

# CEW

Women Leaders Empowering All Women



## WOMEN AND INTERSECTIONALITY AT WORK: *INCLUSIVE APPROACHES TO ORGANISATIONAL LEADERSHIP*

@DivCouncilAus

Webinar starts at 9.30am (AEDT) / 6:30 PM  
(EST)

View live captions on your smart device via  
Zoom closed captions [cc]



# ACKNOWLEDGEMENT OF COUNTRY

We acknowledge and pay our respect to the Custodians of this land, Elders, past and present.

We acknowledge the many Aboriginal and Torres Strait Islander peoples who have made an important contribution to this land and community and continue to do so. And we welcome all Aboriginal and Torres Strait Islander peoples joining us online around Australia.

*Buranbaa Ngarran (New Dawn) by artist Kirsten Gray for DCA Innovate RAP 2024-2026*

# HOUSEKEEPING

You can follow today's presenting organisations on Instagram:

- **@DivCouncilAus**
- **@aushumanrights**
- **@ssi\_news**
- **@chief\_executive\_women**
- **@africanwomenau**

To view captions, turn the captions function on via zoom

The event is being recorded and will be sent to all registered participants by email post the event

# QUESTIONS



- Select Q&A at the bottom of your screen.
- Submit your question to the panel.
- You can also upvote an existing question by using the thumbs up icon.

# SPEAKERS

**Dr. Anna Cody (she/her)**, Australia's Sex Discrimination Commissioner, AHRC

**Juliana Nkrumah (she/her)**, Manager, Gender Equality and Women's Safety, Settlement Services International; Founder African Women Australia Inc. (AWAU)

**Dr. Astrid Perry (she/her)**, Head of Women, Equity and Domestic and Family Violence, Settlement Services International

**Dr. Virginia Mapedzahama (she/her)**, Scholar-In-Residence and Director, Special Projects, Diversity Council Australia; Board Director AWAU

**Shalani Tharumanathan (she/her)**, Project Manager, RISE, Diversity Council Australia

**Lisa Annese (she/her)**, CEO, Chief Executive Women

# PANEL DISCUSSION

**How is your organisation applying an intersectional lens to its gender equality initiatives?**

What specific strategies have you implemented to ensure that the voices of women experiencing multiple and intersecting forms of marginalisation are centred in your workplace gender equity efforts?

# AUSTRALIAN HUMAN RIGHTS COMMISSION (AHRC)

YOUR PARTNER IN  
**DIVERSITY & INCLUSION**





# Speaking from Experience

Intersectionality: understanding the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalization, as well as the barriers to equal treatment within organisations experienced by people who are negatively racialized, are women, are LBGQTIA+, are First Nations, etc

Trauma-informed practice: based around equipping participants with 'choice' and 'control'

Cultural safety: recognising and respecting the cultural identity of others and safely meeting their needs

Accessibility: Ensuring that everyone can access the information and participate fully, equally and independently

- We heard from **300+ victim survivors** from diverse groups
- Built relationships with **76 partnerships**
- Culminating in **63+ individual and group consults** (in person and online), and
- **30+** online submissions (written and oral)

# SETTLEMENT SERVICES INTERNATIONAL (SSI)

YOUR PARTNER IN  
**DIVERSITY & INCLUSION**



# WORKING WITH PARTICIPANTS OF RISE



- Rationale
- Flow of work
- The benefit of the Strengths Profile
- Outcomes desired
- Feedback from participants

A partnership between:



