

Engaging men in workplace initiatives

Lee Tomholt, Murrindindi Shire Council

International Women's Day

IWD 2023: Gendered stereotypes played out. For example, women doing all the organising, making all the baked goods, hardly any men at the morning tea, no men doing any of the clean-up afterwards. Tokenistic.

IWD 2024: EOI to men sent by Director. Five men came together to learn about IWD and reflected on their role in improving outcomes for women. Men did all the organising and catering – most of the IWD volunteers baked something, with other men bringing in home-baked contributions too. Volunteers produced a short video to play at the morning tea, with casual discussion afterwards.



Watch the video in your own time by clicking [this link](#)

Let's Talk: A Space for Men

Internal initiatives and community facing work can create momentum in both spheres.

- This can also be a way to identify interest in certain pockets of the community. E.g. some local businesses want to be supported to do more in their own workplaces but don't know how; there may be community members who are already trying to do things on their own and need more support to reach a wider audience/do more targeted work.
- This event is aimed at men (and older boys). It is not about solving problems, just talking about what's going on (ie. to normalise uncomfortable topics of conversation and increase capacity to engage in them).
- Framing vulnerability as a leadership skill.
- Normalising men, women and all genders being part of gender equality conversations. (ie. no 'us and them' rhetoric).
- Testing for future opportunities/leveraging what already exists and supporting those things.



Tarang Chawla
Activist, Keynote Speaker,
Founder of Not One More Nike

Cr Damien Gallagher
Mayor, Murrindindi Shire

Reilly Grace
Murrindindi local & Career Tracker

Ray Steyger
Alexandra F.C. Club President
& Former Detective

**LET'S TALK:
A SPACE FOR MEN**
THU 20 JUN • FREE ENTRY
YEA SHIRE HALL • FREE PIES

- ARRIVE FROM 12.00 NOON
- EVENT STARTS AT 12.30 PM
- CONCLUDING AT 2.00 PM
- STAY AND CHAT UNTIL 3.00 PM

Uncle Shane
Taungurung Elder

Erin
Advocate & Men's Social Worker

WHAT WILL I GET OUT OF IT?

- Network with peers and community leaders
- Leave more equipped to have hard conversations
- Help create safer and more resilient communities
- Discuss the challenges of being a man in 2024
- Get comfortable with not always getting it right
- Leave with strategies to support other men and reach out for support yourself
- Learn tools to improve your relationships
- Unlock your community leadership potential

Alex Detenter
The Men's Project

WHO IS THIS EVENT FOR?
MEN, BOYS AND ANYONE WITH AN INTEREST IN THE ISSUES IMPACTING MEN AND BOYS IS INVITED!

Men and boys need more spaces to talk. This session will include a facilitated discussion and Q&A, with a panel of experts and regular local blokes you might know. We'll be talking about a range of issues affecting boys and men, such as mental health, relationships, the pressure to 'provide', the fallout in peer groups if you don't conform to traditional ideas about masculinity, and how to respectfully pull up a loved one when they're out of line. Let's Talk!

REGISTER NOW!



Murrindindi Shire Council
Email communitydevelopment@murrindindi.vic.gov.au for more info

The Men's Project – Creating Conversations

- Three Council teams are now confirmed for Creating Conversations workshops in July and August.
- Each team will attend two 90-minute workshops over the space of two weeks.



PROGRAM

The Men's Project

Good men. Respectful relationships. Safe
Communities.

[Learn more about the program](#)

Operations and Maintenance
Roads and Parks, Facilities,
Saleyards, Operations,
Infrastructure, Post-event recovery.

Development Services
Community safety, Planning,
Surveying, Environmental health
services.

Sustainability and Assets
Waste Management, Flood recovery,
Project delivery, Asset management,
Engineering, Environmental
programs, Climate Alliance.

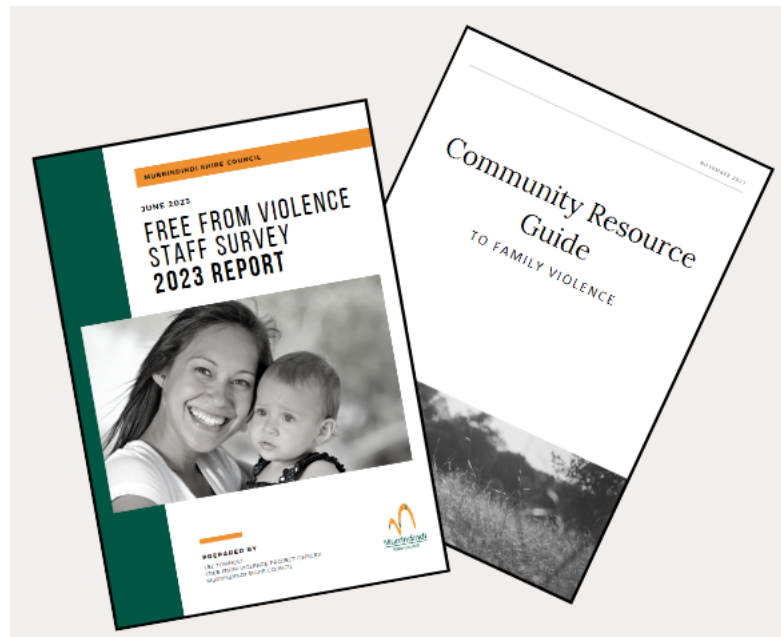
FFV Activity Cards – arriving any day now!



