

Women matter in local democracies Part 2: Workshops

Women Matter in Local Democracies Project 2008 Report on Part 2: Workshops for women from culturally and linguistically diverse backgrounds Report for Community Support Fund



Workshops and Interim Report prepared by Jenny Ashby & Associates Pty Ltd for WPILG Coalition and Project partners October 2008 (M: 0419 878 025 E: ashby@bigpond.com)

Below is the final Project report prepared by VLGA for WPILG Coalition February 2009 (T: 9349 7999 E: linda@vlga.org.au)

Part 1 and Part 2 of the **Women matter in local democracies Project** were funded by grants from Victorian Government Centenary of Suffrage Grant and Community Support Fund and the Cities of Greater Dandenong; Hobson's Bay; Latrobe; Manningham; Shire of Moira; Monash, Moreland; Greater Shepparton; Whitehorse; Whittlesea and Yarra.

Other images are available on request.

Image Below : Greater Dandenong





Women matter in local democracies

Part 2: Workshops

Contents	Page
1. Introduction	1
2. Learning from this Partnership approach	5
2.1 What we learnt	5
2.2 Overview of the ten Workshops	7
3. Development of the Workshop Module	2
3.1 Content	2
3.2 Delivery	2
3.3 Tailoring each workshop	4

Attachments

A1. Workshop Summary Table

A2. Generic Flyer

Details of Workshop content are available on request.

Women matter in local democracies Part 2: Workshops

1. Introduction

Women's Participation in Local Government Coalition (WPILGC) and ten Local Governments partnered in the Women matter in local democracies Project Part 2. The aim was to facilitate workshops in ten local government areas (LGAs) to encourage women from culturally and linguistically diverse (CALD) backgrounds to be more active in local democracies.

The WPILGC consultant (Jenny Ashby from Jenny Ashby and Associates) worked with the local governments to plan the workshops and actively seek CALD women to attend. Jenny Ashby facilitated all of the workshops.

The 10 local governments involved with Part 2 were: Greater Dandenong; Hobson's Bay; Latrobe; Manningham; Moira; Moreland; Shepparton; Whitehorse; Whittlesea and Yarra.

This project was undertaken from June to October 2008.

The project was guided by a WPILGC Reference Group that met regularly.

Selection of the local governments

The Women matter in local democracies Project was designed so that the Part 2 Workshops built on Part 1 events.

The ten local governments that partnered in Part 2 were selected through the following process:

- A letter was sent by WPILGC to the CEOs of all 79 local governments requesting Expressions of Interest
- 16 Expressions of Interest were received by WPILGC
- 7 of the 8 local government partners from Part 1 Events expressed their interest and were selected
- The remaining 3 places were selected from 9 Expressions of Interest (EOIs) based on:
 - i. **geographic (metropolitan) spread:** ensuring the Western region with a high CALD population had a participating local government
 - ii. **rural:** involving a small rural shire with a significant CALD population
 - iii. **demographics:** ensuring a local government with the highest CALD population in the state participated.



Image: Greater Shepparton

Women matter in local democracies

Part 2: Workshops

2. Learning from this Partnership approach

2.1 What we learnt

The following was learnt as the project progressed:

- participant numbers were generally higher for workshops when the local governments targeted an existing group of CALD women, for example,
 - Arabic speaking women's support group in Fawkner (Moreland)
 - Community facilitators involved in the celebratory event (Whittlesea)
 - Advanced English class in Cobram for Iraqi women (Moira)
- Engagement of CALD women was more effective (ie higher numbers participated) when the Council's Multicultural Officers were involved in planning and publicising the workshops eg Greater Dandenong, Whittlesea, Moira, Yarra, Hobsons Bay (2nd time around). This was because they often knew the women and used a personal approach in requesting them to come, did reminder / follow up phone calls, etc
- The workshops where young women (ie students / school age) participated eg Cobram-Moira, Manningham, brought an added dimension to the workshop in discussions and enthusiasm
- Overall there was a better outcome when the workshops were planned and supported by a cross directorate approach, ie when Council's Governance, Multicultural and Community Development Officers were involved
- The workshops took a lot of time and effort for Council officers in targeting and engaging CALD women
- Workshops were generally more effectively organised when one Council officer took a lead role in working with the WPILGC consultant. Council Officers reported learning a lot from the experience when Governance people took this lead role eg Moira Shire, Whitehorse, Hobson's Bay, Greater Dandenong. This lead role was taken by Community Development Officers at Greater Shepparton, Manningham and Multicultural Officers at Whittlesea and Yarra, with Moreland designating a worker from the Community Development department. Consistently, governance and community services staff learnt a lot from each other during the process of organising civic workshops for CALD women.
- One workshop (Hobson's Bay) did not have CALD women arrive and the WPILGC consultant and the Governance officer agreed to reschedule this workshop. The rescheduled workshop was highly successful. A different approach was taken with women being targeted and personally invited by the Council's Multicultural Officer (new to Council) who approached women currently on the Council's Multicultural Advisory Group (MAG)
- One workshop (Latrobe City) was cancelled due to a lack of registrations. The WPILGC offered a later date for a workshop, but unfortunately, Latrobe was not able to meet the Project completion date.

