

## Reflections and Resources Outro Booklet

**LISTEN. THINK. TRUST.  
ACT. DIFFERENTLY.**

WEDNESDAY 7 JULY | 10AM TO 5PM

Intersectional Movements and a Gender Equal and Just Future



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## Acknowledgments

We would like to acknowledge the traditional custodians of all lands on which we gathered for our day together and where we continue to live, work and play. We pay our respects to Elders past and present, and we thank the endless knowledge and generous guidance of First Nations peoples, especially First Nations women, shared with us for our gathering on 7 July 2021. This was, is and always will be Aboriginal land, and sovereignty was never ceded.

We are profoundly grateful to the many wonderful humans who contributed to our day together - including you, as a participant, juggling the multitudes of life in order to be able to engage in our conversation.

We wish to thank all of our incredible speakers and facilitators:

- Dr Jackie Huggins
- Commissioner June Oscar
- Associate Professor Chelsea Watego
- Michelle Deshong
- Amelia Telford
- Larissa Baldwin
- Margherita Dalocco
- Nèha Madhok
- Jawoon Kim

We absolutely appreciate the work you do in movements and the time you took to share your reflections with us.

We also appreciate the folk who travelled with us, bringing their extraordinary skills - to Jaya Narayan for her wisdom in counselling, Devon Bunce for her distillation and illustration skills, Heidi La Paglia from Women with Disabilities Australia for offering insights into disability justice and access issues.

On our day together, we used the music and poetry of many incredible artists and have integrated their information throughout this book. If you can, download their music (rather than streaming) or buy their books and help support them at a time when so much of their income is impossible to generate.

We want to collectively thank the team who pulled this together: Michelle Deshong, Jawoon Kim, Sienna Aguilar, Alison Aggarwal, Helen Dalley-Fisher, Amy Haddad, Tanja Kovac, Caroline Lambert, Sally Moyle, and Kim Rubenstein.

Finally, we want to thank those who came before us in these communities of change, and those who will come after us.

## Introduction

Welcome to the Outro Booklet from the “Listen. Think. Trust. Act. *Differently.*” Convening (7 July 2021). An intro guides us into a song, story or process while an outro guides us out.

This convening arose from the desire of Shift members to learn from the mistakes of the past and plot a new space and way forward for truly intersectional approaches. Our (the organising crew’s) original plan looked very different to what we finally presented as we strived to listen to and be led by First Nations women. Indeed it was Michelle who said we - in this organising group - needed to think and act differently. This was a turning point that led us to deeply reflect on how to move forward. It was June Oscar who added that we also needed to listen and trust differently, and thus the framing for the day was born. These were challenging moments for us, as we let go of previously held ideas about what the day would ‘produce’ and how much ground we could ‘cover’. With the leadership of Michelle and the guidance of June and others, the journey to this convening was itself an act of listening, thinking, trusting and acting differently. We share this history with you now as both a learning that we can shift processes and plans, and to honour the trust and guidance of those who helped us reach this point.

In the pages to follow, you will find reflections and resources from our time together. We hope that through these reflections and resources, you will also find inspiration for continuing the work of building stronger intersectional movements to create a more equitable and just society.

We know that we need to continue to have conversations - to explore the possibilities and limits of collaboration, to interrogate the powers at play in our movements, to hold the space for uncomfortable reflection and questions, and to build new ways of organising and advocating for change. We’re keen to create these spaces together, and to mobilise and build our movements strategically, ethically, and impactfully.

## About this booklet

In the pages that follow, you will find the wonderful illustrations produced by [Devon Bunce](#). She has captured some of the ah-ha moments from the day. We've also offered a very high-level overview of some of the key points made by our speakers, resources suggested, and some of your social media commentary. Reflective questions explored on the day can be used in future conversations in your circles. We've also synthesised some of the strategies you discussed in the small groups to provide further inspiration as you deepen your commitment to listening, thinking, trusting, acting: differently.

We encourage you to return to this outro booklet when you're looking for new ideas, resources, or when you need to be reminded of the political imperative of doing things differently.

We also encourage you to consider supporting the artists and poets who supported us on the day - we've listed their information and hope that if you are able, you might buy, recommend and share their work. Email [theshiftaus@gmail.com](mailto:theshiftaus@gmail.com) to access the online folder of [resources](#) shared on the day.

