room C
- Track 4 → Room D

For a layout of the presentation rooms, see Paper Presentation and Engaged Session Rooms.

Please note that the Conference’s inaugural and closing proceedings and the Keynote Address and the Plenary Session, are held in the Main Conference Room. See the General Layout of the Woodward for its location. Following the Keynote Address, the Main Conference Room will be partitioned into Rooms A and B, which will hold presentations for Tracks 1 and 2, respectively.

Facilities and Venue Accessibility

The Conference venue is accessible for people using wheelchairs, including accessible entry, conference and meeting rooms, and bathrooms. See the General Layout of the Woodward for the location of elevators, bathrooms, catering and meal areas, and much more.

The Woodward is equipped with female, male, and gender-neutral bathrooms. Please use the bathroom that best fits your gender identity.
Wi-Fi

In order to access the Woodward’s Wi-Fi during your time at the Conference, you will need to connect to the "Visitor Wireless" network. The login credentials are:

- Username: unihouse1
- Password: Os5m@x

All activity on the wireless network is monitored, and users are expected to abide by all relevant university policies. These policies can be found here.

Wi-Fi will also be available using the eduroam network, if you are registered with that service. Information on how to connect to this network can be found here.

Code of Conduct

We encourage and expect all attendees to conduct themselves professionally and, out of respect for others and for the spirit of our gathering, to refrain from actions or speech that could reasonably be construed as personally disparaging or harassing. We expect delegates will adhere to the following code of conduct:

- Treat all participants, conference staff, and exhibitors with courtesy and consideration.
- Be respectful and collaborative, critiquing ideas rather than individuals.
- Remember that abuse, intimidation, discrimination, and sexual harassment are unacceptable.
- Be mindful of your surroundings and of your fellow participants, and alert a member of the organising team if you need assistance or notice a dangerous situation or someone in distress.
- Respect the rules and policies of the meeting venue.
The Woodward Conference Centre

Located on the 10th floor, Melbourne Law Building, 185 Pelham St, Carlton VIC 3053.

How to Get There?

Train and Tram

Catch the train to Melbourne Central Station, exit via Swanston Street, walk to Swanston Street and catch any tram heading north. Alight at Lincoln Square – Stop 3, turn left down Lincoln Square and right onto Pelham Street until you get to the corner of Pelham Street and Leicester Street, where Woodward is located.

Catch the train to Melbourne Central Station, exit via Elizabeth Street, walk to Elizabeth Street and catch tram 19 or 59 heading north. Alight at Haymarket – Stop 9, turn right onto Pelham Street until you get to the corner of Pelham Street and Barry Street, where Woodward is located.

Car

There is limited parking available around the campus. Public parking is available at University Square Car Park within the university’s Parkville campus, for a fee of $25.00 all day parking.
Maps of the Venue
General Layout of the Woodward
Paper Presentation and Engaged Session Rooms

Room C (Track 3)
Room D (Track 4)
Room A (Track 1)
Room B (Track 2)

Registration and information
Bathrooms
Conference Schedule
Registration
ROOM: Reception area

8:00 – 8:30
In person onsite registration and badge pick-up. Conference Program assistance and technology assistance are available onsite for the day of the conference.

Inaugural Proceedings
ROOM: Main Conference room

8:30 – 9:00
Master of ceremonies: Dr Jesse Olsen, Senior Lecturer, Department of Management and Marketing, The University of Melbourne.

- The Gender and Sexuality at Work Conference opens with a Welcome to Country by Uncle Colin Hunter, proud Wurundjeri Elder.

- Welcome address from Professor Paul Kofman, Dean of the Faculty of Business and Economics, The University of Melbourne.

Keynote Address: Professor Lilia Cortina
ROOM: Main Conference room

9:00 – 10:00
Biography: Lilia M. Cortina, Ph.D., is Professor of Psychology, Women’s Studies, and Management & Organizations at the University of Michigan. An organizational psychologist, she investigates the many ways in which people are subordinated, violated, and relegated to the margins of organizational life. These interpersonal indignities range from subtle social slights to general incivility to blatant harassment and violence. Professor Cortina’s scholarship spans the full spectrum, with a particular focus on incivility and harassment based on gender/sex. To date, she has published over 80 scientific articles and chapters on these topics. In recognition of unusual and outstanding contributions to the field, Professor Cortina has been named Fellow of the American Psychological Association and the Society for Industrial/Organizational Psychology.

Professor Cortina’s research on workplace harassment has won awards, but its impact stretches beyond academia and into other professional spheres. She has served as an expert witness in a range of venues, translating findings from social science to inform policy and legal decision-
making. For example, she provided expert testimony to the U.S. Department of Defense Judicial Proceedings Panel; commissioned by Congress, this Panel conducted an independent review of American military judicial procedures surrounding sexual assault. She also testified to the U.S. Equal Employment Opportunity Commission's (EEOC) Select Task Force on the Study of Harassment in the Workplace. In addition, Professor Cortina recently joined colleagues in co-authoring a landmark report on sexual harassment for the National Academies of Sciences, Engineering, and Medicine.

Lilia Cortina earned her A.M. and Ph.D. in Psychology (with a minor in Quantitative Methods) from the University of Illinois at Urbana-Champaign.

Presentation

Gender Harassment: A Technology of Oppression in Organizations

The #MeToo campaign has launched sexual harassment to the forefront of public awareness. When people hear this term, however, they typically think only about unwanted sexual pursuit. The term is misleading, because oftentimes “sexual” harassment has little if anything to do with sexuality - instead it’s about gender. This talk will highlight findings on gender harassment: conduct that disparages employees based on gender but implies no sexual advance. I will present evidence on the pervasiveness of gender harassment, work environments associated with it, and its implications for worker wellbeing. This harassment puts pressure on all employees to conform to a narrow standard of gender “appropriate” behaviour. As a result, gender oppression is maintained in society and replicated on the job.
10:30 – 10:50

Death by a thousand cuts: Visibly and culturally diverse women’s experiences of racial microaggressions in STEMM organisations

Dr Robyn Moore
School of Social Sciences, University of Tasmania

Associate Professor Meredith Nash
School of Social Sciences, University of Tasmania
Institute for the Study of Social Change, University of Tasmania

Abstract: In this paper, we use an intersectional framework to explore how gender interacts with other aspects of identity, such as race, ethnicity and/or culture, to structure the microaggressions experienced by visibly and culturally diverse women in academia, industry and government. We focus on these women’s experiences to disrupt the normative erasure of race from the workplace diversity context. We conducted 30 semi-structured interviews with women in science, technology, engineering, maths and medicine (STEMM) organisations who self-identify as women of colour and/or women from culturally diverse backgrounds (henceforth women of colour). While women of colour share many experiences with white women, their challenges cannot simply be subsumed under gender. Rather, race and gender intersect to create overlapping and interdependent systems of discrimination and disadvantage. Racial microaggressions can have a devastating impact yet may be invisible to members of the dominant racial group – those most likely to be women of colour’s peers and managers. White managers and peers can act as allies to women of colour by respecting and amplifying women’s concerns.

