

# MATE CULTURE CHANGE WORKSHOP GENDER BASED VIOLENCE PREVENTION

[matebystander.edu.au](http://matebystander.edu.au)



MATE Bystander Program is a proud initiative of Griffith University

# ACKNOWLEDGEMENT

We acknowledge, appreciate, respect and are humbled by the Traditional Owners of the land we are meeting on today. We pay our respects to Elders past and present and to the emerging leaders, for they hold the memories, the traditions, the culture and hopes of Aboriginal and Torres Strait Islander peoples across the land we are on today. Importantly, a greater knowledge and appreciation of Aboriginal and Torres Strait Islander traditions of kinship and family can help to reform much of the societal disconnects we are currently facing as a country in order to build a safe and equitable society into the future.

# WHY ARE WE HERE ?

## Anglican Diocese of Adelaide Domestic & Family Violence Policy Framework

1. Ten Commitments – Anglican Church of Australia
2. Safe Ministry policy suite – Anglican Diocese of Adelaide
3. Faithfulness in Service – Anglican Church of Australia
4. Being Together framework – Anglican Church of Australia
5. Vision Statement – (Grow, Connect, Advocate, Care) Anglican Diocese of Adelaide
6. Workplace and Professional Standards Legislation (including WHS & Grievance Policies)



Anglican Church of Australia  
General Synod



Anglican Diocese  
of Adelaide

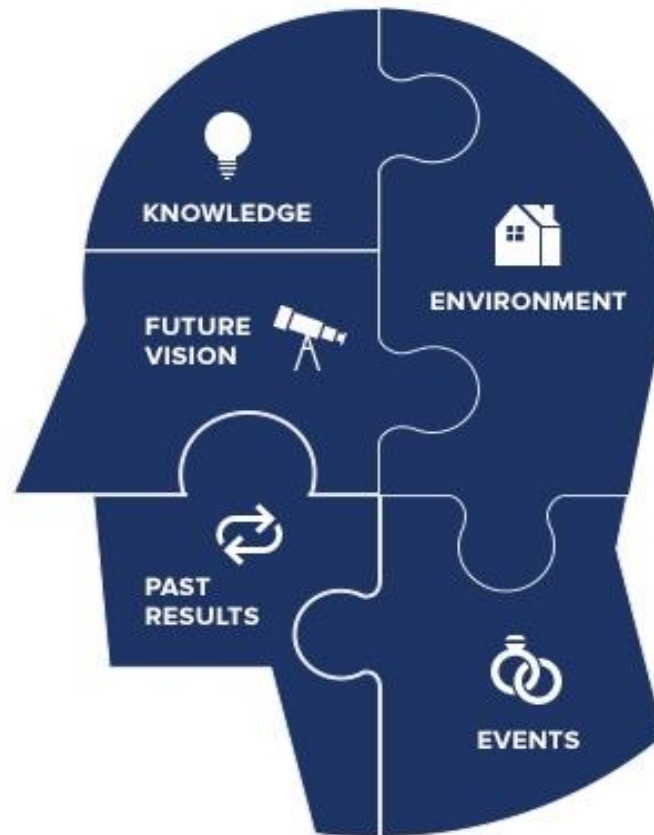
# WHO AM I?

- How old do you think I am?
- Do you think I have children? If so, how many?
  - How do I travel to work?
- Am I vegan/vegetarian/neither?



# ASSUMPTIONS AND BELIEFS

WHERE DO YOUR  
BELIEFS COME FROM?



# FACILITATOR INTRODUCTIONS



**Ann Nadge**



**Sharon Lockwood**

# Self Care

**The MATE content challenges root attitudes and beliefs about violence, and it's causes. Our material could be considered as confronting throughout.**

## **No obligation**

Please note you are under no obligation to stay and participate in this training.

## **Further Support**

1800RESPECT is a 24/7 National helpline should you feel you need extra support.

# Group Agreements

- Experiences of trauma are common across the community – respectful and sensitive communication is essential.
- Focus of the training is on learning needs – no expectation of disclosure.
- Lots of expertise in the room.
- Great opportunity to learn more on this topic so be curious, OK to ask questions as we go.
- Confronting and controversial area to discuss – practice self care.

**1800RESPECT**  
NATIONAL SEXUAL ASSAULT, DOMESTIC  
FAMILY VIOLENCE COUNSELLING SERVICE  
**1800 737 732**

1800RESPECT provides a debrief service for frontline workers.

If you are working with people impacted by domestic violence, and you are feeling stressed and overwhelmed, you can contact us at any time to talk.



# ABOUT MATE

**Our message is simple.**

By being an effective bystander, we can all contribute to world that is equal, safe and free of violence for all people.

## How it started

MATE is evidence based and built from best practice principles. Based on 20+ years of bystander and leadership knowledge research and experience, MATE sits within the Violence Prevention Research team at Griffith University.