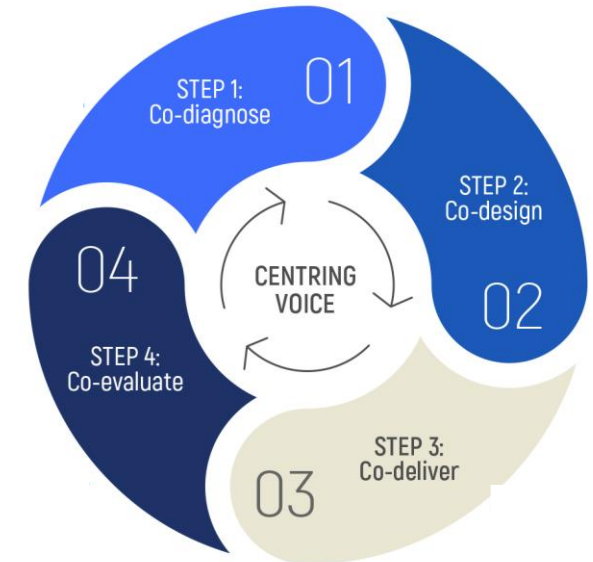
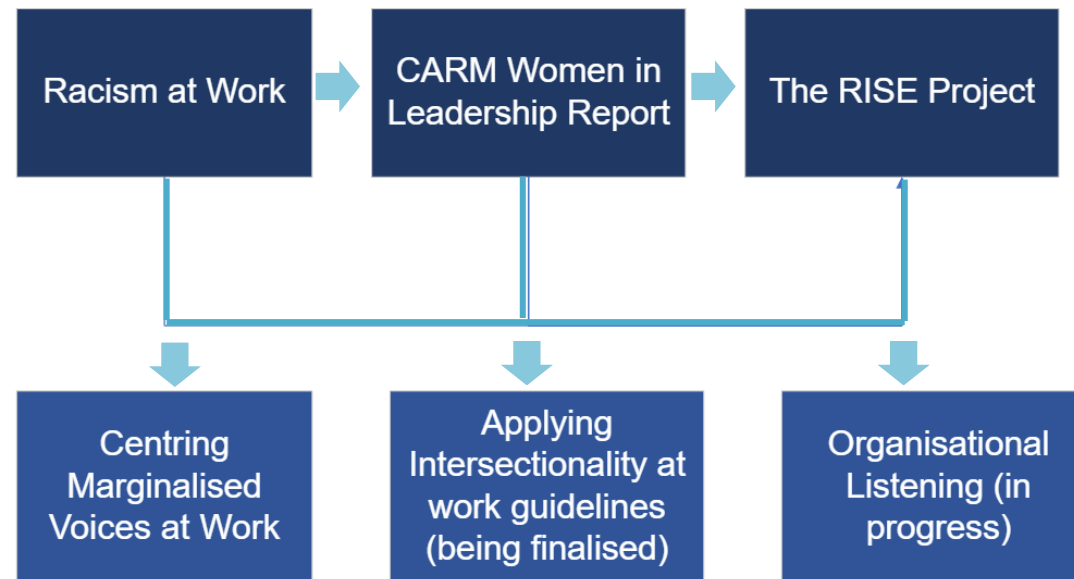
# DIVERSITY COUNCIL AUSTRALIA (DCA)

YOUR PARTNER IN  
**DIVERSITY & INCLUSION**



# DCA'S INTERSECTIONALITY METHODOLOGIES

1. Intersections at Work (LGBTQIA+)
2. Gari Yala (gendered insights)
3. Older Women Matter
4. Cracking the Glass Cultural Ceiling



# RISE25 INTERSECTIONALITY INFORMED CHANGE-MAKING JOURNEY



# CHIEF EXECUTIVE WOMEN (CEW)

YOUR PARTNER IN  
**DIVERSITY & INCLUSION**



# *Our Mission*

## **Women leaders empowering all women**

**CEW is the pre-eminent organisation representing prominent and influential women leaders from the corporate, public service, academic and not-for-profit sectors.**

Our 1,200 members oversee more than 1.3 million employees and \$749 billion in revenue. Members' organisations have a combined market capitalisation greater than \$1.144 trillion and contribute in excess of \$249 billion to Australia's GDP.

Since 1985 CEW has influenced and engaged all levels of Australian business and government to achieve gender balance. Through advocacy, research, targeted programs and scholarships, CEW helps to remove the barriers to women's progression and ensure equal opportunity for prosperity. CEW's members work actively to realise our vision of a community where women and men have equal economic and social choices and responsibilities.



