



## **E-NEWS ~ DECEMBER 2018**

### **Intersectionality – changing perspective. Three NCYWA members.**

What a fascinating presentation these young women gave us. I had not heard about intersectionality (IS) before and was really excited when it was explained. It makes so much sense. The presenters noted that rates and types of violence, economic insecurity, harassment, etc. change and differ with ethnicity, race, social and political standing. That cultures and groups with limited English, a disability, migrants or refugees are up to three times more likely to suffer discrimination. These issues are also increasing in the 18-24 age group.

**So what is IS?** IS describes situations where the complex, cumulative effects of discrimination combine, overlap, intersect or collide. IS matters because culture is complex, language is diverse, women's privacy needs or specifications differ. So not one size fits all.

There is a need for one body to cover multiple areas. There are many organisations, groups and governments to assist, support, legislate in various sectors. But if IS is real and significant and important, then drawing all these various threads together is crucial. Such bodies as the Equality and Human Rights Commission can provide an overview, a meta-analysis of many single-issue bodies.

There is a great need to improve and increase the ability of education and business to study these interlocking systems of discrimination and oppression and their relationships to IS. Institutions are not yet really equipped to deal with IS. Organisations work in silos, departments, sections, etc. and don't give much thought or action to bringing them together. So systems need to change.

**What can we do?** There is a multi-strand project in the UK examining the IS effects of gender, disability, race, sexual orientation, age and religion. In our own community we can read, listen and watch, gather information, hear people's stories and take action. We can engage in various ways with individuals, organisations and politicians through letters, emails, personal conversations. We can also advocate through associations and groups to push agendas, raise awareness, or simply voice our concerns.

### **Women's Diversity – a Way Forward. Tina Dixon**

Tina is a Policy Officer for Australian Women Against Violence Alliance (AWAVE). AWAVE is one of six national Women's Alliances funded by the Australian Government and provides leadership and advocacy at the state and national levels in relation to all aspects of violence against women and girls.

We often speak about domestic and family violence, sexual harassment, gender pay gap, women's homelessness, male attitudes, economic security, superannuation or communication issues as though they are separate entities. Indeed there are multiple sets of legislation and regulation through which governments, private sector and independent groups are attempting to address problems in these various areas. While all this is very good and necessary, there is another way of looking at the concerns, fears or complexities of these issues.

Tina suggested that there is no such thing as a single-issue struggle. We do not lead single-issue lives. Women, children and men all have multifactorial, multilevel, multicultural, multi-issue lives. Again this raises the idea of intersectionality. Oppressive institutions and people are interconnected. Factors that need to be examined include: changing the culture of thinking and policy, exploring messy, interesting and complex issues, and the open or closed door (when are women allowed in or kept out?).

But how do we put knowledge and information into practice?

- Shaped by many interactive factors
- No fixed hierarch of disadvantage
- Privilege and oppression are co-existent
- Diversity as a norm
- Nothing about us without us
- Centre on marginalised voices
- Power of women's networks and solidarity
- Overcome traditional conditioning and habitual behaviour
- Self-reflection

Lastly Tina suggested that Equity is all about who is trying to get into the room but cannot.

*Taken from notes of Judith Townsend. Any errors of fact are mine.*

## The new Sydney BreastScreen is now open.

Nightingale Wing, Ground Floor, Sydney Hospital, Macquarie Street.



BreastScreen NSW has been working tirelessly to provide more screening opportunities for women who live and work in Sydney CBD or who may visit the City occasionally.

BreastScreen provides free screening mammograms for women 50 – 74 years of age every two years. Women 40 – 49, and over 74 years, are also welcome and eligible. Screening mammograms help to find breast cancer early, and early detection is vital.

1 in 8 women in NSW will develop breast cancer in their lifetime and early detection is vital. We also know that 9 out of 10 women diagnosed with breast cancer have no known family history. Having a mammogram and being breast aware is important for women with a known family history. Just 20 minutes could save your life.



cancer in their lifetime and early with breast cancer have no aware is important for women

**To make an appointment please call 13 20 50.**

**An appointment is free, and no GP referral is required.**

Health Promotion Team

[breastscreen.nsw.gov.au](http://breastscreen.nsw.gov.au)

### SAVE THE DAY

**Syrian/Iraqi Women's Community Day**

**Friday, 1<sup>st</sup> February 2019**

**Time, place and program TBA early January 2019**

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**Subject:** Spice Trails 2018-2019 INDIA TOUR PROGRAMS....

We are happy to introduce our Spice Trails 'India' travel segment of Australian Cruise Reservations !

Our mission is to make the world affordable with continuous innovation in the world of tourism with a vision to create incredible holiday experiences to celebrate life. We operate and conduct tours and travel experiences across the globe with our very popular, Guided Group Tours, Customized Holidays, Corporate Travel (MICE) and outbound Holidays. We are introducing unique tour packages under the website banner [www.spicetrails.com.au](http://www.spicetrails.com.au) with Specials Hollywood to Bollywood, Footsteps of the Raj, the Gourmet Traveller, Come in Spinner and Wellness Tours and Sri Lanka.

At Spice Trails along with our associate offices in India and elsewhere, we thrive to provide a world-class travel experience with utmost dedication and expertise. A combined travel industry experience spanning over 100 years ensures that you are in the best hands possible for traversing the land of glorious India.

With our **Spice Trails Tours**, we look forward to connecting the world and your organization members to India. We offer a collection of phenomenal tours to help you truly explore and enjoy the colourful states of India along with and the beautiful diverse Indian Subcontinent. We seek your assistance to promote our unique India product to your organization members, for every booking received from your members Spice Trails will reimburse AUD\$100.00 per person to your organization.

For further details and to plan your India Holidays for you and your members, kindly contact the under signed or Imre Gomes on 02 82528575 or [imre@spicetrails.com.au](mailto:imre@spicetrails.com.au) or [arnold@spicetrails.com.au](mailto:arnold@spicetrails.com.au)

We look forward to redefine the idea of 'India' with Spice Trails to you!

ARNOLD D'SOUZA | OWNER MANAGER

### NCW NSW Australia Day Luncheon

Thursday 24<sup>th</sup> January 2019

**An invitation was sent earlier but another is attached for easy reference.**

**We hope you have been able to respond positively.**

**We have been very fortunate in securing a terrific speaker:**

**Janine Kitson will speak on Rachel Carson's book "Silent Spring"**

**An insightful and extraordinary expose on climate change –**

**Well before its time**

**We look forward to welcoming you.**