10:50 – 11:10

#MeToo Antarctica: Gendered power relations and sexual harassment in Antarctic science and remote fieldwork

Associate Professor Meredith Nash
School of Social Sciences, University of Tasmania
Institute for the Study of Social Change, University of Tasmania

Dr Hanne Nielsen
School of Humanities, University of Tasmania

Abstract: Antarctica is a remote, historically masculine place. It is also a workplace, and the human interactions there are connected to power
structures and gendered expectations. Today, nearly 60% of early career polar researchers are women (Strugnell et al. 2016). However, women in Science, Technology, Engineering, Mathematics, and Medicine (STEMM) are 3.5 times more likely than men to experience sexual harassment during fieldwork (Clancy et al. 2014) making questions of safety, power, and harassment pertinent. Gender equity initiatives coupled with #MeToo have provided new platforms for reporting sexual harassment and challenging problematic research cultures which position science as meritocratic and gender-neutral. Yet, the impact of #MeToo in Antarctic science is uneven. The termination of Prof. David Marchant is widely cited as evidence that #MeToo is positively affecting Antarctic science. We argue it is problematic to focus on individual cases at the expense of the wider culture. We examine the complex historical (e.g. gendered interactions with the Antarctic landscape), cultural (e.g. identity politics), and relational (e.g. gendered power dynamics) tensions underpinning recent #MeToo revelations in Antarctic science with a view to providing more nuanced approaches to structural change.

11:10 – 11:30
Teaching about gender-based violence: Finding the courage to conduct classroom conversations about gender-based violence

Professor Helen Cahill
Melbourne Graduate School of Education, The University of Melbourne
Dr Babak Dadvand
Melbourne Graduate School of Education, The University of Melbourne
Ms Katherine Romei
Melbourne Graduate School of Education, The University of Melbourne
Ms Keren Shlezinger
Melbourne Graduate School of Education, The University of Melbourne

Abstract: In this paper, we draw on interview data collected from 85 school leaders and 159 teachers to discuss forms of emotional, political and pedagogical labour that teachers encounter when implementing a wellbeing and gender-based violence prevention program. Our findings show tensions between the participants' moral impulse towards opening conversation about the sensitive and often silenced topic of gender-based violence and their apprehensions about the possibility of causing undue distress to colleagues and students. They reported heightened anxiety around managing disclosures and responding to community concerns, whilst grappling with experiences of gender-based violence within their own lives and/or those of their colleagues. At times, their efforts were additionally thwarted by lack of adequate scheduling within the school timetable. Our research shows that school-wide support structures were needed to enable uptake of the program. This included professional
learning opportunities, proactive psychosocial support from school leaders and colleagues, involvement of wellbeing professionals, guidance on communicating with parents, and comprehensive training around managing disclosures.

11:30 – 12:00

Gender system justification predicts decreased blame towards perpetrators of sexual harassment

PhD Candidate Morgan Weaving
The University of Melbourne
Professor Cordelia Fine
The University of Melbourne

Abstract: Sexual harassment is a pervasive social problem with serious physical and psychological repercussions. Whilst the #MeToo movement has shone a spotlight on the issue, public reactions to perpetrators remain divided. Building on system justification theory, we argue that this division can be explained by individual differences in the desire to safeguard the gender hierarchy. To investigate this claim, we conducted a correlational study (n=185) to examine whether gender system justification predicts perceptions of sexual harassment as unintentional and benign, and whether this leads to decreased blame judgements towards perpetrators. Results largely supported our hypotheses: we found that individuals who are high (vs. low) on gender system justification are more likely to view sexual harassment as unintentional and harmless and are less likely to blame perpetrators. Additionally, our analyses revealed that the effect of gender system justification on blame was mediated by differing perceptions of harm, but not intent. These results suggest that the exoneration of perpetrators may be motivated by a desire to maintain the status quo of gender relations, and that this motivation may result in the interpretation of evidence in a manner that favours exculpating perpetrators.

12:00 – 12:50

Lunch
Academic Paper Presentations

Morning Sessions

TRACK: 2
ROOM: B

10:30 – 10:50

Women ‘working away’ from home in Australia

Professor Andrew Gorman-Murray
School of Social Sciences and Psychology, Western Sydney University
Associate Professor David Bissell
School of Geography, The University of Melbourne

Abstract: This is an introductory exploration of the experiences of women ‘working away’ from home in Australia. Data are from an ARC project investigating how working away is transforming Australian household life, including 70 interviews with industry stakeholders, workers and at-home partners. Working away entails overnight travel away from home for days or weeks at a time. There is cross-sector growth in these labour patterns, but impacts on personal and family wellbeing are not well understood. Notably, there is little research on the experiences of women working away. This paper focuses on this cohort in our sample (n=19). Our discussion concentrates on two sets of spatial experiences: at work and at home. Working away from home enables women to pursue desired careers and create distinct professional identities, but also brings challenges to emotional and physical health. Women also face challenges at home and in intimate relationships. Motherhood is a notable issue. For some, working away and mothering are incompatible, but others contest this claim and work away after motherhood. The findings contribute to scholarship on gender, work-related mobility, and work/home relations. We encourage practical steps from companies, professional bodies, and partners to help redress detrimental impacts on wellbeing and relationships.

10:50 – 11:10

Women and precarious employment in young adulthood

Dr Andres Molina
Youth Research Centre, Melbourne Graduate School of Education, The University of Melbourne

Abstract: Women’s disadvantage in the labour market has been a persistent feature in many countries around the world. The rise of precarious forms of employment in the last two decades has created new forms of work disadvantage for women. Using longitudinal data from 494
Participants in the Life Patterns project and multivariate linear regression modelling, this study finds that women engage significantly more than men in precarious work between the ages of 24 and 31. Despite attaining higher levels of education than men, women are still more likely than men to be employed under precarious conditions. Engaging in precarious employment is also explained by participant’s social background, degree of engagement in studies and, to a certain extent, by their occupational status and marital status. However, none of the social background, occupational status, educational level and family condition variables considered in this study seem to explain why women engage more in precarious employment. The findings suggest that it is unlikely that women chose to be in precarious jobs due to their social, educational, or family conditions, and that the reasons for their disadvantage may relate to persistent unequal labour market conditions for women.