Women matter in local democracies

Part 2: Workshops

- Generally speaking, broad brush publicity eg Council newsletter, local newspapers, flyers combined with mailout of letters to ethnic groups / organisations did not work. This approach was taken by various Councils who wanted the workshops to be open to all CALD women and not targeted (which could have been seen as Council being selective). However this approach generally delivered low numbers, eg Greater Shepparton, Whitehorse, Manningham. The targeted personal approach seemed to have worked better with CALD women where they were personally invited and followed up. This however, is a time consuming task and needs to be costed and funded in future work undertaken so that taking a community development approach is recognised and valued by Councils and the State Government
- Part 1 Events influence on CALD women's participation in Part 2 Workshops:
 - Two workshops built on events that engaged a high number of CALD women – one had high numbers at the workshop and one had fewer participants, eg Whittlesea, Greater Shepparton
 - Two workshops were held before their local governments events so had limited capacity to influence eg Whitehorse, Manningham
 - Three workshops were held with local governments that were not partners in Part 1 eg Greater Dandenong, Hobson's Bay, Moira Shire
 - Two workshops were not influenced by their events due to the nature of the events, eg Yarra (launch), Moreland (public event not women specific)
- Each of the workshops undertaken was very different although using the same content, program and delivery style. The WPILGC consultant asked the women what they wanted from the workshop and then adapted the workshop material to suit expressed needs / desires. At all the workshops the women said how much they had enjoyed the experience.



Image: Shire of Moira

Women matter in local democracies ***Part 2: Workshops***

2.2 Overview of the ten Workshops

AUGUST	
LGA	Workshop overview
Greater Shepparton	Saturday 2 August 2008 11am to 1pm 8 women including Woman Councillor as Guest speaker and Council's Community Development Worker
Moreland	Monday 11 August 2008 10am to 12 noon 20 participants including: 14 women from Arabic speaking women's support group 1 Support worker from Australian Lebanese Welfare Association 1 Interpreter 3 Council Officers – Community Development (1) and Governance (2) 1 Woman Councillor as guest speaker
Yarra	Tuesday 19 August 2008 10am to 12 noon 15 participants including: 10 women – 5 Chinese speaking women; 3 Vietnamese speaking women; 1 woman from Spectrum Migrant Resource Centre and 1 woman from Wise Employment 2 Interpreters – Cantonese and Mandarin 2 Council Officers – Community Planner Multicultural Affairs and Neighbourhood Houses & Health Planner Current Mayor as the Woman Councillor guest speaker
Moira (Cobram)	Wednesday 20 August 2008 11am to 1pm 15 participants including: Iraqi women from an English class; the English Teacher, a woman from the CWA, two women Councillors as guest speakers and 3 Council staff (2 Community Development and 1 from Governance)
Whitehorse	Tuesday 26 August 2008 10am to 12noon 11 participants including: 8 women from the Laotian, Cambodian, Russian; Taiwanese communities; from the local Ethnic Communities Council, mature student (from Peru), woman from the Whitehorse Club Woman Councillor from adjoining Council as guest speaker Two Council officers (Governance and Community Dev) City of Whitehorse CEO welcomed the women and opened the workshop, accompanied by Governance Manager

Women matter in local democracies

Part 2: Workshops

SEPTEMBER	
LGA	Workshop overview
Whittlesea	<p>Saturday 13 September 2008 2pm to 4pm</p> <p>19 participants including: women from Turkish, Iranian, Indian, Vietnamese, Greek, Spanish speaking backgrounds</p> <p>3 women councillors including the current Mayor Council officer Representative from WPILGC</p>
Greater Dandenong	<p>Tuesday 23 September 2008 6pm to 8pm</p> <p>24 participants including: women from Afghani, Indian, Vietnamese, Italian, Pacific Islander (Samoan), African backgrounds</p> <p>1 woman councillor 1 ex- woman Councillor 3 Council officers</p>
Manningham	<p>Tuesday 30 September 2008 10am to 12 noon</p> <p>13 participants including: 9 women from Indian, Chinese, Greek backgrounds</p> <p>1 woman councillor 2 Council officers 1 student on Council placement Mayor attended to welcome the group</p>
Hobson's Bay	<p>Thursday 9 October 2008 5.30pm to 7.30pm</p> <p>8 participants including: women from Filipino, Greek, Italian and Vietnamese backgrounds</p> <p>2 Council officers</p> <p><i>Initial workshop was Tuesday 16 September 10am to 12noon</i></p>
Latrobe City (Morwell)	<p>Monday 8 September 2008. 2pm to 4pm Nambur Wariga Room, Morwell</p> <p><u>CANCELLED by Latrobe - a further date was not able to be arranged within the Projects timeline.</u></p>

Women matter in local democracies Part 2: Workshops

3. Development of the Workshop Module

3.1 Content

The module content was developed in conjunction with the Project Reference Group from WPILGC. The WPILGC consultant developed the draft module based on:

- advice on key messages the Reference Group wanted conveyed in the workshop
- material from the “Women get elected” workshop module
- knowledge based on the WPILGC consultant’s experience and expertise in working with ethnic communities and delivering information and training using interpreters.