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## How it's going

The same message is delivered regardless of who the participants are - it's delivered in over fifteen Universities across Australia and New Zealand, government, corporate, not for profit, banks, prisons - everywhere.

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# A WORD ABOUT LANGUAGE

## DV as a gendered issue

The general MATE Curriculum uses gendered language, because Domestic and Family Violence is overwhelmingly a gendered issue. We believe, and the evidence tells us that addressing the gendered drivers that lead to violence will allow us to prevent all forms of violence.

## Intersectionality

We must also recognise that the gender discrimination that women face is further impacted by other personal factors, including Aboriginality, age, race, ability, sexual orientation, sexual identity, and socioeconomic background. This must always be considered when determining fairness and equity in opportunities, rights and responsibilities.

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**Aboriginal women are:**

**32x** more likely to be hospitalised 

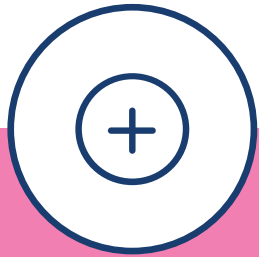
**11x** more likely to be killed 

**as a result of violent assault than other women in Australia.**

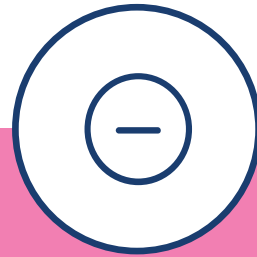
**#16DaysOfActivism**

Motivating Action  
Through Empowerment

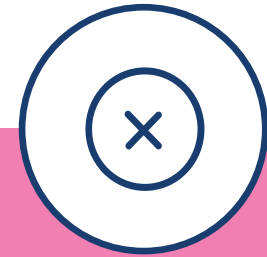
# Men's violence against women is a major issue in Australia.



**AGREE**



**UNSURE**



**DISAGREE**

# WHY WE FOCUS ON MEN'S VIOLENCE AGAINST WOMEN

**01**

All violence is unacceptable regardless of who is perpetrating it.

**02**

Overwhelming evidence tells us that family, domestic & sexual violence is most frequently perpetrated against women, by men.

**03**

Gender-based violence is prevalent. But it is preventable. We can prevent it by addressing social inequities that support violence to occur.

**04**

**Ultimately, it is going to take all of us as effective bystanders to prevent gender-based violence before it occurs.**

# GENDER BASED VIOLENCE A NATIONAL CRISIS

1 IN 4

Have experienced physical or sexual violence by a current or former partner.

(ABS, 2016)

41%

Women have experienced sexual harassment in the workplace.

(AHRC 2022)

1 IN 5

Women have experienced sexual violence.

(AIHW, 2018)

1

Woman is murdered by her current or former partner per week in this country.

(AIHW, 2018)

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Since age 15:



1 in 6 women 1 in 16 men

have experienced physical and/or sexual violence by a current or previous partner



1 in 4 women 1 in 6 men

have experienced emotional abuse by a current or previous partner



1 in 5 women 1 in 20 men

have been sexually assaulted and/or threatened

## Women and men reported their experiences before age 15:



1 in 6 girls 1 in 9 boys

were physically and/or sexually abused

## Incidence of workplace sexual harassment

In the last 12 months

About **1 in 5** people

(19%) have been sexually harassed at work.

In the last 5 years

About **1 in 3** people

(33%) have been sexually harassed at work (41% of women and 26% of men).



Family and domestic violence is a leading cause of homelessness:



72,000 women 34,000 children 9,000 men

sought homelessness services due to family violence in 2016-17

Intimate partner violence is the greatest health risk factor for women



aged 25-44



\$22 billion

was the estimated cost of violence against women and children in Australia in 2015-16

<https://www.aihw.gov.au/reports/domestic-violence/family-domestic-sexual-violence-in-australia-2018/summary>  
[https://humanrights.gov.au/sites/default/files/infographics\\_1-9\\_24nov2022-2\\_1\\_0.pdf](https://humanrights.gov.au/sites/default/files/infographics_1-9_24nov2022-2_1_0.pdf)

Motivating Action  
Through Empowerment

# NCAS

THE 2021 NATIONAL COMMUNITY  
ATTITUDES TOWARDS VIOLENCE  
AGAINST WOMEN SURVEY (NCAS)



Many Australians don't understand that  
**domestic violence is  
predominantly perpetrated  
by men against women**



**41% of respondents**  
believed that domestic violence is equally  
committed by both men and women

#NCAS

ANROWS

Motivating Action  
Through Empowerment



# NCAS

THE 2021 NATIONAL COMMUNITY  
ATTITUDES TOWARDS VIOLENCE  
AGAINST WOMEN SURVEY (NCAS)



A majority of Australians do not think violence against women occurs in all communities, including their own

Even though

**91%**

of respondents  
**agreed that violence against women is a problem in Australia**

#NCAS

ANROWS

Only

**47%**

**agreed** that it is a  
**problem in their own suburb or town**

#NCAS

ANROWS



# ABOUT OTHERING

“Othering” involves attributing negative characteristics to people or groups that differentiate them from the perceived normative social group.