Women, age discrimination and work: Where have all the cases gone?

11:10 – 11:30

Associate Professor Alysia Blackham
Melbourne Law School, The University of Melbourne

Abstract: Women report experiencing high levels of age discrimination in work. At present, addressing age discrimination in employment primarily relies on individuals bringing a legal claim. Do women pursue their rights through public court processes to challenge discriminatory conduct? Drawing on qualitative and quantitative analysis of all reported Australian cases relating to age discrimination in employment, this paper argues that women appear substantially underrepresented in age discrimination decisions. This implies that women are less likely to pursue an age discrimination claim to the point of a publicly accessible case decision. It is unclear, however, whether this means women are less likely to use the legal system to challenge age discrimination, or whether they are pursuing other forms of recourse (such as a claim of sex discrimination). This paper offers three key implications. First, relying on individuals to identify and address systemic discrimination is likely to be ineffective. Second, the limited data published by Australian equality agencies makes it difficult to conclude whether women are pursuing other legal avenues, or failing to utilise legal mechanisms at all. Third, there is a need for more creative legal mechanisms to address discrimination, such as positive duties on employers.
Gender norms as predictor variables of earnings

PhD Candidate Jane Wakeford
Research School of Economics, Australian National University

Abstract: Gender norms within the family home can change outcomes in the workplace. This paper studies how the norms of females, and their male partners, affect the likelihood of female breadwinners; implicitly, labour force participation, hours, and earnings. A new instrument or proxy variable is created to address causality concerns. Conformity to traditional norms, by a woman or her partner, lowers female labour market activity. Adherence to norms has a potentially larger impact on female labour supply than common economic variables, such as education. If every person in society had progressive gender norms, this would increase female breadwinners from 20.76% to 37.78%, necessarily helping close the gender pay gap.
The need for a father’s quota in Australia’s paid parental leave policy

PhD Candidate Ashlee Borgkvist
School of Public Health, University of Adelaide

Abstract: In Australia only 1 in 20 men currently take any Paid Parental Leave (PPL). More fathers take Dad and Partner Pay, however this provides little remuneration and government sanctioned time off from paid work. With more families now requiring dual incomes than in previous years, the organisation of work and home life in Australia would benefit from policy which facilitates a shared-care approach. Research suggests that providing a well renumerated parental leave policy specifically aimed at fathers can facilitate shared care immediately following birth and throughout a child’s life. The idea of a father’s quota in Australia’s PPL policy is not new, however is important to revisit given a quota has not yet been implemented. This paper will argue that Australia remains heavily reliant on the breadwinner model of caregiving and paid work, and this has impacted upon the implementation of a targeted leave period for fathers. Further, Australian research points to the desire of fathers to take longer periods of time off after the birth of a child, but lack of structural support and cultural norms around men’s involvement in paid work present barriers to fathers taking PPL. Implementation of a father’s quota would assist in providing practical assistance for families after the birth of a child, and provide cultural and structural support for father involvement in the short and longer term.

Changing gendered fitness interests: Socio-political attitudes track gendered fitness interests within individual lifetimes

Dr Khandis R. Blake
Melbourne School of Psychological Sciences, The University of Melbourne
Evolution and Ecology Research Centre, UNSW Sydney

Professor Robert C. Brooks
Evolution and Ecology Research Centre, UNSW Sydney

Abstract: Socio-political views often have a gendered dimension, with different positions along the conservative-progressive axis favouring women’s versus men’s interests. Parents’ views on a variety of such topics
have been observed to differ in relation to the sex of their children or other genetic relatives, leading to the suggestion that socio-political attitudes track the reproductive fitness an individual is expected to obtain from their male versus female descendants (their ‘gendered fitness interests’). Using a longitudinal, intergenerational dataset spanning 34 years, here we show that changes in an individual’s socio-political attitudes correspond with changes in their gendered fitness interests, with traditional gender attitudes increasing as individuals gain fitness via male descendants and decreasing as they gain fitness through female descendants. Our results support the theoretic prediction that individuals’ interests are almost never aligned with just their own sex and may go some way to explaining why average sex differences in attitudes that have a gendered dimension are often small. The theory of GFI provides a novel and surprising form of biological support for the idea that binary gender is neither fixed nor distinctive as a factor in socio-political identity.

11:10 – 11:30

The role of gender in the relationship between psychosocial job stressors, work-family imbalance, and sleep quality in Australian working parents

PhD Student & Research Fellow Anna Scovelle
Melbourne School of Population and Global Health, The University of Melbourne

Dr Tania King
Melbourne School of Population and Global Health, The University of Melbourne

Ms Marissa Shields
Melbourne School of Population and Global Health, The University of Melbourne

Associate Professor Adrienne O’Neil
School of Medicine, Deakin University

Associate Professor Allison Milner
Melbourne School of Population and Global Health, The University of Melbourne

Abstract: The current study uses data from the Household Income and Labour Dynamics in Australia (HILDA) survey to examine whether gender is an effect modifier in the relationship between psychosocial job stressors (job demands, job control, job strain, and job security), work-family imbalance (work-family conflict and family-work conflict), and sleep quality in a sample of employed parents. Data from 2791 men and women between the ages of 18-64 years in paid employment were included in the analyses. We conducted linear regressions with gender as an interaction term, controlling for relevant confounders. Our findings demonstrated
that in employed parents, psychosocial job stressors and work-family imbalance were associated with poorer sleep quality. Adjusting for work family imbalance attenuated the associations between psychosocial job stressors and sleep quality. Furthermore, we revealed that gender is an effect modifier in the relationship between job security and sleep quality, whereby there is an association between low job security and poorer sleep quality in men, but not women. Previous evidence has indicated that improving working conditions and reducing psychosocial job stressors enhances employee wellbeing. Our findings suggest that targeting work-family imbalance and job stress may have the potential to aid employee sleep quality.

11:30 – 12:00

Sharing the load: Does household employment configuration impact on the mental health of mothers, fathers and children?