It was clear that there was too much content for the 2 hour workshops and the advice given by the WPILGC was to develop a Powerpoint handout (see attached) to reduce the content and focus on the key concepts to be conveyed, eg active citizenship, circles of influence, pathways, how women get elected, what Councillors do, and opportunities for participation in local democracies.

There was still too much content however that WPILGC consultant acknowledged this at each workshop and encouraged the women participants to take away the material and read it later at their leisure (reference made here to the WPILGC Kit and attention was particularly drawn to the “A Gender Agenda”).

3.2 Delivery

The WPILGC consultant ensured each workshop was interactive by:

- asking the women what they wanted from the workshop
- making sure all women participants got an opportunity to speak
- conveying the statistics in quiz game type approach by asking the women to guess how many Councillors their local government had, how many women councillors and how many women lived in their municipality / shire. Reference was made to “Women in local government statistics” handout in WPILGC kit (see Attachment: Running Sheet p2 for example)
- facilitating discussion by requesting each participant to think of a woman they knew who they saw as being “successful” and share the one characteristic that stood out for them. This was then written on butcher’s paper. This exercise reinforced the value of women’s contribution in all spheres of life as the women participants talked about role models – grandmothers, business women, women in political leadership positions, friends, community leaders, etc – women who inspired them. We then looked at the WPILGC produced poster – “The top 10 assets of successful women” (from The Women’s Power Handbook, 1999) and compared how the workshop participants had identified many of the assets listed on the poster. This was then an opportunity to mention Joan Kirner as the first women Premier of Victoria linking women, politics, democracy
- the concept of active citizenship was explored through diagrams put on butcher’s paper that illustrated the sphere of influence and sphere of concerns. Depending on the audience of each workshop, either some considerable time or little time was spent on this exercise (see Attachment: Running Sheet p3)
- the “step by step” approach and the importance of pathways was explored at each workshop. Where possible the WPILGC consultant asked at each workshop for

Women matter in local democracies Part 2: Workshops

participants to identify organisations and networks that existed in their local government area that could provide pathways for women's participation in local decision making structures

- the woman councillor as the guest speaker was also a great opportunity for storytelling and interactive discussion. This was a popular aspect of the workshops, particularly when the councillor was a CALD woman
- by this time we were usually running out of time so it was negotiated with the women whether to have a 10 minute break or not and if we could go over time for 10 to 15 minutes. Given not one of the workshops started on time, this meant we usually did finish within 2 hours of starting
- the second half of the workshop was always rushed – the WPILGC consultant acknowledged this with the women participants but made sure she always quickly covered the following content:
 - what councillors do
 - what women councillors have said
 - how to learn more about how local government / the Council works
 - why women should participate.(this content was basically the last 4 pages of the Powerpoint Handout)
- the workshop finished with the WPILGC consultant asking the women to write on purple cards "***the one action that you will do*** because you came to the workshop and were part of this discussion today". The women were invited to share this with the group if they wished to and most did – this was written up on butcher's paper. This data has been reported on for each workshop as a form of evaluation – what we hope will come from the CALD women's participation in the Women matter in local democracies workshops 2008 (see Attachment – Workshop Summary Table).

Other matters to note

The use of interpreters was critical in terms of working with CALD women where language was a barrier.

More thought and planning needs to be given to this aspect. Some of the local governments were unclear on who was paying for the interpreters – WPILGC or Council. Also, although some local governments indicated that interpreters were not required, the WPILGC consultant felt that having interpreters would have facilitated and enhanced the contribution that particular women made in a number of the workshops. We managed, but in retrospect, language support and funding for it should have been a built in, integral cost of a project that required engaging with CALD women.

The time involved for Council Officers to liaise with, support and follow up women who attended the workshops and others potentially interested is generally under-estimated. Work with non-mainstream communities should be recognised with appropriate funding.