It is an “us vs. them” way of thinking about human connections and relationships. This process essentially involves looking at others and saying, “they are not like me” or “they are not one of us.”

It’s unhelpful. Dangerous even.

...And it’s been around forever.



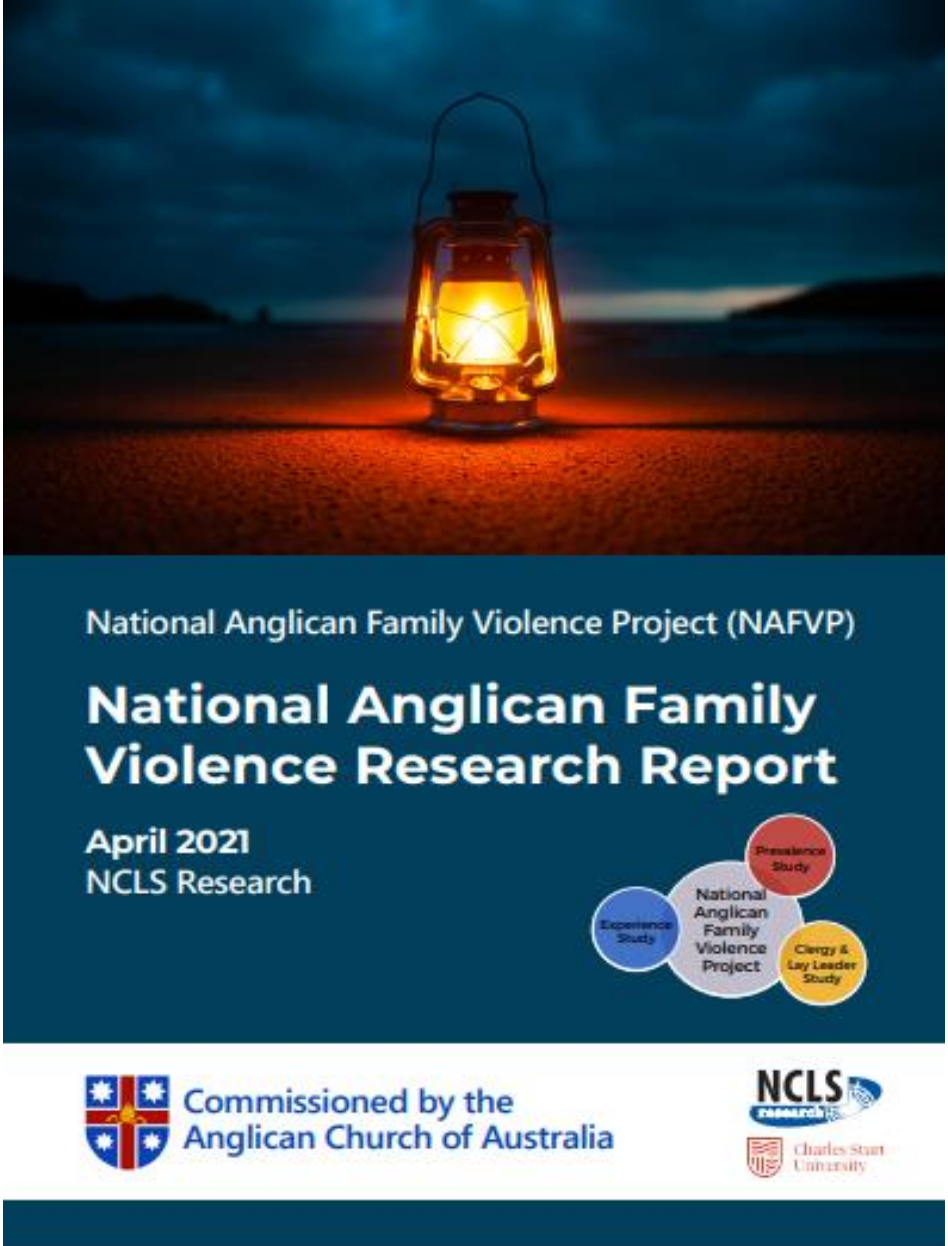
# IMPORTANT PROGRESS: WITHIN THE ANGLICAN CHURCH

When asked the direct question “Have you ever been in a violent relationship with any partner?”

23% of Anglicans who had ever been in an adult intimate relationship said “yes”.

Compared to 15% for the equivalent group of the general Australian public in the same study.