**Dr Tania King**
Melbourne School of Population and Global Health, The University of Melbourne

**Ms Marissa Shields**
Melbourne School of Population and Global Health, The University of Melbourne

**Dr Sean Byars**
Melbourne School of Population and Global Health, The University of Melbourne

**Professor Anne Kavanagh**
Melbourne School of Population and Global Health, The University of Melbourne

**Professor Lyn Craig**
Melbourne School of Social and Political Sciences, The University of Melbourne

**Associate Professor Allison Milner**
Melbourne School of Population and Global Health, The University of Melbourne

**Abstract:** In Australia, as in many industrialized countries, the past 50 years have been marked by increasing female labor-force participation. It is popularly speculated that this may impose a mental health burden on women and their children. This analysis aimed to examine the associations between household-labor-force participation (household employment-configuration) and the mental health of parents and children. Seven waves of data from the Longitudinal Study of Australian Children were used (2004-2016, children aged 4/5–16/17 years, respectively). Mental health outcome measures were Strengths and Difficulties Questionnaire scores (children/adolescents) and Kessler-6 (parents). A five-category
measure of household employment-configuration was derived from parental reports: both full-time, male-breadwinner, female-breadwinner, shared part-time employment (both part-time), and father full-time/mother part-time (1.5-earner). Fixed-effects regression models were used to compare within-person effects after controlling for time-varying confounders. For men, the male-breadwinner configuration was associated with poorer mental health compared to the 1.5-earner configuration ($\beta=0.19$, 95% CI 0.03-0.35). No evidence for associations were observed for either women or children. This counters prevailing social attitudes, suggesting that neither children nor women are adversely affected by household employment-configuration, nor are they disadvantaged by the extent of this labor-force participation. The mental health of men appears to benefit from female labor-force participation.
## Equality at work: Reflections on the Australian marriage equality debates and the impact of workspaces

**Dr David Betts**  
School of Humanities and Social Science, University of Newcastle

**Abstract:** This paper explores how the 2017 Australian marriage equality debate impacted how sexual and gender minorities engaged with their place of work. Drawing on findings from a larger project that focused on the Newcastle and Hunter response to the marriage equality postal survey, this paper asks how did workspaces operate as a support system for individuals exposed to incivility and harassment as a result of these debates, and what was the impact when workspaces lacked supportive policies. Results from interviews with participants \((n=17)\) indicated that when workspaces were mindful of the potential impact of the marriage equality debates, they could operate as a form of support. However, a significant finding was that when workspaces were not actively supportive it exacerbated the negative impact of the marriage equality debates and complicated the participants’ work-life interface. Implications of these results are that workspaces need to adopt proactive strategies to support the wellbeing of sexual and gender minorities, particularly during times of increased incivility as a result of public and heated debates on equality.

## Structural stigma and sexual orientation disparities in healthcare use: Evidence from Australian Census-linked-administrative data

**Ms Karinna Saxby**  
Centre for Health Economics, Monash University  
**Dr Sonja Kassenboehmer**  
Centre for Health Economics, Monash University  
**Associate Professor Dennis Petrie**  
Centre for Health Economics, Monash University

**Abstract:** Structural stigma (legislative and sociocultural constraining factors) contributes to health inequalities in sexual minorities; however, it is unclear whether this stigma also influences healthcare service and medication use. Addressing this gap, we map the regional-level responses to the Australian 2017 postal survey on same-sex marriage legislation to
Census-linked-administrative data covering 75% of all Australians, including 83,167 individuals in same-sex relationships. Controlling for sociodemographic characteristics and regional fixed effects, we then estimate the extent to which structural stigma is associated with the use of medical services and prescription medicines for individuals in same-sex vs. heterosexual relationships. Compared to their heterosexual counterparts, an increase in the percentage of votes against same-sex marriage was associated with less GP use and additional nervous system related prescriptions for females \( (n=40,929) \) and males \( (n=41,859) \) in same-sex relationships. Increasing stigma was also associated with reduced pathology services and anti-infective prescriptions for men in same-sex relationships. Our results suggest that sexual minorities in stigmatised regions have poorer mental health but are less likely to use primary healthcare services. This highlights the need for interventions to improve health and healthcare access for sexual minorities, particularly in regions with high structural stigma.

**11:10 – 11:30**

*Silenced and invisible work experience of trans* and gender diverse individuals in intersectional identity relation*

*Robin Ladwig*

Faculty of Business, Government & Law, University of Canberra

**Abstract:** The integrative literature review demonstrates a gap about work experience and career development of trans* and gender diverse (TGD) individuals in Australia. This is noted in the literature of organisation and management studies as well as gender, queer and trans studies. The investigations of career development and work reality of TGD individuals have been either completely overlooked or included in research about LGBT identities without distinguishing between the different experiences of sexual and gender minorities. Future research agendas, therefore, should include TGD perspectives for a better understanding of intersectionality, performativity, and the interrelation of gender and work identity. By recognising the intersection of work and gender identity for TGD individuals as well as their work experience such as enablers and barriers could encourage the development of gender equity for all gender identities. Voices of TGD individuals have been silenced through the cycle of exclusion containing harassment, stigmatisation, and discrimination at work. By including TGD perspectives and inviting TGD people to the table of organisational and managerial decision-making, diversity at the workplace gets a chance to thrive.
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<tr>
<th>Time</th>
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<tr>
<td>11:30 – 12:00</td>
<td><strong>Changes over time in gay men’s working lives</strong></td>
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<td></td>
<td><strong>Dr Peter Robinson</strong></td>
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<td>School of Arts, Social Sciences and Humanities, Swinburne University of Technology</td>
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<td></td>
<td><strong>Abstract:</strong> Based on interviews with 82 gay men, aged 18–87 from eight international cities, this paper examines changes over time in their principal work narratives. Analysis of the data which the interviews provided was undertaken thematically and organized by three age cohorts: an old cohort of men aged 60 and older, a middle cohort of those aged 45–60, and a young cohort of interviewees aged 45 and younger. Analysis of the data revealed a number of principal narratives which interviewees drew on to account for their working lives what work meant to them. These narratives included the (possibly predictable) ‘creative’ narrative but also (the less predictable) ‘work-as-work’, which referred to ordinary, everyday jobs which workers have found in factories, shops, workshops, and department stores in order as to earn a living. Other narratives included work for ‘social and political change’ and one concerning ‘care’ work. Principal narratives varied by age cohort and were historically contingent. For the old cohort, work-as-work was the dominant narrative, while for the middle cohort, care work was the dominant narrative. For the young cohort, creativity returned as a narrative but in a different form and was an important one for these men. Apparent also in the stories young gay men told was evidence of the contribution anti-discrimination legislation was having in their improved working lives.</td>
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<td>12:00 – 12:50</td>
<td><strong>Lunch</strong></td>
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Identifying trends, assessing response: Gender representation at the Royal Opera