Women matter in local democracies

Part 2: Workshops

3.3 Tailoring each workshop

Tailoring the generic workshop module was done in three ways:

- i. Website search of the local government for:
 - statistics on women in population
 - councillor information: how many, how many women councillors
 - advisory committees that offered opportunities for women's participation
 - community directory listings of neighbourhood houses, community centres, schools, etc to indicate how many opportunities there were for participation in local decision making structures eg committees of management
 - civic participation eg question time at Council meetings, civic education opportunities
- ii. Phone calls to relevant staff just prior to the workshop to find out more about the women attending the workshop eg their backgrounds, if in leadership positions, whether interpreters were booked so content could be adapted, etc
Phone call to the guest speaker – women councillor to stress the interactive nature of the workshop and reinforce that WPILGC wanted them to convey in their stories **why** they stood (motivation, passion) and **how** they got there (pathways)
- iii. Adapting the workshop material to identified requirements:
 - Workshop Program
 - Workshop Running Sheet to reflect council specific information
 - Summary Sheet of key messages for the workshops (3) that required interpreters. (see Attachments)



Image: Shire of Moira



Women matter in local Democracies

Part 2: Workshops

Attachments

A1. Workshop Summary Table

Workshop	Summary	Facilitator's Observations
<p>Greater Shepparton Sat 2 August 2008 11am to 1pm</p> <p><i>Participants</i> 8 women including Woman Councillor as Guest speaker and Council's Community Development Worker</p>	<p>Two women made the comment that they would communicate the information they learnt at the workshop to other women and the ethnic communities they were involved in.</p> <p>One of the women (a younger one) had recently completed a Leadership Program and was actively seeking to apply to go on Boards. She said she felt she should take the next step after doing the Leadership Program. This stimulated some discussion about how much easier it was for men to go onto Boards than women and why.</p> <p>One of the women participants said was seriously considering standing for local government and the workshop clarified her thinking – she was being strongly supported and encouraged by her friend who was also a participant there.</p> <p>Three of the women were still there talking 1.5 hours after the workshop ended.</p> <p>Evaluation - comments made by women at close of workshop on Butchers paper:</p> <ul style="list-style-type: none"> - <i>Stimulating, fabulous</i> - <i>Very informative and interesting</i> - <i>Relevant information which made possible to learn more about Councillors</i> - <i>Enjoyed it, learnt many things I did not know</i> - <i>Appropriate content. Well conducted. Very valuable</i> - <i>Great overview of what to expect in local government processes & involvement</i> - <i>A great prelude to possible involvement in local government. Thank you Jenny</i> 	<p>Two things stood out from this workshop:</p> <ul style="list-style-type: none"> • confidence issue – women articulated that they felt they would not be able to be in such positions • qualifications issue – women had believed they would have needed a qualification (eg University degree) to be able to stand for local government elections





Women matter in local Democracies

Part 2: Workshops

<p>Moreland Monday 11 August 10am to 12 noon</p> <p><i>Participants</i> 20 participants including: 14 women from Arabic speaking women's group 1 Support worker from Australian Lebanese Welfare Association 1 Interpreter 3 Council Officers – Community Development (1) and Governance (2) 1 Woman Councillor as guest speaker</p>	<p>Women participants spoke about the importance of increasing the % of women elected and women leaders as it “lifts women’s status” and it means people “listen to women’s voice”. Women can “express themselves” and have “more ideas because of experience”</p> <p>In discussing the top ten assets, the women identified – education, experience, willingness, willpower, self confidence, organise their time, supportive partner (to appreciate their involvement), time.</p> <p>The women were interested in the concept of expanding their “sphere of influence’ and showing this as a quick hand drawn diagram was powerful. The women identified their concerns as being speeding fines, car parking problems around schools, speed limits in residential areas and family members being fined for breaking speed limits, trees dropping leaves on nature strips. Took some time before the discussion broadened, eg Council advocacy, road safety.</p> <p>The women were very interested in the “Honouring women in Moreland” booklet supplied by Council for the workshop. They recognised some of the women in it.</p> <p>With the Woman Councillor as guest speaker, the women related to her story of joining with other local people to save a bus service as being the way she first got involved in local government.</p> <p>Six of the women were very keen to speak during the workshop – two were quite young, two were maybe late 20’s and two were older women. One of these women really took on the ‘step by step’ message and talked about how she became involved with the ‘HIPPY’ program at her child’s school through her involvement in the Arabic speaking Women’s Support Group. She said she would be interested when her children were older and would keep getting involved.</p> <p>It was heartening to see the younger Arabic speaking women respond to an older woman saying “age was a barrier” to women’s participation – she responded by saying it was language that was the barrier and that age should not be a barrier.</p> <p>The women were keen to have a tour of Council and learn more about how local government works in Australia as a follow on from the Women Matter workshop.</p>	<p>Facilitator’s Observations What stood out from this workshop:</p> <ul style="list-style-type: none"> • Interest of the younger women • Some of the women wanting to understand local government more because it was different here to their experience in home country • The language of workshop material being too complicated. In the Briefing of the Interpreter prior to the workshop she advised that I should just speak, not use butchers paper or refer to notes. This Arabic speaking interpreter was very skilled and so the workshop discussion flowed well with the women
---	--	---



Women matter in local Democracies

Part 2: Workshops

The pathways identified by the Arabic speaking women at the workshop were:

- Women's Group; High School – participation through children, anger management; HIPPY program – train other Arabic speakers; Leisure Centre - swimming; Learn more about Council by going there, eg Tour

Issues

- Mix up with venue delayed the start of the workshop
- Complicated with multiple organisations involved with workshop: communication was not passed on within agency thus leading to the mix up on change of venue.