National Anglican Family Violence Research Project, NCLS Research, 2019



National Anglican Family Violence Project (NAFVP)

## National Anglican Family Violence Research Report

April 2021  
NCLS Research

Experience Study  
Prevalence Study  
National Anglican Family Violence Project  
Clergy & Lay Leader Study

Commissioned by the  
Anglican Church of Australia

NCLS  
research  
Charles Sturt  
University

# INSTEAD OF OTHERING:

Humility.

Curiosity.

We may not think this happens in a church community like this, but sadly, that is simply not true. We need to understand that this is a cultural issue that is alive and well within the church. There may even be blind spots in our culture making the problem worse.





ANROWS



# 4 Key Drivers of Gender Based Violence

## Rigid gender roles & stereotypes

- e.g., “boys will be boys”, sexist language

## Social condoning of violence against women

- e.g., victim blaming attitudes

## Men’s control of decision making and limits to women’s independence

- e.g., “men should be head of the household”

## Men disrespecting women to bond with other men

- e.g., sexual harassment

Change the Story, Our Watch, 2015

Violence against women  
**IS PREVENTABLE**  
if we all work together



## ACTIONS

that will prevent violence against women:

CHALLENGE  
condoning of  
violence against  
women

PROMOTE  
women’s  
independence  
& decision-making

CHALLENGE  
gender  
stereotypes  
and roles

STRENGTHEN  
positive, equal  
and respectful  
relationships

Promote and normalise GENDER EQUALITY in public and private life



MUTUALLY REINFORCING ACTIONS ARE  
NEEDED THROUGH LEGISLATION,  
INSTITUTIONAL, POLICY AND PROGRAM RESPONSES:

- by governments, organisations and individuals
- in settings where people live, work, learn and socialise
- tailored to the context and needs of different groups.



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# PERSONAL LEADERSHIP



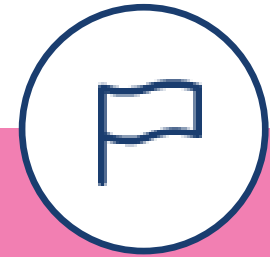
## GOOD LEADERSHIP

What are some of the key characteristics of a good leader?



## IS IT EASY?

If it's not easy, what else does it take?



## COURAGE

It takes COURAGE to challenge the status quo!



# **IF WE ARE TALKING ABOUT GENDER-BASED VIOLENCE AND PREVENTING VIOLENCE**

Why do you think we are starting with a conversation about leadership? .



# SPHERE OF INFLUENCE

We are in fact all leaders and we have people in our world who look to us and our leadership for certain things in life.



# CULTURAL SHIFTS THAT HAVE **CHANGED & SAVED LIVES**



What other things can we think of that we have all adapted to and adopted over time? Was there resistance? What did it cost us to change?



# DO YOU KNOW THIS WOMAN?

This is Catherine Susan “Kitty” Genovese. Her murder prompted enquiries into what became known as the bystander effect.



# SO, IS THIS STILL HAPPENING?

NEWS > CRIME

## Browns Plains domestic violence fire victim Doreen Langham called police hours before death

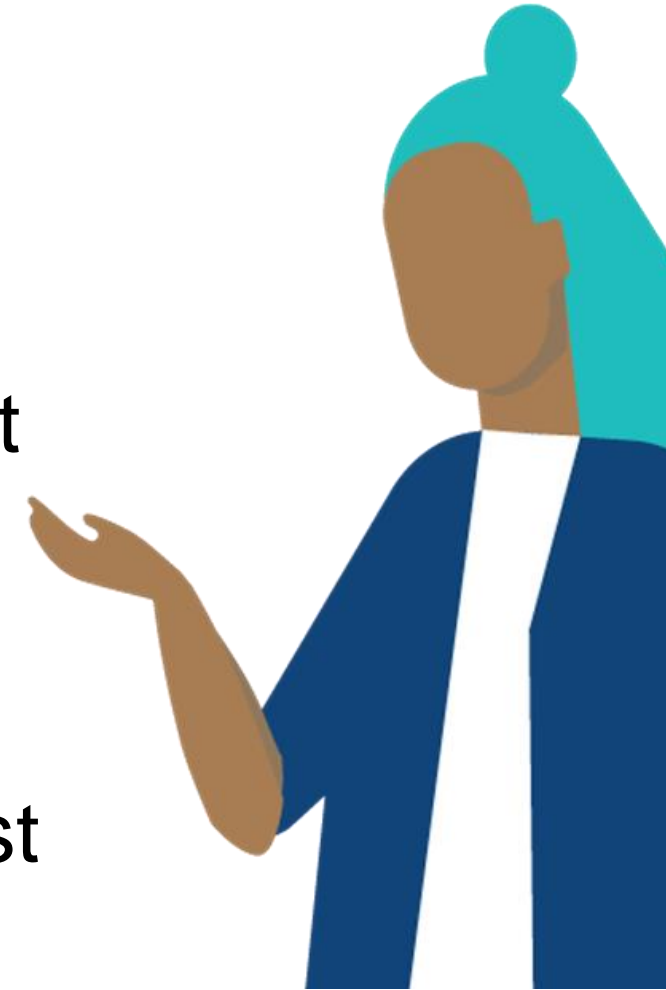
Elizabeth Daoud • 7NEWS Published: Wednesday, 24 February 2021 8:05 am AEDT