- Intention to distribute at 'Let's Talk' event.
- Supported free distribution (ie. resources provide) to local sporting clubs, etc.
- Small run of free samples to other Councils.
- Intention to commercialise (ie. charge a fee per physical deck) to ensure sustainability post FFVLGP.

Other activities/initiatives

- A Little Respect (monthly newspaper article with strong male readership/radio segment at timer when tradies are normally on-site and tuned in)
- Internal attitudinal surveys (annual for duration of FFVLGP)
- Community resource guide to family violence available to the public (*co-written with Abby Eager at Mitchell shire*)



A Little Respect

Creating spaces for conversations in our community about important topics related to relationships, gender equality and family violence prevention.



Topic of the month IDAHOBIT Day
On 17 May 1990, the World Health Organization (WHO) removed homosexuality from the Classification of Diseases. Yes, you read that right, 1990 really isn't that long ago. The first official International Day against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) was held on 17 May 2005 and is now acknowledged every year by millions of people around the world. IDAHOBIT celebrates the progress we have made whilst recognising the discrimination that LGBTQIA+ people still face. For example, 35% of LGBTQIA+ Australians have experienced verbal abuse in the past 12 months. There's more we can do as a collective to make our communities feel safe and welcoming for everyone, beyond IDAHOBIT last week.

In Conversation with Amy
Murrindindi Shire Local & Rural Community Member

What does IDAHOBIT mean to you?
I consider IDAHOBIT a time to acknowledge the struggles and challenges faced by LGBTQIA+ people everywhere. It is a time to reaffirm our commitment to equality and inclusivity as a community. It is also a reminder of the importance of understanding and empathy, just as much as it is about being courageous in standing up against discrimination in all its forms.

As part of a same-sex couple, what worries you when you're in public that people in heterosexual couples might take for granted?
Something as simple as holding hands requires careful consideration of the environment. We must assess whether this seemingly innocent act might provoke a negative reaction from others or potentially place us in an unsafe situation. It just means there we have to be hyper-vigilant in a way that others might not. Also, upon entering a new workplace, I'm cautious about discussing my partner. When out for gender-equal pronouns when mentioning them isn't! I feel it safe to reveal that I'm in a same-sex relationship. Most LGBTQIA+ employees aren't fully 'out' at their workplace and it can feel lonely for many in the LGBTQIA+ community. However, I want to acknowledge that the experiences I've described only scratch the surface of the discrimination that many individuals in the LGBTQIA+ community experience. I recognise that I hold a certain level of privilege as someone who outwardly conforms to societal expectations of how a woman 'should' appear, and the safety net this affords me. It is far simpler to brush off assumptions that my partner is my sister than to potentially endure justification or even abuse for whom I choose to date.

What is a common misconception about queerness?
I think the most common misconception is that people choose their sexuality. This is untrue. Sexuality is not a choice. I am fortunate to have supportive family and friends around me, and so, being queer is a non-issue. The only thing that matters to my loved ones, is that my partner is wonderful and makes me happy. I know others are not as fortunate. It really concerns me when I hear people say that sexuality is a 'lifestyle choice.' This perpetuates outdated and harmful stereotypes. And, it can be pretty hurtful.

Let's Talk: A Space for Men
Thursday 29 June, 7.30am - 9.30am
Men's mental health is vitally important. Men and boys need more spaces to talk about the things that impact them. Nobody gets everything right all the time and that's okay! We invite men, boys and young men with an interest in the issues facing men and boys to join together for this exciting event and FREE leadership opportunity, headlined by keynote speaker Tony Chalmers. Guests include O'Donoghue Gallagher, Murrindindi Shire Mayor, an expert from the Men's Project, Ray Steyger, Alexandra Football Club President, and some other local blokes you might know, will also be part of the panel. Scan the QR code to secure your place.

Next time is family violence a man's issue?
If you can't see how gender violence is a man's issue? More and more, men are being called upon to get involved and speak up about violence against women. But what does this really look like? And why is it a man's issue anyway? We'd love to hear what you think. Do you have any thoughts/suggestions? Simply email community@murrindindi.org.au or www.murrindindi.org.au to get in touch. Your identity will remain anonymous.

Getting support
Call 000 in an emergency or if you are in immediate danger:
• 1800 RESPECT: 1800 737 732
• Minox ID: Resources help & guidance for Australia's LGBTQIA+ youth. Visit the website www.minoxid.org.au
• Rainbow Door: A free specialist helpline for LGBTQIA+ Victorians. Phone: 1800 729 267 or visit www.rainbowdoor.org.au
• Safe Steps Family Violence Response Centre: 1800 015 185
• Orange Door Goulburn: 1800 634 245
• Nexus Primary Health: 1300 737 732
• Lifeline: 13 11 14
• Djwo Aboriginal Women Support Service: 1800 555 552
• Men'sline Australia: 1300 789 978
• 'Are You Safe at Home?' website: www.areyouathome.org.au

Questions?