Evaluation - comments made by women at close of workshop via interpreter:

- *Age is no barrier but language is a barrier*
- *Step by step – not straight away*
- *When I have time – I will get involved*
- *Learnt about other women in Moreland (refer "Honouring women" booklet)*
- *Lot of experiences to share with other people here – many challenges*
- *Here (in Australia) women take more responsibility – at home (country): father*
- *Learnt today*
- *Teach our children*
- *Encourage our grandchildren*

Many responsibilities



Women matter in local Democracies

Part 2: Workshops

<p>Yarra Tues 19 August 10am to 12 noon Richmond Town Hall</p> <p>Participants 15 participants including: 10 women – 5 Chinese speaking women; 3 Vietnamese speaking women; 1 woman from Spectrum Migrant Resource Centre and 1 woman from Wise Employment 2 Interpreters – Cantonese and Mandarin 2 Council Officers – Community Planner Multicultural Affairs and Neighbourhood Houses & Health Planner Current Mayor as the Woman Councillor guest speaker</p>	<p>Two of the women who attended are Presidents of Associations at Atherton Gardens – Vietnamese Tenants Association and the Chinese Residents Neighbourhood Association.</p> <p>One woman said “this is a first time - I have never been at a meeting like this before where women are discussing democracy and women’s role in leadership”.</p> <p>In discussing the sphere of concerns and sphere of influence, the women raised concerns about the elderly who are isolated due to language and ill health.</p> <p>“Confidence is important” – this was identified as an asset of successful women.</p> <p>“Women are more fair–can bring more changes–women like peace & democracy” was a response to discussing why women are needed in local government.</p> <p>Women were keen to follow up and learn more about Councillor’s responsibilities and requested a meeting at Atherton Gardens with Ward Councillors.</p> <p>Evaluation - comments made by women at close of workshop:</p> <ul style="list-style-type: none"> - <i>I will have a meeting with members of the Association to tell them what I have learnt today (participant had made notes in Chinese from the interpreting)</i> - <i>Do better in Association (Vietnamese Tenants) from things learnt today</i> - <i>I will help the President (Vietnamese Tenants) when I have done my household duties (young woman)</i> - <i>Try their best to be active members in the Chinese Association</i> - <i>Will organise meeting with Councillors and Association members at Atherton Gardens - to be clear about who to approach at Council about particular matters</i> - <i>Help to raise grandchildren</i> - <i>Continue teaching Tai Chi in community - all residents whether Chinese or not</i> - <i>Follow up on Council provided training when there are problems in groups.</i> 	<p>Facilitator’s Observations What stood out from this workshop:</p> <ul style="list-style-type: none"> • The leadership roles that some of the women were already taking in their communities • The issue of confidence • Women being generous – one participant translated from the Cantonese interpreter into Vietnamese so that three other women there could contribute in the workshop • Due to the multiple interpreting - needing to simplify and reduce the workshop material to enable participation by the women in the workshop. Ensuring key messages were conveyed
---	---	---





Women matter in local Democracies

Part 2: Workshops

<p>Moira Wed 20 August 11am to 1pm Cobram Civic Centre</p> <p>Participants 15 participants including: Iraqi women from an English class; the English Teacher, a woman from the CWA, two women Councillors as guest speakers and 3 Council staff (2 Community Development and 1 from Governance)</p>	<p>Nine of the participants were Iraqi women and this included two of their daughters who were Year 8 students (on a day off due to sports).</p> <p>One of the women was very interested and has been in leadership roles in the community. She would be open to the idea of standing for election. One of the women councillors is not standing again and she indicated she would support this woman if she was interested.</p> <p>One of the women had only been in Australia a few months.</p> <p>It was valuable having the young women participating in this workshop.</p> <p>When discussing the spheres of concern and influence, the women raised issues of intolerance and abuse of women in the street by young men in cars. They also raised lack of opportunities in country areas ie. courses/study and unemployment.</p> <p>They saw successful women as having education, strength, compassion, confidence, self trust, among other assets.</p> <p>The English Class teacher indicated that they would spend the next few weeks going through the material from the Women Matter Workshop and be able to continue to discuss and explore ideas, concepts and experiences.</p> <p>Evaluation - comments made by women at close of workshop:</p> <ul style="list-style-type: none"> - <i>I might participate in the next election – in 2005 I first came to Cobram and took the first small step when I was elected to School Council (Iraqi woman)</i> - <i>Be more confident</i> - <i>Participate in leadership roles in schools (Year 8 student)</i> - <i>I will be more daring (from woman 7 months in Australia)</i> - <i>I can see there is a chance for women in the future 'step by step'</i> - <i>Learnt about the role of women</i> - <i>Happy to be here</i> - <i>I want more power for women - strong</i> 	<p>Facilitator's Observations What stood out from this workshop:</p> <ul style="list-style-type: none"> • The interaction between the two women Councillors (guest speakers) and the women participants • The Councillors saying that they learnt a lot from listening to the women • One of the Iraqi women being open to the idea of thinking about standing for Council • One of the women being very generous in explaining to the other women (as there was no Interpreter) • The involvement of the two younger women (Year 8 - aged 14 years?) enhancing this workshop
---	---	---