Dr Caitlin Vincent
School of Culture and Communication, The University of Melbourne

Dr Jordan Beth Vincent
Deakin Motion.Lab, School of Communication and Creative Arts, Deakin University

Dr Amanda Coles
Deakin Business School, Deakin University

Abstract: In June 2019, The Royal Opera in London joined the Keychange initiative and pledged to achieve 50/50 gender parity across its creative teams by 2022. On the surface, this presents as a productive strategy to address a lack of representation in The Royal Opera’s creative hiring outcomes. However, the commitment to achieving 50/50 gender parity across “all creatives” can be seen as problematic when framed within a specifically operatic context. This article analyses the creative teams hired by The Royal Opera over fourteen performance seasons, from 2005/06 to 2019/20, and examines trends in gender representation in five key creative roles: stage director, set designer, lighting designer, costume designer, and projection/video designer. Drawing on this data, the article establishes an initial benchmark of industry trends around gender representation in these roles and highlights the limitations of The Royal Opera’s 50/50 strategy.

Conflicts of rights: The Religious Discrimination Bill and anti-discrimination law

Professor Beth Gaze
Centre for Employment and Labour Relations Law at Melbourne Law School, The University of Melbourne

Abstract: What are the limits to the freedoms of speech and religion when they conflict with the rights and freedoms of other people? The Religious Discrimination Bill exposure draft raises the problem of the extent to which law does or should provide protection for religious speech or conduct, particularly where it appears it could conflict with the non-discrimination rights of other people. The right to non-discrimination
protects people with a range of attributes including sex, pregnancy, and sexual orientation as well as religion. Discrimination law can impose limits on conduct and speech where it is discriminatory, harassing, or vilifies a person because of their protected attribute. This paper will use the Israel Folau dispute as an example to consider to what extent does (or should) discrimination law protect people who were named in his tweet, and secondly, what would be the effect of adopting the proposed Religious Discrimination Bill on Folau and on employees of religious bodies more generally.
The pram in the hall: Motherhood and creative practice in academia

Dr Simone O'Callaghan
School of Creative Industries, University of Newcastle

Abstract: This theoretical paper brings together existing research from diverse sources to examine the challenges faced by female academics in creative industries who are also mothers. Such academics, as well as being excellent creative practitioners, are those who use creative practice as rigorous enquiry to interrogate research questions. The academic and cultural ecosystems in which these women need to operate are explored through three key barriers that prevent equal career opportunities for female creative practitioners who have children and choose to work in academia.

Exploring the causes and consequences of work-family conflict in Australian parents: Gendered risks and opportunities

Dr Liana Leach
Research School of Population Health, The Australian National University
Dr Amanda Cooklin
Judith Lumley Centre, School of Nursing and Midwifery, La Trobe University

Abstract: The demands arising from the combination of work and family roles can generate difficult conflicts (work-family conflicts) for mothers and fathers. This paper outlines a range of research findings which seek to: a) identify the barriers and supports (both in work and family life) that impact on parents’ ability to successfully combine work with care, and b) understand the potential consequences of work-family conflict for family relationships and mental wellbeing. The findings reported in this paper are drawn from two large data sources: The Longitudinal Study of Australian Children (LSAC) and the Families at Work (FAW) study. Our findings show that greater work-family conflict significantly contributes to poorer quality family interactions as well as poorer mental health for parents and children – this is the case not only for mothers’ work-family conflict, but also for fathers’. We also show that there are gendered patterns in the risks/contributors to work-family conflict (e.g. WFC peaks at lower work
hour thresholds for mothers than fathers). The theoretical and practical outcomes of research in this area are rapidly evolving (to reflect ongoing transitions in gender norms and expectations), and the research we report contributes significantly to this ongoing progression.
## Community/Industry-Led Workshops

**TRACK: 1**  
**ROOM: A**

<table>
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<tr>
<th>Time</th>
<th>Session Description</th>
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<tr>
<td>12:50 – 1:40</td>
<td>A new approach to achieving gender equality at Victoria Police</td>
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**Kristen Hilton**  
Commissioner, Victorian Equal Opportunity & Human Rights Commission  

**Brett Curran**  
Assistant Commissioner, Gender Equality and Inclusion Command, Victoria Police  

**Rena De Francesco**  
Assistant Director, Gender Equality and Inclusion Command, Victoria Police  

**Session description:** The Victorian Equal Opportunity and Human Rights Review into Sex Discrimination and Sexual Harassment, including Predatory Behaviour in Victoria Police marked an important turning point in Victoria Police’s understanding of the experiences of women in the organisation. VEOHRC Commissioner Kristen Hilton will provide an overview of the review and how VEOHRC worked in partnership with Victoria Police to understand and address the drivers of sexual discrimination, sexual harassment, and predatory behaviour in the organisation. Whilst this work has already delivered improvements, Victoria Police is preparing to make some fundamental shifts in how it works towards gender equality across the organisation. Assistant Commissioner Brett Curran and Assistant Director Rena De Francesco, who are leading the development of this new approach, will describe the future of gender equality work at Victoria Police.
Proud, visible, safe – responding to workplace harm experienced by LGBTI employees in Victoria Police

Mark Keen
Inspector, Capability Department, Victoria Police

Mark Keen has been a member of Victoria Police for 34 years with experience in frontline policing, prosecutions, sexual offence & child abuse investigations, and diversity & inclusion. Mark was responsible for developing the Victoria Police LGBTI Inclusion Strategy & Action Plan 2018 – 2021 and is currently the Deputy Chair of the Victoria Police LGBTIQ Employee Network (VP PRIDE).