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Through Empowerment

# BYSTANDERS

- Observe situations which concern them and decide to intervene in a way that maintains their own safety and enhances that of others.
- Bystander actions send a message of support to the person targeted and a message of accountability to those who perpetrate abuse.
- Challenge violence supporting attitudes and behaviours which perpetuate violence against women.



# WHO IS A BYSTANDER?



Does the person need to be there to be a bystander?



How else might someone be a bystander?



Does a bystander have a potential to influence a situation? If so, how?

**WHEN A BYSTANDER DOES  
NOTHING, WHAT MESSAGE DO  
THEY SEND?**

# WHY DOES A BYSTANDER **DO NOTHING?**

Pluralistic ignorance - (“I want to but I won’t”)



# PLURALISTIC IGNORANCE

**A situation in which a majority of group members privately reject a norm, but go along with it because they assume, incorrectly, that most others accept it. This is also described as "no one believes, but everyone thinks that everyone believes".**

# WHY DOES A BYSTANDER DO NOTHING?

Pluralistic ignorance - (“I want to, but I won’t”)

Fear

Lack of knowledge of situation

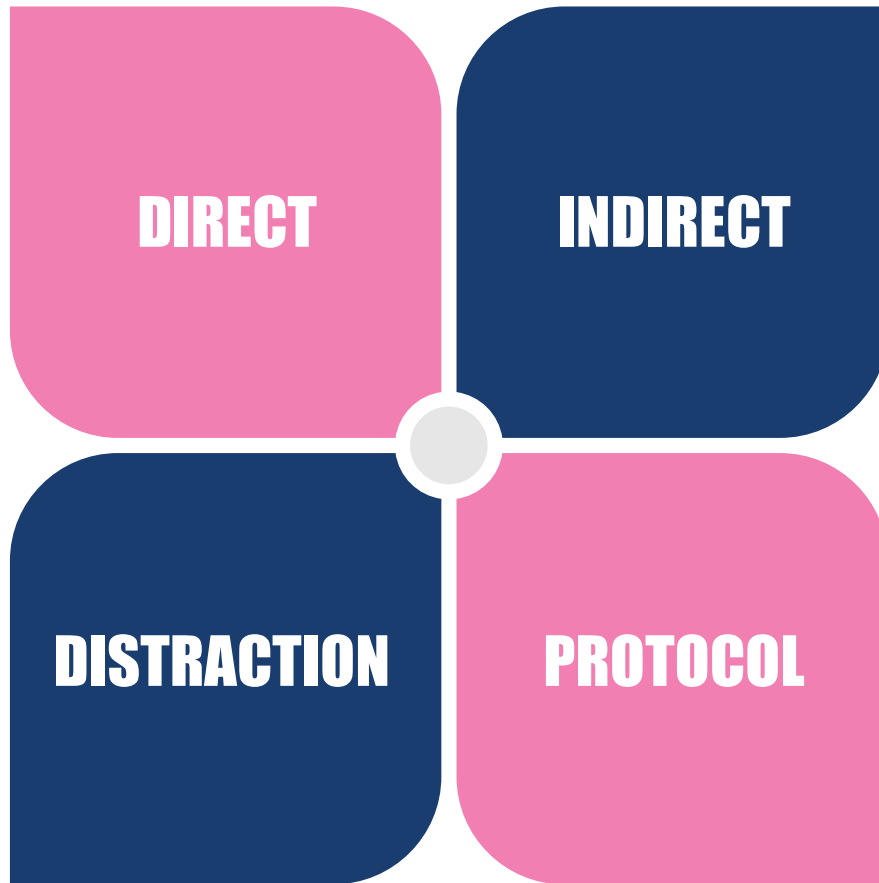
Failure to lead from where one sits

Fear of making things worse

Fear of getting it wrong

Fear of what others will say

Social norms



# **BYSTANDER INTERVENTION FRAMEWORK**

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# WHAT IS IT VS WHAT IT ISN'T

It isn't Domestic Violence if the two people have equal power.

Therefore, we need to focus our attention on unequal power dynamics in relationships.