Women matter in local Democracies

Part 2: Workshops

<p>Whitehorse</p> <p>Tuesday 26 August 10am to 12noon Whitehorse Centre, Nunawading</p> <p><i>Participants</i> 11 participants including: 8 women from the Laotian, Cambodian, Russian; Taiwanese communities; from the local Ethnic Communities Council, mature student (from Peru), woman from the Whitehorse Club Woman Councillor from adjoining Council as guest speaker Two Council officers (Governance and Community Dev) City of Whitehorse CEO welcomed the women and opened the workshop, accompanied by Governance Manager</p>	<p>The women said they came along to get information and learn more about Council given that they are involved in their ethnic community organisations. One woman said that it was rare in her community (Laotian) for women to be involved (in this) and was interested to find out more. This woman later said she was their Association's President. One woman was a volunteer in her community and was interested in how they can support women to get involved. One woman said in her community's home country 65% are women but 2% of women are in government. She wanted to listen and find out the process here.</p> <p>The women discussed how women in their communities were not raised to be leaders and that stepping out into considering such roles was challenging.</p> <p>They said that women would bring to local government - patience, balance, women's points of view, direct experience and knowledge of women's needs.</p> <p>Evaluation - comments made by women at close of workshop:</p> <ul style="list-style-type: none"> - <i>I will report on this workshop to the Migrant Settlement Committee and encourage people in their own communities to do something similar</i> - <i>I will talk to our community (Lao) to understand how government and community can support Council</i> - <i>I will talk with community (Lao) about how Council needs more information from women (women's views are heard)</i> - <i>I will tell other women and remind myself that we have a lot of potential and it is worthwhile to develop it - STEP BY STEP</i> - <i>I will pass information to our Foundation – encourage members to get more involved locally as a FIRST STEP</i> - <i>I will take back to Committee and women. On a personal side I will explore local services, eg Neighbourhood Houses and how things run at local level</i> - <i>I will take information to the Russian community & VIRWC and work more closely with Council to address needs of Russian community residents</i> - <i>I will express the importance of engaging CALD women in my networks.</i> 	<p>Facilitator's Observations</p> <p>What stood out from this workshop:</p> <ul style="list-style-type: none"> • The women's desire for information and a greater understanding of local government • That they were already involved in leadership roles and in active citizenship as volunteers in their communities • The women taking on the message of 'step by step' • The women's response to the guest speaker – they related to her as a migrant woman and her mother being a strong role model
---	--	---





Women matter in local Democracies

Part 2: Workshops

<p>Whittlesea Saturday 13 September 2pm to 4pm</p> <p><i>Participants</i> 19 participants including: women from Turkish, Iranian, Indian, Vietnamese, Greek, Spanish speaking backgrounds 3 women councillors including the current Mayor Council officer Representative from WPILGC</p>	<p>The facilitators involved with the “Women matter in local democracies” event organised by Whittlesea Council were the participants for their workshop.</p> <p>Three of the four women councillors were guest speakers.</p> <p>The key issue that emerged from the workshop was the need to establish a women’s network that provided CALD women with an opportunity to support participation. The workshop illustrated the need for these women to have more time to discuss and explore the opportunities for and barriers to participation for CALD women.</p> <p>During this workshop the women identified 30 organisations and groups that they had an involvement in when discussing pathways and participation.</p> <p>Women identified strength as a significant characteristic of successful women.</p> <p>Follow up from this workshop was identified as being:</p> <ul style="list-style-type: none"> ➤ Establishing a women’s network from the group of women who attended the workshop ➤ Broadening out what has happened with the <i>Women matter in local democracies</i> project in Whittlesea to more women in the community creating dialogue and interaction (formal / constructive) ➤ Promote what happens for women in Whittlesea ➤ A Whittlesea version of Emily’s List <p>If a Women’s Network were to be established it would be worth revisiting the reasons for attending this workshop identified by the women participants.</p> <p>Quote from participant:</p> <p><i>“I would like to read all the information you prepared for us in this show bag. Also, I would like to say thank you for your excellent presentation. Well done!” Ifa (left at workshop written on purple card)</i></p>	<p>Facilitator’s Observations</p> <p>What stood out from this workshop:</p> <ul style="list-style-type: none"> • Two types of women attended this workshop – those who are aware of and part of political networks, and those who are interested in learning more about women’s participation but are unaware of political networks and pathways • The interest of the 3 women councillors who participated as guest speakers • The dominance of one political party in creating opportunities for women’s participation • The strong need for a women’s network
<p>Greater Dandenong</p>	<p>The Workshop was extremely successful in terms of the participants of women from</p>	<p>Facilitator’s Observations</p>