Session Description:
In 2015, the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) conducted one of the world’s largest ever independent studies of sex discrimination, sexual harassment and predatory behaviour in Victoria Police. Despite its particular focus on gender equality and the experiences of women, this study made a collateral and disturbing finding that gay men in Victoria Police were six times more likely to have been sexually harassed by a colleague than male respondents overall. Similarly, the reported rates of harassment for lesbian women were a third higher. Following requests from key LGBTI staff and propelled by the tragic suicide of a former gay police officer who had resigned due to workplace bullying, Victoria Police commissioned VEOHRC to conduct a further qualitative study to better understand the nature, impact and drivers of workplace harm for LGBTI employees. Released in May 2019, the Proud, visible, safe report draws on the current and historical experiences of LGBTI employees, detailing both positive and negative findings. It also makes recommendations for improving and strengthening Victoria Police’s response to workplace harm for this employee cohort. This session will outline the background to Proud, visible, safe as well as its methodology and key findings. It will also explore some of the challenges associated with implementing the report’s recommendations and driving cultural change within Victoria Police.
### What's that got to do with it? Queer(y)ing the need for diverse, inclusive emergency services

**Helen Riseborough** is the Chief Executive Officer of Women’s Health In the North (WHIN), the northern metropolitan regional women’s health service in Melbourne. As CEO, Helen leads the strategic work of the organisation in gender equality, prevention of violence against women, the family violence services integration, gender and disaster, sexual and reproductive health, and women’s economic equality. She holds a Master of Social Policy and a Social Work Degree.

**Liam Leonard** has over 25 years’ experience as a social policy expert and LGBTI advocate. A past Director of GLHV, he has been the lead investigator on a diverse range of state and national LGBTI research projects and led the development of the world’s first LGBTI inclusive accreditation program, the Rainbow Tick. Liam partnered with the GAD Pod in research on LGBTI communities’ experience of the emergency management sector, commissioned by the Victorian Department of Premier and Cabinet.

**Debra Parkinson** is the researcher for both WHIN and Women’s Health Goulburn North East (WHGNE). Her research – in partnership with Claire Zara and other partners – has captured disaster and emergency management experiences of women, men and people of diverse gender and sexual identities, including emergency service personnel. Debra is an Adjunct Research Fellow with Monash University Disaster Resilience Initiative (MUDRI) and manager of the GAD Pod, an initiative of these three organisations.

**Steve O’Malley** is a Leading Firefighter and the Fairness and Inclusion Officer with the Metropolitan Fire Brigade. He has been an operational Firefighter for more than 30 years and is a graduate in the study of Human Rights. Steve is an Honorary Life Member of WAFA, a foundation member of the Emergency Management Victoria ‘Gender and Disaster’ taskforce. Steve is a long-standing presenter and advocate for prevention of violence against women and gender equity and Advisory Group member for the GAD Pod.

**Session description:** The session looks at incentives and barriers to the development of LGBTIQ-inclusive emergency service provision and workplaces. It presents research findings on the:

- Experiences of LGBTIQ people as clients and employees of emergency services; and
- Attitudes and practices of emergency personnel and organisations toward LGBTIQ people under emergency situations.
This session presents data and case studies highlighting the interactions between sexism and deeply engrained prejudice against sexual and gender diverse minorities in the emergency sector. These interactions underpin workplace cultures and organisational procedures that rely on as they reward macho behaviours and ways of associating. This session includes a discussion of the backlash from within the emergency sector and elements of the mainstream press against research on the experience and needs of LGBTI people in emergency situations.

At the same time, the session looks at how the Victorian Government’s commitment to promoting diverse, inclusive practice as the baseline for the delivery of publicly funded services provides opportunities for challenging the masculinist culture of the emergency sector. It provides a context for drawing on the growing support from within the emergency sector for cultural change and the development of LGBTI-inclusive practices and service delivery.

The session encourages participants to consider the impact of heterosexist discrimination on LGBTI people’s experiences as consumers and staff of emergency services and ways of promoting gendered cultural change and the development of LGBTI-inclusive workplaces.
## Community/Industry-Led Workshops

**TRACK: 2**  
**ROOM: B**

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<th>Time</th>
<th>Activity</th>
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| 1:40 – 2:30 | **How to close your organisation's gender pay gap**  
**Dr Janin Bredehoeft**  
Research and Analytics Executive Manager, WGEA  
**Arthur Tonkin**  
Education and Reporting Officer, WGEA  
**Session Description:**  
How can we use data to help tackle the gender pay gap? How can data paint a picture of gender inequality in Australian workplaces? How can we objectively and fairly assess jobs across a diverse and ever-changing labour market?  
This session will provide an overview of the WGEA’s gender pay gap data, and employer action on pay equity data across industries. It will also outline how the WGEA has sharpened its messaging on pay equity and the gender pay gap through research and consultation with industry and academics and provide tips on how to measure and address gender pay equity in organisations. |
| 2:30 – 3:00 | **Afternoon Tea** |
| 3:00 – 3:50 | **Recruit Smarter: Better hiring practices for gender equality**  
**Dr Michelle Stratemeyer**  
Senior Consultant, dandolopartners  
**Mr Daniel Feher**  
Senior Policy Officer, Inclusion and Reform Branch, Multicultural Affairs, Department of Premier and Cabinet  
**Ms Rachel Tulia**  
Executive Director, Corporate Delivery Services, Department of Treasury and Finance |
**Session Description:** The session will provide a brief overview of the Recruit Smarter pilot program, which tested interventions in participating workplaces to improve diversity and inclusion in hiring processes. A partnership between the Department of Premier and Cabinet (Victoria), the Centre for Ethical Leadership, and VicHealth, this program attracted over 40 participating organisations and delivered a robust evaluation of the effectiveness of process-based interventions for addressing recruitment bias.

In particular, this session will focus on the efficacy of de-identifying applicant CVs during the initial reviewing stage of the hiring process in order to improve the representation of women in the shortlist for interview. Data will be presented for two organisations that initiated this hiring process, one of which demonstrated improvements in the proportion of women shortlisted for interview and one of which did not. Discrepancies will be discussed, as well as challenges and barriers that occurred during the research and implementation phases.

Following this will be a 30-40 min panel discussion with a Q&A with the audience.
Community/Industry-Led Workshops

TRACK: 3
ROOM: C

1:40 – 2:30

Workplace equality and respect: Lessons from the development and implementation of a prevention guidance for workplaces

Jo Brislane
Jo is a prevention of violence against women specialist who has worked in Australia and the Pacific over the past 10 years. Jo has led work on implementing respectful relationships education and led the development of the Workplace Equality and Respect standards and tools. Jo currently manages a team of staff at Our Watch responsible for prevention initiatives in schools and workplaces and developing evidence-based prevention approaches for universities and TAFEs.

Session Description: Workplace Equality and Respect is a freely available suite of tools and resources that guides workplaces to take evidence-based action to prevent violence against women. This session will outline key lessons from the development and implementation of a prevention guidance for workplaces and will include:

1. A presentation on the research and core principles that informed the development of Workplace Equality and Respect;
2. A participatory activity that will outline the step-by-step process that enables workplaces to assess their organisation and identify key actions to make lasting change; and
3. Summarising key lessons learned about workplace-based activity to prevent violence against women and answering audience questions about implementation of Workplace Equality and Respect.