**EQUAL**



**NOT EQUAL**



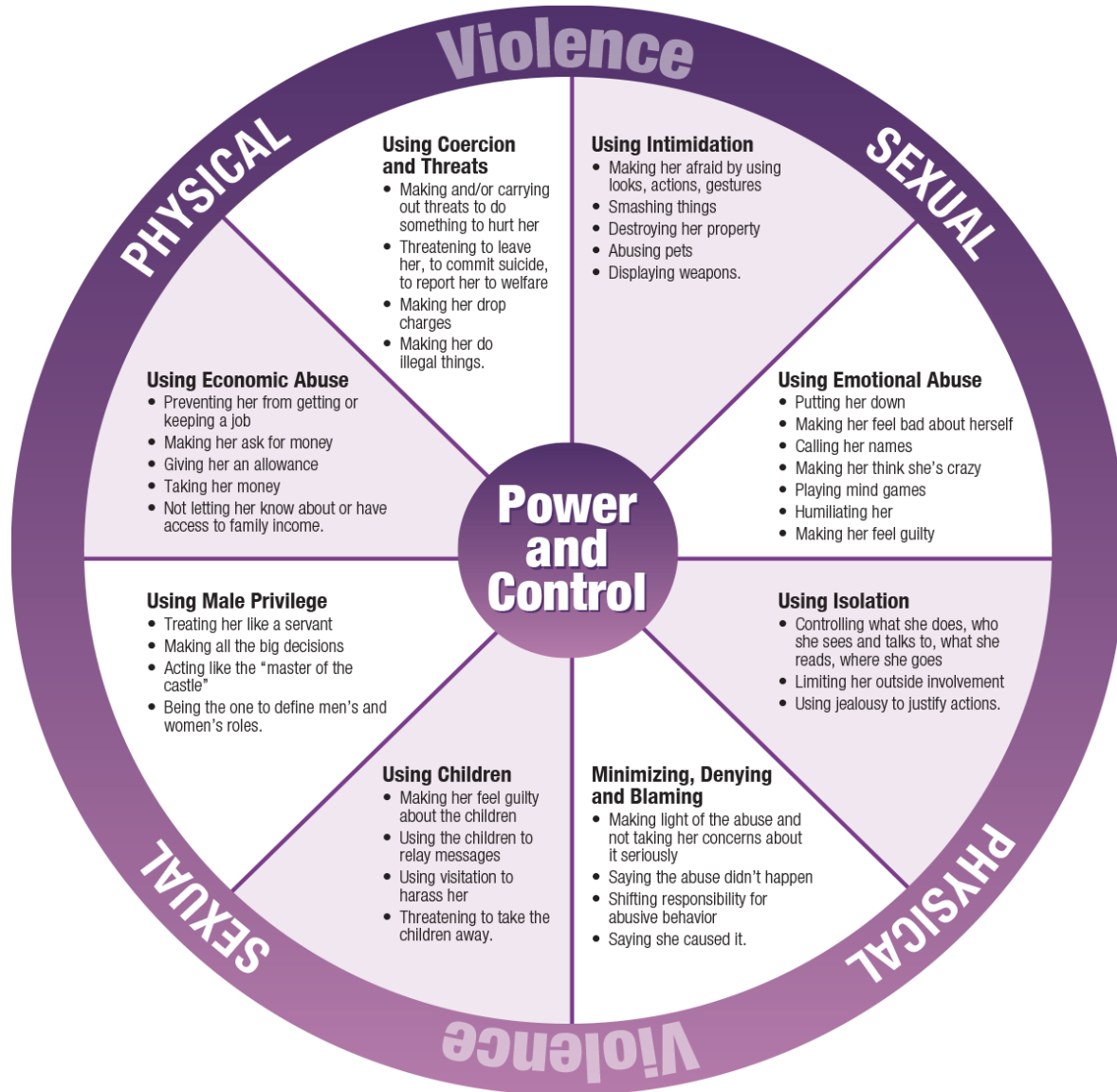
# POWER AND CONTROL WHEEL

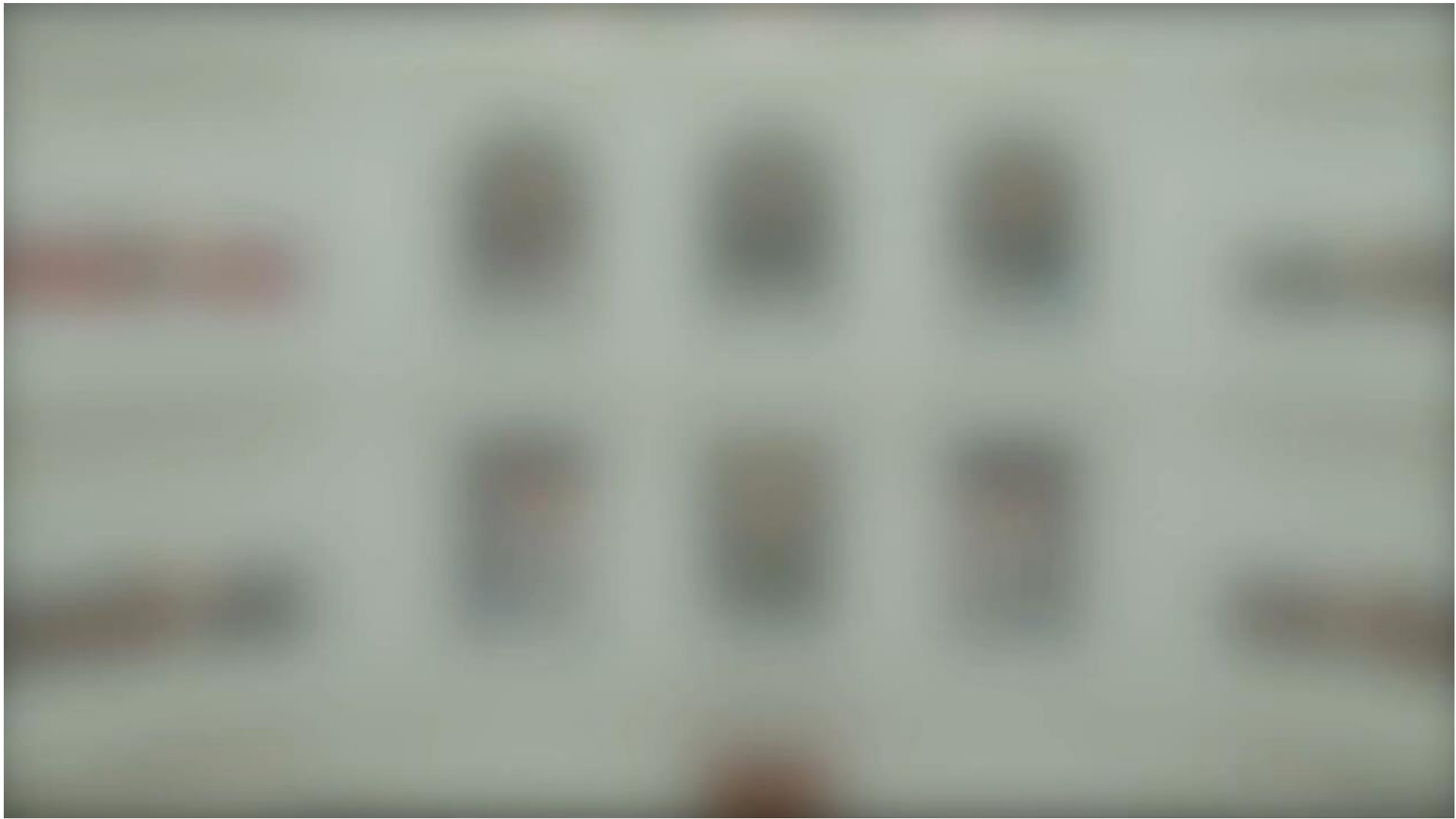
Created in Duluth, Minnesota by Domestic Abuse Intervention Programs.  
[theduluthmodel.org.au](http://theduluthmodel.org.au)

## ABOUT THE WHEEL

The power and control wheel is informed by victims. Over several months, the people at Duluth convened focus groups of women who had experienced violence. They listened to heart-wrenching stories of violence, terror and survival. They documented the most common abusive