Women matter in local Democracies

Part 2: Workshops

<p>Tuesday 23 September 6.00pm to 8.00pm Springvale Council Offices</p> <p>Participants 24 participants including: women from Afghani, Indian, Vietnamese, Italian, Pacific Islander (Samoan), African backgrounds 1 woman councillor 1 ex- woman Councillor 3 Council officers</p>	<p>newly arrived communities, young women and CALD women eager to learn more about women's participation. The Workshop atmosphere was very warm and welcoming (2 babies were present).</p> <p>The Group was large (24 participants) and this posed challenges in terms of getting all the women to contribute. There were 3 women who potentially could be supported to take up active leadership positions in the community leading to possibly standing for local government in future years.</p> <p>Most significantly this group of women were thirsty for such a workshop again. It was agreed that Council's Multicultural Officer working with the Governance Officer would call a follow up meeting. This has, with the support of WPILGC and the Women Matter Consultant, the potential to be the base of a CALD Women's Participation in Democracy network for Greater Dandenong and Casey.</p> <p>The woman Councillor guest speaker connected strongly with women participants and conveyed pathways and her experience of being a migrant woman very effectively.</p> <p>One of the participants talked about how the Women's Charter was drafted at her Kitchen Table, supported by the then CEO of Greater Dandenong and before it went to be endorsed at the state level – it would be worth following up with this participant as she was keen and therefore could drive the work around the suggested Network. She was elected to Council for one term and talked about the fact that it was much harder for women, particularly CALD women, to get elected now – suggested she convey this feedback to WPILGC.</p> <p>Evaluation - comments made by women at close of workshop:</p> <ul style="list-style-type: none"> - <i>Get involved in children's school council</i> - <i>Join my local residents association</i> - <i>Going to attend a Council meeting</i> ✓✓✓ - <i>Share what I learnt today with my friends, members of my community</i> ✓✓ - <i>Empower, encourage, support other women to get involved</i> - <i>I want to be very actively involved in my community</i> 	<p>What stood out from this workshop:</p> <ul style="list-style-type: none"> • The diversity of participants and how comfortable they were with each other and open to discussing matters • The participation of the women from the City of Casey reinforcing our knowledge that ethnic communities cross municipal borders • The leadership potential of several participants • The number of young women that attended – approx half the group • A interpreter attended – however the relevant participant did not attend – just as well as it was a male interpreter
--	--	--





Women matter in local Democracies

Part 2: Workshops

	- <i>Empower the women of my own community to get over their communication barriers</i>	
<p>Manningham Tuesday 30 September 10am to 12 noon Heide Room, Council Offices</p> <p>Participants 13 participants including: 9 women from Indian, Chinese, Greek backgrounds 1 woman councillor 2 Council officers 1 student on Council placement Mayor attended to welcome the group</p>	<p>One of the women who attended the Manningham workshop lived in Whitehorse. She had not heard about the Whitehorse Women Matter Workshop and indicated an interest in finding out more about standing in local government elections.</p> <p>Two young women (sisters) attended – Year 11 student (school holidays) and a University student. Both these women were really interested and were keen to get more involved in women's participation / leadership.</p> <p>Several of the older women had been in strong leadership roles eg U3A Manningham President 1,400 members organisation, Women's Friendship Group convener (100 CALD women), a retired woman who helped establish the Neighbourhood Houses in municipality. These women while not keen to stand would be terrific mentors for local women and supporters if women were to stand for Council.</p> <p>One woman suggested working with U3A's younger dynamic women (50-55 years) on standing for local government elections. This could commence with 2 or 3 workshops for U3A on today's topic – Democracy and Women's participation</p> <p>One woman was unaware of the concept of Ward meetings (they don't happen in Manningham). There was concern about how Council publicises Advisory Committees (½ page advertisement in local newspapers, ring Council).</p> <p>Concerns discussed were barriers to women standing for Council</p> <ul style="list-style-type: none"> - Cost (finance) – retired women - Language (CALD women) - Financial support - Affirmative action <p>Evaluation - comments made by women at close of workshop:</p> <ul style="list-style-type: none"> - <i>I will attend a Council meeting – didn't know I could</i> - <i>Advance Council's running of workshops to inform women about women becoming involved in local government eg Advisory Committees – improving gender balance</i> - <i>Stepping stone / starting point to my involvement in Council – young woman @ Year</i> 	<p>Facilitator's Observations</p> <p>What stood out from this workshop:</p> <ul style="list-style-type: none"> • The women were articulate, middle class and very interested in cultural diversity. This could be a resource to work with in the future • The YWCA Vic could follow up with the 2 young women students (Manningham) and the 2 Cobram young women students (Moirra) • The workshop demonstrated to these women that they could get more involved in local government • There is very high volunteer involvement and participation in this municipality