2:30 – 3:00

Afternoon Tea
Motherlands: How U.S. states push mothers out of employment

Associate Professor Leah Ruppanner
Melbourne School of Social and Political Sciences, The University of Melbourne

Session description: Associate Professor Leah Ruppanner’s new book is the first to create a detailed measure of family policies across U.S. states. The results of this book show that states generally divide into two types: (1) those with expansive childcare resources, inexpensive childcare, long school days, and high rates of maternal employment and (2) those with strong gender empowerment, that have progressive family and gender policies and broad economic and political opportunities for women. Interestingly, states that we usually expect to be the most progressive – California, for example – rank poorly on childcare resources but high on gender empowerment. By contrast, a state like Nebraska, which is traditionally a red conservative state, has some of the best childcare resources in the nation. The book argues states should look to each other to fill their policy voids and provides clear policy solutions for policy makers interested in supporting working families.

The results of this book point to clear policy solutions that state legislators should enact to support working families including: (1) reducing childcare costs and increasing childcare spaces especially in high cost of living states; (2) more effectively maximizing enrollment in the federal Head Start program; (3) lengthening school days; (4) legislating well-paid parental leave to both parents; (5) investing in female-dominated professions; (6) restricting work to enable more flexibility and schedule control for women and men to handle caregiving roles; (7) opening male-dominated higher paying professions, including blue-collar work, to women; and (8) reducing the structural barriers to men taking on more paid and unpaid caregiving.
### Community/Industry-Led Workshops

**TRACK: 4**  
**ROOM: D**

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<th>Time</th>
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<tr>
<td>12:50</td>
<td>Out at Work: Making Australian workplaces safe and welcoming for LGBTIQ+ workers.</td>
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<td><strong>Presenter</strong></td>
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<td>Cathy Brown, Diversity Council Australia (DCA)</td>
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<td>Cathy is the Research &amp; Policy Manager at Diversity Council Australia, the leading independent diversity and inclusion advisor to business in Australia. She works with a range of diverse stakeholders to deliver high quality research and strategic projects, including leading the project <em>Out at Work</em>. Cathy has an undergraduate degree in Communications and a Master’s in Social Inquiry from the University of Technology, Sydney. Her thesis explored issues for gay and lesbian seniors as they aged. Cathy has been involved in human rights activism for over ten years through a range of community groups. Her interests include advocacy for LGBTQ+ people, and gender equality through an intersectional lens.</td>
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<td><strong>Panel</strong></td>
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<td>Dr Raymond Trau, Lead Research Investigator</td>
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<td>Dr Trau was the co-author on the research project and is a Senior Lecturer in the Department of Management at Macquarie University. He holds a PhD from Monash University and was a research fellow at the University of Sydney, University of Queensland and University of Western Australia. His research focuses on workplace diversity, stigma and stigmatisation in the workplace, job and career experiences of LGBTIQ+ employees, mentoring, social network and corporate social responsibility; and he is currently collaborating with researchers from Australia, Singapore, the United States and Canada.</td>
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<td>Graham Price, Director, Deloitte Digital</td>
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<td>Graham specialises in the delivery of digital implementation projects. A big part of his role is building and developing high performing teams, creating and fostering an inclusive environment that allows everyone to bring their whole selves to work. Graham is the co-leader of the national Inclusion &amp; Diversity team within Deloitte Digital, and a Values Champion within the wider Deloitte Australia firm.</td>
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<td>Ben Brown, QBE</td>
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<td>Ben is a Learning Partner at QBE insurance and the Co-Chair of QBE Pride. Apart from his day job which sees him delivering development opportunities which are accessible for all, he is deeply passionate about</td>
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inclusion in the workplace and beyond. Having been a part of QBE Pride for the last 3 years, he has loved seeing how LGBTQ+ employee networks have become a great visible force in the journey for identifying employees to be their true authentic selves at work.

**Session description:** While Australian organisations are increasingly developing policies to support and include their LGBTIQ+ workforce, there remains a sizeable proportion of LGBTIQ+ employees who are still not comfortable being out at work. And yet hiding who they are can be costly, not only to their own well-being, but also to the organisations they work for and the broader Australian economy. In partnership with RMIT, the Star Observer, Deloitte and QBE, DCA conducted a study to better understand why LGBTIQ+ workers share or conceal their sexual orientation, gender identity or intersex variation at work, and how employers can create safe and inclusive workplace environments where LGBTIQ+ people can be themselves at work. This session will present the evidence about what it means to be out at work and how organisations can provide LGBTIQ+ employees with a real choice about being out at work. Followed by a panel discussion exploring the findings and what practical actions organisations can take to create inclusive cultures that enable real choices about being out at work.

1:40 – 2:30 All genders, all of campus

**Sally Goldner AM** has been involved in Victoria’s queer communities for over twenty years. This includes Transgender Victoria, co-facilitator of Transfamily, presenter of 3 CR’s “Out of the Pan” and Treasurer of Bisexual Alliance Victoria.
She is the focus of an autobiographical documentary “Sally’s Story” and a life member of 4 queer organisations.
She was awarded an Order of Australia in 2019, inducted into the Victorian Women’s Honour Roll in 2016, awarded LGBTI Victorian of the Year in 2015 and was noted in The Age’s Top 100 most creative and influential people in Melbourne in 2011.
She is an educator, speaker, MC, and occasional performer (all in contrast to her original accountancy training) ...with more to come!

**Margot Fink** has become a role model for young lesbian, gay, bisexual, transgender and intersex (LGBTI) people. The driving force behind the Gender Is Not Uniform campaign, Margot encouraged schools to create safer environments for gender diverse students. She was instrumental in developing All of Us, the first nationally-approved teaching resource on LGBTI topics for Australian high schools and has spearheaded the International Day Against Homophobia and Transphobia campaigns. Each
year, she helps to organise the Same Sex Gender Diverse Formal, bringing together hundreds of LGBTI young people from across Australia.