# About *CEW*

## ***Our vision for the future:***

- 1. Diverse women leaders at every decision-making table*
- 2. Women's workforce participation enabled across all sectors*
- 3. Women are economically secure and free from violence across their life course*
- 4. Workplace flexibility for men and women to work and care.*

### ***Criteria for CEW asks***

*Core to CEW's vision and mission*

*Widely felt by members*

*Deeply felt by members*

*Winnable*

*CEW can add unique value*

CEW



# CEW Federal Election Platform 2025

**CEW is calling on the future government of Australia to introduce six policy changes to ensure a strong economy and thriving nation:**

1. Make early childhood education and care universal
2. Invest in women's safety and economic security
3. Support women's health to enable workforce participation
4. Build the pipeline of women in male dominated industries
5. Deliver adequate affordable housing considering the needs of women
6. Build gender balanced leadership, appointing a gender balanced cabinet



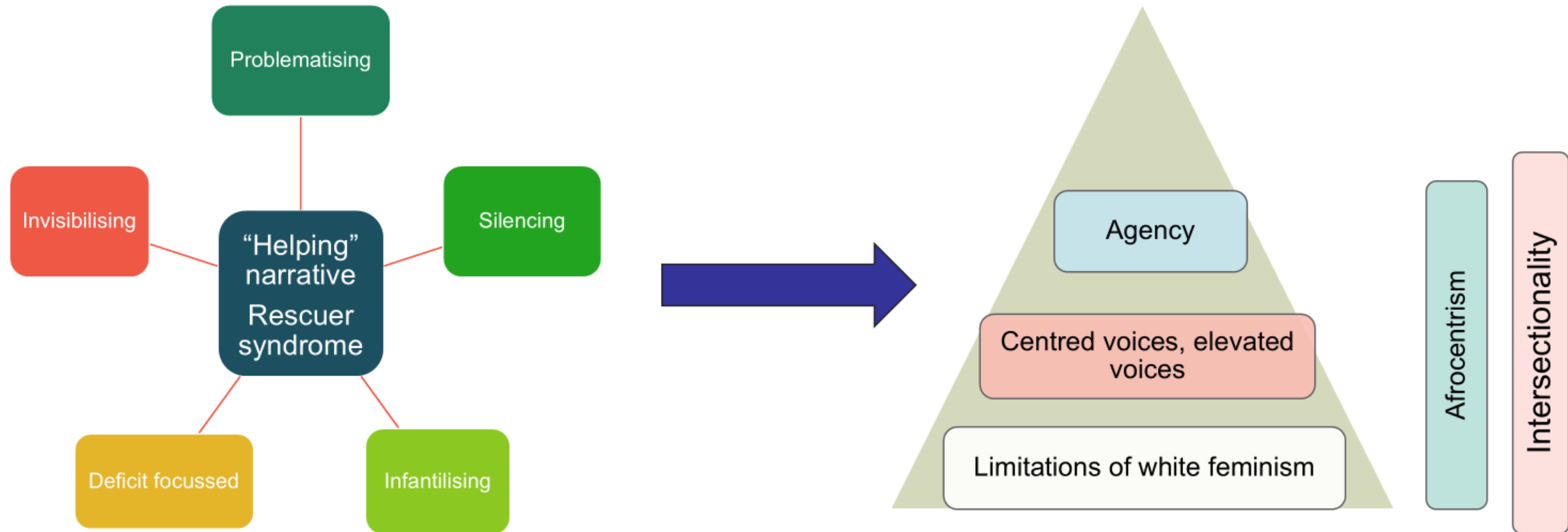
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# **AFRICAN WOMEN AUSTRALIA INCORPORATED (AWAU)**

**YOUR PARTNER IN  
DIVERSITY & INCLUSION**



# ELEVATING THE VOICES OF AFRICAN WOMEN IN AUSTRALIA



# QUESTIONS



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# THANK YOU

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- **Juliana Nkrumah (she/her)**, Manager, Gender Equality and Women's Safety, Settlement Services International; Founder AWAU
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- **Shalani Tharumanathan (she/her)**, Project Manager, RISE, Diversity Council Australia
- **Lisa Annese (she her)**, CEO, Chief Executive Women
- **Dr. Dimitria G. Groutsis (she/her)**, Academic Director of the Science, Australia Gender Equity (SAGE) Program and Professor of DE&I, University of Sydney Business School