Respect, Inclusion and Equality: Building Workforce Capacity to Prevent Violence Against Women with Disabilities

**Presentations from the Women with Disabilities Victoria, Workforce Development Team**

Slide 1

Presenters: Tess Karambelas and Olivia Franklin

**Title: Respect is… language that includes and empowers**

Slide 2

**Why is this important?**

* Gendered and sexist language reinforces gender hierarchies and disrespect towards women.
* Deficit language around disability and ableist slurs tell us that disability is a bad thing, and that people with disabilities are worth less.
* By changing the language, we use around gender and disability we can change the way people thing about women with disabilities, and help to prevent violence against them.

Slide 3

Presenters: Soizic Brohan and Helen Freris

**Title: Prevention of Violence Against Women with Disabilities Organisation Capacity Building**

Slide 4

**Prevention of Violence Against Women with Disabilities Organisational Capacity**

**Respect** is possessing and/or developing knowledge and resources to enable PVAW inclusive of the rights, needs and perspectives of women with disabilities.

An **inclusive organisation**…

* **Uses intersectional lenses to design, implement and monitor PVAW initiatives:** consultation with women with disabilities, use of gender and disability indicators.
* **Develops staff knowledge of violence against women with disabilities:** identification of the indicators of violence, response to and referral of women disclosing their experience of violence.
* **Advocates for the prevention of violence against women with disabilities:** policy and practices reforms advocacy, internal responses to disclosure of violence.[[1]](#footnote-1)

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**Communication**

**Respect** is including women with disabilities - either staff, users or partners - in communication via a range of media and portraying them positively.

An **inclusive organisation**…

* **Delivers communication via a range of accessible media:** commitment to accessible communication, compliance with accessibility standards either online, offline or in person, consultation with women with disabilities to test communication.
* **Depicts women with disabilities through language and imagery that promote positive identities:** visibility of women with disabilities, empowerment of women with disabilities.[[2]](#footnote-2)

Slide 6

**Employment and Leadership**

**Respect** is acknowledging the knowledge and skills of women with disabilities and recruiting, promoting and maintaining them as staff, volunteers and directors.

**An inclusive organisation…**

* **Recruits women with disabilities:** commitment to disability inclusion in advertisements for roles, role descriptions in accessible formats, acknowledgement of skills and experience of women with disabilities, affirmative action.
* **Offers reasonable work adjustments for women with disabilities:** alternative work opportunities, role redesign.
* **Makes career development available to women with disabilities:** transparent training, promotion and other career development available.[[3]](#footnote-3)

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**Achieving Respectful and Inclusive Organisations**

**The Women’s Health Services Disability and PVAW Inclusion Toolkit (WDV 2020)**

**The Disability and Prevention of Violence Against Women Needs Analysis Tool (Pilot)**

1. Organisational Strategy and Partnerships

**2. Organisational Capacity**

3. Resourcing

The Women’s Health Services Disability Audit Tool (Pilot)

**Services and Participation**

4. Attitudes and Capacity

5. Communication

6. Employment and Leadership

7. Events and Activities

8. Catering

**Premises**

9. Approach and Access

10. Access to Entrance

11. Lobby and Reception

12. Building interior

13. Building Navigation

14.Internal Doors

15. Hygiene Facilities

16. Emergencies and Evacuations.[[4]](#footnote-4)

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Presenters: Carly Myers and Zoe Dorrity

**Title: Sexual and Reproductive Health and Respect for Women with Disabilities.**

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Making sexual and reproductive health more respectful for women with disabilities

1. Rights is respect.
2. Acknowledge internalised ableism and work to dismantle those ideas within yourself and the people around you.
3. Challenge assumptions and negative ideas around women, sex and disability.
4. Work with a trauma informed approach.
5. Build in accessibility and disability inclusion from the beginning.
6. Give us all the options.
7. Acknowledge women with disabilities as experts in their own experience.

1. Adapted from Women with Disabilities Victoria 2020, ‘Women’s Health Services Disability and PVAW Inclusion Toolkit. Organisational Capacity’. [↑](#footnote-ref-1)
2. Adapted from Women with Disabilities Victoria 2020, ‘Women’s Health Services Disability and PVAW Inclusion Toolkit. Communication’. [↑](#footnote-ref-2)
3. Adapted from Women with Disabilities Victoria 2020, ‘Women’s Health Services Disability and PVAW Inclusion Toolkit. Employment and Leadership - Paid and Voluntary’. [↑](#footnote-ref-3)
4. Adapted from Women with Disabilities Victoria 2020, ‘Women’s Health Services Disability and PVAW Inclusion Toolkit’. [↑](#footnote-ref-4)