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FREE TRAINING

LEAD FOR CHANGE

A primary prevention program to change community attitudes that underpin gendered violence, through safe, courageous conversations.

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LET'S TALK

Lead for Change is a free training program designed to provide you with the knowledge and skills to deal with discriminatory situations by having **safe, skilled and courageous conversations.**

These situations include interactions where there are discriminatory remarks made casually or with intent in any social, community or everyday context.

Safe, courageous conversations will lead the essential change to address gender inequities and prevent family violence.

WHO'S THIS TRAINING FOR?

EVERYONE!

INDIVIDUALS

For example, students, teachers, volunteers, working professionals in community services and all industries.

The course is structured in a way to provide information and individualised support.

Boosting your knowledge, skills and confidence, you will be equipped to participate in safe conversations to create change in attitudes and behaviors, and provide people with agency.

COMMUNITIES

For example, diverse cultural backgrounds and multilingual communities, Indigenous communities, faith communities, migrant and refugee communities, Neighbourhood houses, LGBTQIA+ communities, social networks, sports communities, workplace and educational settings, and online communities.

We work alongside all different types of communities to address gender inequity, prevent discriminatory and violent behaviours, and improve the mental health and quality of life for all community members.

LEADERS

For example, faith leaders, cultural group coordinators, managers and team leaders.

Lead for change acknowledges that people are influenced by people they trust and share common values and experiences with. That's why we focus on working with leaders who hold valuable influential power to create meaningful change in their communities.

WHAT IS DISCRIMINATION?

Discrimination happens when a person, or a group of people, is treated less favourably than another person or group because of their background or certain personal characteristics. This is known as 'direct discrimination'.

Discrimination also occurs when an unreasonable rule or policy applies to everyone but has the effect of disadvantaging some people because of a personal characteristic they share. This is known as 'indirect discrimination'. Background and personal characteristics can include age, disability, race—including colour, national or ethnic origin or immigrant status—family responsibilities, sexual orientation, gender identity or intersex status. These characteristics can often overlap leaving a person at the intersection of many overlapping disadvantages. People can experience many forms of discrimination that compound their inequity and reduce their safety, contributing to lower self-esteem, anxiety, and other mental health issues.

Lead for Change uses an intersectional lens and framework to specifically understand and address gender inequity. The program acknowledges the complexity of discrimination and focusses on enabling richer, more transformative conversation to create positive change for gender equity.

FAMILY VIOLENCE PREVENTION

Lead for Change is a family violence prevention program that promotes gender equity and aims to change the community attitudes that underpin gendered violence. The program empowers community members to be active in addressing the epidemic of gendered violence, giving people the knowledge and skills to contribute to the solution.

Lead for Change utilises a framework that emphasises and prioritises emotional and psychological safety. It equips program participants with:

- knowledge about gender equity and the drivers of gendered violence;
- tools to safely engage in conversations that reinforce positive images of women and respectful relationships; and
- practical and emotional support.

1 in 3 women in Australia will experience at least one incidence of sexual assault and family violence in their life time.

**WE HARNESS THE
PASSION, POWER AND LOCATION
OF INDIVIDUALS, COMMUNITIES
AND EVERYDAY LEADERS TO
CREATE POSITIVE CHANGE FOR
GENDER EQUITY.**

LEARNING OUTCOMES



Listen and respond

- Engage with empathetic listening techniques
- Confidently, safely and respectfully respond to discriminatory remarks
- Structure messages in a non-confrontational way
- Reinforce gender equity
- Use body language constructively



Broaden your views

- Find points of commonality to open the conversation
- Understand the effects of discriminatory situations on mental health and find ways to have positive mental health outcomes
- Give and receive feedback



Identify and apply

- Identify danger and potential backlash
- Bust myths around gender
- Apply your skills and knowledge to real-world interactions

TAILORED WORKSHOPS

We offer tailored group workshops, in-person or online, with customised content. We will work with you to discuss and plan the content, structure and delivery of the fit-for-purpose training to best represent and suit the needs of your community or organisation.

Where possible, we will work with you to identify an appropriate co-facilitator who is from the community to create an experience that centres lived experience and is safe for all participants. If required, we can also offer bilingual workshops, so that all communities can participate.



Diverse delivery

Workshops can be delivered in different settings and contexts to accommodate your needs. For example, a workshop delivered at your Neighbourhood house, at a workplace, or in a social context, sharing a meal. The mode of delivery will reflect your inputs, values, examples and terminology. It will encourage participants to apply their new learned skills to their everyday lives, leading the change for gender equity.

4-hour full workshop

The full workshop includes built-in breaks and interactive group activities. Following the specialised training, you will be empowered to actively address the epidemic of gendered violence and will gain invaluable knowledge and skills to lead the change and be part of the solution.

1.5-hour 'taster'

This is a condensed version of our full workshop which summarises the key principles and takeaways from the training, including a focus on mental health, confidence building and centring lived experience.

**HELP US LEAD
THE CHANGE**

ENQUIRE TODAY

Want to know more?

For more information or to book a tailored workshop, please contact **Nithya Dorairaj**.

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[wire.org.au/leadforchange](https://www.wire.org.au/leadforchange)



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