behaviours or tactics that were used against these women. The tactics used for the wheel were those most universally experienced by these women. It is the best (victim informed) resource we can use to explain power and control/coercive control..

# Power and Control Wheels





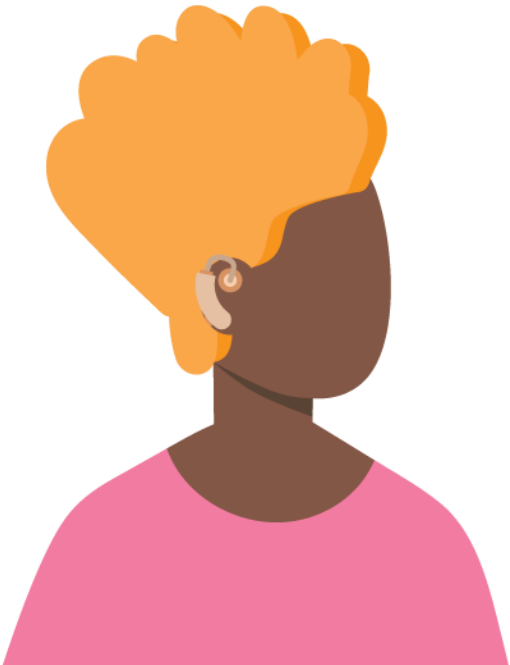
# SCENARIO

You have a good mate who exhibits a number of controlling behaviours towards his partner. You have seen him trying to dictate who she can and can't see. You are concerned this might escalate and have an impact on their relationship.