**Son Vivienne** has over 30 years’ experience in media production and research in digital self-representation, storytelling, online activism for and by queer identities. Their current research explores the many creative ways that we ‘code-switch identities’ as diversely abled, classed, raced, and gendered bodies, online and off. They are a Board Director at LGBTIQ+ youth advocacy NGO, Minus18, and Secretary of Transgender Victoria with particular interest in Access & Inclusion and Peer Support. Their work on digital storytelling is published as Digital Identity and Everyday Activism: Sharing Private Stories with Networked Publics (Palgrave, 2016). Son’s less-verbose, more-embodied projects include cultivating abundance in their garden, and generosity in their children. More info at Son’s website: [www.incitestories.com.au](http://www.incitestories.com.au) or Twitter @sonasteris

**Session Description:** Binary notions of gender limit virtually everyone whether staff, student...or anyone involved in campus life. How people identify and express their gender has been way more than binary since humanity began. This session looks at possible bias, both conscious and unconscious, when considering gender in various settings, and how to overcome the biases and move to a place of being positive and respectful in relation to gender.

The diverse panellists will use practical examples from their lived expertise to move through these issues and allow for an interactive session.

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<th>2:30 – 3:00</th>
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<td>Time</td>
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<td>3:00 – 3:50</td>
<td><strong>Advancing leading practice in workplace equality through the EOA’s positive duty</strong></td>
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**Justine Vaisutis**  
Head of Education and Engagement, Victorian Equal Opportunity & Human Rights Commission

**Gregory Frank**  
Education Consultant, Victorian Equal Opportunity & Human Rights Commission

**Session description:** Under the Equal Opportunity Act 2010, organisations have a positive duty to eliminate gender discrimination, sexual harassment, and victimisation as far as possible. This obligation is in recognition that equal opportunity is about more than just fixing issues as they arise. True equal opportunity means creating an environment where unfair treatment and problem behaviour is unlikely to happen in the first place.

This workshop and Q & A session will explore:
- How the positive duty obligation contributes to leading practice and an evidence base about effective strategies to advance gender equality in workplaces
- The positive duty obligation for employers and the business benefits of meeting it
- Strategies to address issues around gender and sexuality at work
- How the positive duty could be strengthened

This session will be valuable for members of the public and private sectors who would like to learn more about practical application of the positive duty, and academics with an interest in how the law can advance workplace equality and address sexual harassment.
Plenary Session
ROOM: Main Conference room

4:00 – 4:50

The final session will discuss the future of research and engagement in gender and sexuality at work. We will present the results of the conference registration survey and a panel of academics, community, and industry experts will discuss them and provide their insights on gaps and opportunities for better research in this area.

Our Expert Panel includes:

**Professor Anna Chapman, Melbourne University Law Faculty**
Anna Chapman is a Professor in the Melbourne Law School. She has held a number of roles in the School, including as the Associate Dean of the Juris Doctor program, and as a Co-Director of the Centre for Employment and Labour Relations Law. Her research lies in workers’ rights, and especially the rights of women and LGBT workers.

**Professor Isabel Metz, Melbourne Business School**
Isabel received a PhD from Monash University. She is a professor of Organizational Behaviour in the Melbourne Business School at the University of Melbourne. Her research examines how change and human resource management influence people and organisation outcomes. Current research projects include investigating internal and external influences of diversity and inclusion practices in organisations.

**Nithya Solomon, Executive Lead, Innovation Office, VicHealth**
Nithya is renowned for her international leadership experience and expertise in bringing innovative ventures in philanthropy and social investment to life. She has held roles in Australia, USA and Latin America at Nike, Ernst & Young, Accenture and ANZ Investment Bank. As the Nike Foundation Strategy, Finance and Operations Director Nithya managed a multi-million-dollar venture philanthropy engine that gives adolescent girls a clear path out of poverty. In her current role at VicHealth she stewards the hallmark ‘Leading Thinkers Initiative’, currently focused on Behavioural Insights and Gender Equality. Nithya holds a Masters of Administration degree from the Kellogg Graduate School of Management and Bachelor degrees in Chemical Engineering and Performing Arts from Monash University.
Anthony Wood, Partner, Herbert Smith Freehills

Tony is a partner in the Employment, Industrial Relations and Safety group of Herbert Smith Freehills, and has been recognised as one of Australia’s premier employment lawyers for each year since 2008 by Best Lawyers. Tony has more than 25 years’ experience advising clients in employment related matters including industrial strategies and disputes, equal employment opportunity, termination of employment issues, enterprise bargaining, transmission of business, bullying and whistleblower issues.

Tony is a convener of the Herbert Smith Freehills LGBTI network, “IRIS”. The network operates in each of Herbert Smith Freehills’ Australian offices and through HSF’s global network. In 2013, Tony was awarded the Australian Workplace Equality Index Executive Leadership Award for his work in LGBTI workplace inclusion. In 2017, Tony was included in the Australian Financial Review’s list of the top 50 LGBTI business leaders in Australia. Tony holds law and commerce degrees from the University of Melbourne. Tony is a member of the Industrial Relations Society of Victoria and the Australian Human Resources Institute.

Panel Moderator

Dr Raymond Trau, Senior Lecturer, Macquarie University

Raymond Trau is senior lecturer at Macquarie Business School in Macquarie University. Raymond’s research focuses on diversity and inclusion. The most notable contribution of his research is to theory and practice of LGBTIQ inclusion. Raymond's research has been published in a number of international journals (e.g. Journal of Applied Psychology) and has received research mentions and interviews by major international and domestic media outlets. Raymond’s work has a strong link with industry via research collaboration, consultation and co-authorship with profit, non-profit and government organisations including Diversity Council of Australia and Pride in Diversity.
The Gender and Sexuality at Work Conference ends with the Best Paper Awards Ceremony:

**Best Paper Award for PhD Candidate:**
*Gender system justification predicts decreased blame towards perpetrators of sexual harassment*
**PhD Candidate Morgan Weaving** and Professor Cordelia Fine

**Best Paper Award for Early Career Researcher:**
*Sharing the load: Does household employment configuration impact on the mental health of mothers, fathers and children?*
**Dr Tania King**, Ms Marissa Shields, Dr Sean Byars, Professor Anne Kavanagh, Professor Lyn Craig, and Associate Professor Allison Milner

The Best Paper Awards were based exclusively on the assessment and scoring provided by the reviewers of the papers.

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<td>4:50 – 5:00</td>
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<tr>
<td>5:00 – 6:00</td>
<td>Networking Drinks</td>
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Conference
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We extend our appreciation to all the sponsors and partners of the Gender and Sexuality at Work Conference.

We would like to specially thank the Department of Management and Marketing and the Faculty of Business and Economics of The University of Melbourne for their generous sponsorship and in-kind contribution.

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