Women matter in local Democracies

Part 2: Workshops

	<p>11 school</p> <ul style="list-style-type: none"> - More involved in my own Council - Pursue idea of Ward Councillor meetings 4 times a year - Think about running for election in a few years – young woman at Uni - More proactive in community meetings eg transport and contribute more - Speaking to women in groups I know about successful women – awareness raising 	
<p>Hobson's Bay Thursday 9 October 5.30pm to 7.30pm</p> <p><i>Participants</i> 8 participants including: women from Filipino, Greek, Italian and Vietnamese backgrounds 2 Council officers</p>	<p>This was the most successful workshop in terms of CALD women's interest and curiosity about women's participation in democracy.</p> <p>These CALD women were involved in community leadership positions and several of them aspired to becoming politically active. Most of the women were currently on Council's Multicultural Advisory Group.</p> <p>The young Vietnamese woman wanted to stand for council in the November 2008 elections. The other women and council's governance officer explored this possibility with her and she herself identified a number of issues that would make this aim impossible.</p> <p>One of the women was very savvy and would be excellent in providing advice. Another woman was Joan Kirner's neighbour and was keen to encourage her daughter to become more politically active. One of the women was very involved in 2 organisations that strongly advocate for women from migrant backgrounds. Another woman is president of the Greek Women's Club.</p> <p>CALD Women and local government – comments made by the women</p> <ul style="list-style-type: none"> - <i>In some cultures women are not encouraged to be political – stay in house. No experience in home country either (eg Vietnam). Women don't have the power to get involved – power. Learn from member in local area</i> - <i>Confidence – to stand eg speak in front of a group</i> - <i>Question – do you have to live in the municipality to stand for election there? Eg live in Moonee Valley but work in Maribyrnong so people and community know you there. Large Vietnamese population in Maribyrnong 10% (not so many in Moonee Valley –</i> 	<p>Facilitator's Observations</p> <p>What stood out from this workshop:</p> <ul style="list-style-type: none"> • The need to support the young woman to stand for the 2012 elections • These women were able to articulate and explore why it was hard for CALD women to participate in local democracies • It was well worth rescheduling this workshop. <p>Tuesday 16 September 10am to 12 noon <i>Workshop not held due to lack of participants – to be rescheduled</i></p>





Women matter in local Democracies

Part 2: Workshops

	<p><i>affects chances of being elected)</i></p> <ul style="list-style-type: none"> - <i>In home countries for some women – being a citizen – is not a right (to participate). Regimes instil fear – some of the more recently arrived communities</i> <p>Evaluation - comments made by women at close of workshop:</p> <ul style="list-style-type: none"> - <i>I will attend a Council meeting to feel / see how it works – how our representation happens</i> - <i>Share information with Italian women of my group – encourage daughters</i> - <i>Learnt from today's workshop – take to (Greek) women's group (I'm President) but the women are not very interested</i> - <i>I hope I will be a Councillor at next election</i> - <i>Read literature and PLAN...</i> - <i>Tonight is different and friendly.</i> 	
<p>Latrobe City Monday 8 September 2pm to 4pm Nambur Wariga Room Morwell</p>	<p>Workshop cancelled – not able to be rescheduled at Latrobe.</p>	





Women matter in local Democracies

Part 2: Workshops

A2. Sample flyer (logos not incl)

Women matter in local democracies

- a workshop for women from culturally and linguistically diverse backgrounds

When: Saturday 2 August 2008
11am to 1pm followed by lunch

Where: Council Boardroom, Council Offices
Welsford Street, Shepparton

Workshop Facilitator: Jenny Ashby for the
Women's Participation in Local Government Coalition

In this workshop we will talk about:

- Why women matter in community and decision making at the local level
- How women can make a difference as citizens
- Various ways women can participate in civic life – school councils, committees of management, advisory groups, Local government
- Pathways for women seeking to become elected representatives.

To register please contact:

Michelle Patterson, Community Development Officer at Greater Shepparton City Council on 5832 9498 **by Friday 25 July**

This workshop has been funded the Victorian Government through the provision of a Community Support Grant from the Community Support Fund

