5 steps to a transformative conversation

LISTEN — Explore, be curious, buy yourself some time

- *"I'd love to understand what you mean by that..."*
- *"I'm interested in your feelings about this, can you tell me more?"*

ACKNOWLEDGE — Acknowledge their current position with respect in order to encourage openness to new ideas

- *"It is understandable that you feel this way..."*
- *"That's a really common cultural belief..."*

AFFIRM SHARED VALUES — Listen for values that support gender equity such as community, care, genuine choice and freedom, respect, love, honesty or a fair go

- *"I can see that you care a lot about your community..."*
- *"It sounds like respect is really important to you..."*

REINFORCE GENDER EQUITY — Offer facts and alternative narratives

- *"A lot of people are concerned about violence against women because more than one woman each week is being killed by their partner or ex in Australia."*
- *"The most dangerous time is when a person leaves an abusive relationship."*

EXPAND & CONNECT — Broaden the conversation to connect it to the community as a whole and a hopeful future

- *"Don't underestimate the impact that you have on the people around you..."*
- *"I'm so glad we had this conversation — I really feel like we're changing things for the better."*

For more information on why these steps work, see the full *'Gender Equity and You'* booklet in the Conversation Kit.

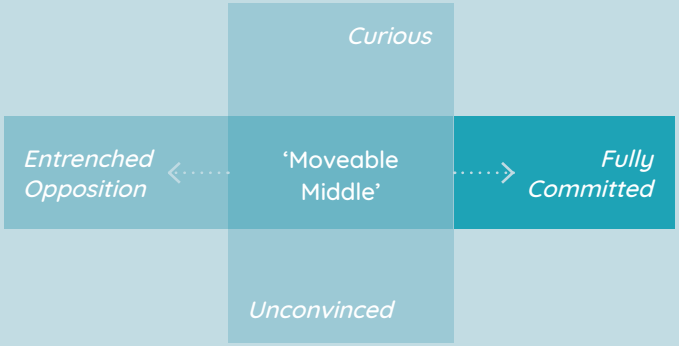
How do I use this kit?

- Read the full *Gender Equity and You* booklet to prepare for your conversations
- Fill out the Self-care Plan
- Take this Pocket Guide with you as a prompt during your conversations: it contains a reminder of the 5 steps to a transformative conversation, suggested phrases for each step and good comebacks for common misconceptions
- Debrief with allies and take care of yourself

To order more WIRE *Gender Equity and You* conversation kits, please see wire.org.au/conversation-kit

The Spectrum of Resistance

Remember: *focus your conversations on people in the 'moveable middle', where change can most effectively begin.*



This diagram courtesy of (En)countering resistance Strategies to respond to resistance to gender equality initiatives, VicHealth 2018

GENDER EQUITY AND YOU

POCKET GUIDE

Mythbusters

1 Why didn't she just leave?

Fact: From the time that someone starts planning to leave an abusive partner until three months after they have left, the risk of them being killed or seriously injured by the perpetrator is at its highest. Abusers consciously work to make their partner dependent on them. The most accurate indicator of risk is the person's own sense of danger.

2 All victims are women and all perpetrators are men

Fact: While most violence is perpetrated by men against women, violence can happen in all kinds of relationships including same sex relationships, gender queer relationships, across generations and between adult siblings of any gender. Family violence is based on imbalance of power across groups of people, only one of which is gender.

3 It's because of their culture

Fact: Gendered violence may play out differently across different cultures but is present in all cultural communities.

4 Family violence only happens between partners

Fact: Family violence can happen between any combination of family members.

- Disowning a child because they are gay is family violence
- Taking money from elderly parents is family violence
- Adolescents abusing their parents is family violence
- Adult siblings excluding each other from inheritance can be family violence too.

5 It's a private matter

Fact: Gendered violence is everyone's responsibility. Family violence will only be eliminated when our attitudes change as a society.

6 There's nothing I can do

Fact: Simple acts like not laughing at a sexist joke, supporting someone who is being targeted or giving someone a supportive space to tell their story, can make a real difference.

7 Not all men

Fact: While not all men abuse their power, all men receive some advantage through their position in the patriarchy and are responsible for seeking to redress the imbalance.

8 But straight, white men can be victims of family violence too

Fact: The economic and social power that straight, white men are given makes it unlikely for them to be truly controlled and intimidated by anyone without the same privileges. When family violence does occur, it is far less likely to be lethal or result in serious injury.

9 It wasn't physical

Fact: Verbal, emotional, psychological, spiritual and economic abuse are all included in the legal definition of family violence (Family Violence Protection Act of 2008).

10 They shouldn't have:

- dated/gone home with/had sex with the perpetrator
- had a drink/left their drink alone
- worn that/been out at night
- been mentally ill or had a disability

Fact: Everyone deserves safety and respect, regardless of what they wear, where they go, what they ate or drank or whether they are healthy or able-bodied or not. When it comes to sex, consent must be continuous and enthusiastic. No or not sure at any time means no.