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It sounds like he thinks he should be the one in charge in their relationship.

She shouldn't need his permission to see who she wants. I should say something though – what should I say?







# 4 Key Drivers of Gender Based Violence

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- e.g., sexual harassment

Change the Story, Our Watch, 2015

Violence against women  
**IS PREVENTABLE**  
if we all work together



**ACTIONS**  
that will prevent violence against women:

CHALLENGE condoning of violence against women	PROMOTE women’s independence & decision-making	CHALLENGE gender stereotypes and roles	STRENGTHEN positive, equal and respectful relationships
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Promote and normalise GENDER EQUALITY in public and private life



MUTUALLY REINFORCING ACTIONS ARE NEEDED THROUGH LEGISLATION, INSTITUTIONAL, POLICY AND PROGRAM RESPONSES:

- by governments, organisations and individuals
- in settings where people live, work, learn and socialise
- tailored to the context and needs of different groups.



Motivating Action Through Empowerment

# Support Services

[MensLine Australia](#) PH: 1300 78 99 78

24/7 Phone & online counselling for men.

[1800 RESPECT](#) PH: 1800 737 732

24/7 Phone & online counselling for people experiencing domestic abuse and sexual violence.

[Yarrow Place Rape & Sexual Assault Service](#)

PH: 1800 817 421

24/7 Medical & counselling service for sexual assault.

[Cedar Health Service](#) PH: 8444 0700

Medical & counselling service for people experiencing domestic abuse & family violence.

[Women's Safety Services SA](#) PH: 1800 800 098

Support service for women and their children experiencing domestic and family violence.

# Be there.

An app supporting bystanders to 'Be there' for someone who may be experiencing domestic violence.

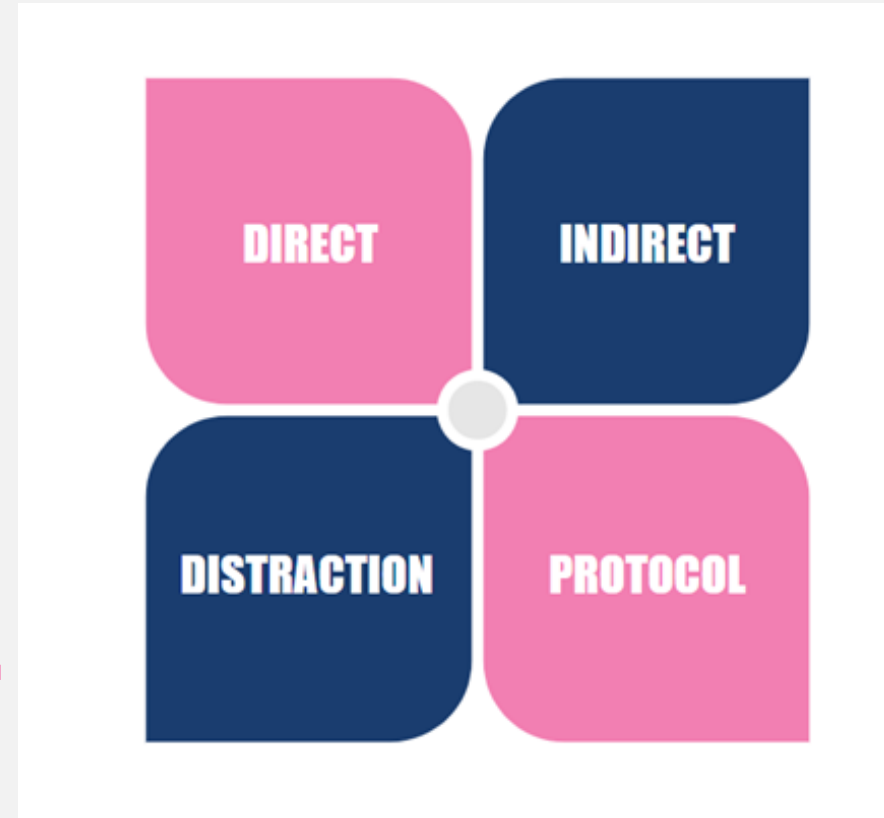


Motivating Action  
Through Empowerment

 **Griffith** UNIVERSITY

Queensland, Australia

**ULTIMATELY, IT'S UP TO US  
TO CREATE A CULTURE,  
WHERE PEOPLE FEEL  
INCLUDED, SAFE AND EQUAL**





# STAY CONNECTED

[matebystander.edu.au](https://matebystander.edu.au)



@matebystanderprogram

# THANK YOU



MATE Bystander Program is a proud initiative of Griffith University