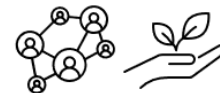
### Symbols found in this booklet:



Reflective questions from the day (e.g. for yourself or starting a conversation with others)



Resources (suggested by speakers, organising crew, or participants)



Strategies/actions to listen, think, trust, and act differently

## Opening...

Over **150** people tuned into the *Listen. Think. Trust. Act. Differently.* Convening throughout the day, each contributing to feminist change in different ways:

Poll: What are the ways you contribute to feminist change?	# responses
Work in/use legal system to achieve change	13
New and just figuring out my contribution	13
Make art, music, craft, creative things	20
Advocate for change to policies, laws and budgets	42
Transform cultural norms that cause inequalities	43
Work in community and support services	50
Work in/use political system to achieve change	55
Support folks and organisations to do things differently e.g. less patriarchally	67
Research inequalities	70
Influence distribution of access to resources for equality	77
Working on myself to unpack and unlearn	87
Advocate for change in all sorts of places	90
Speak up with family, friends, and colleagues to challenge inequalities	96

The convening aimed to challenge and reframe our contributions to intersectional gender equality movements in Australia. Together we made time to listen, trust, think, and act differently in order to:

1. Bring our collective energy to stand with First Nations women's work to achieve gender justice and equality for First Nations women;
2. Learn from each other to grow our intersectional feminist and gender equality movements in Australia.



### Reflective questions

- Lineage: Who or what do you honour in your commitment to social change?
- Welcome: What makes you feel welcome or not welcome in the movements in which you work?

#### **Insights from chat: What makes you feel welcome or not welcome in the movements in which you work?**

- Where we know we can show up as full humans and where knowledge isn't performative.
- When mistakes are called out, accepted and encouraged and equally invited to do the same in return.
- When diverse gender identities are recognised and respected - especially the practice of using preferred pronouns as one way of challenging structures and locating our power and identity.



### Resources

- Opening guided meditation: [Heal Country! NAIDOC Week 2021 Smiling Mind x NPY Women's Council](#)
- Opening music by [Emily Warramura](#)
- “[Reconciliation: Moving beyond Acknowledgement of Country](#)” article by Megan Davis
- Poem: “Processes” by Ambelin Kwaymulina, from the collection [Living on Stolen Land](#)
- [Resources folder](#) (incl. [Participant Guide](#) with support mechanisms, [presentation slides](#))

Resources during waiting room, breaks, or individual reflections:

- The Shift's "[Listen, Think, Trust, Act Differently](#)" [Spotify playlist](#)
- Musician purchase sites (visit the [resources folder](#) for more):
  - Emily Warramura: <https://emilywarramura.bandcamp.com/>
  - GLVES: <https://glves.bandcamp.com/>
  - Ngaiire: <https://ngaiire.bandcamp.com>
  - Christine Anu: [Spotify](#)
  - Sampa The Great: <https://sampathegreat.bandcamp.com/>
  - Maple Glider: <https://mapleglider.bandcamp.com/album/to-enjoy-is-the-only-thing-lp-2021>
  - Moju: <https://www.mojuju.net/>
  - Emma Donovan and The Putbacks: <https://emmadonovantheputbacks.bandcamp.com/>
  - Allara: <https://allara.bandcamp.com/>
  - Alice Skye: <https://aliceskye.bandcamp.com/releases>
  - Electric Fields: <https://www.facebook.com/electricfieldsofficial/>
- Poem: "[An Invitation to Brave Space](#)" by Beth Strano
- [ABC Classic guided meditations](#) ([positive emotion](#) and [engagement](#))



Reflections on doing things differently

# REFLECTIONS on DOING THINGS DIFFERENTLY

WE REQUIRE a BRAVE SPACE GROUNDED in RADICAL SELF-RESPONSIBILITY & COLLECTIVE CARE. WE RECOGNISE & RESPECT DIVERSE GENDER IDENTITIES, WE are a TRANS INCLUSIVE SPACE.

HOW CAN we LISTEN, THINK, TRUST, ACT DIFFERENTLY INDIVIDUALLY & COLLECTIVELY GOING FORWARD?

WHAT makes ME FEEL WELCOME or NOT WELCOME?

WE CAN'T TALK about FEMINISM if we DON'T TALK about COLONISATION.  
-@drcwatego

WE NEED to BETTER RECOGNISE the INPUT of YOUNG INDIGENOUS WOMEN in TRADITIONALLY WHITE FEMINIST SPACES. AS WELL as the ROLE of MIGRANT WOMEN in CONFRONTING INEQUITY in FEMINISM.  
-Dr. Jackie Huggins

BUILDING RELATIONSHIPS as a GOAL in ITSELF

CONNECT as OUR WHOLE SELVES

BE PERFECTLY IMPERFECT  
-@JawoonKim-

DETERMINED

WHAT are the WAYS you CONTRIBUTE to FEMINIST CHANGE?

HOPEFUL

"WHAT WHITE WOMEN need to REALISE is that THEIR INTERESTS are BENEFITED by STANDING in SOLIDARITY with the OTHER PEOPLE who are BRUTALISED by PATRIARCHY, not by TRYING to BECOME PROXIMATE to WHITE MEN."  
-@MadhotNeha

WHAT are the POWERS that EXIST & Need to be REFRAMED?

FIRST NATIONS Led

"BLACK WOMEN are NOT DISEMPOWERED. FEMINISM CAN LEARN a LOT from the STAUNCHNESS & FIERCENESS of BLACK WOMEN"  
-@drcwatego

DON'T LOOK for ANSWERS from ANYONE ELSE,

BECAUSE YOU CARRY the ANSWERS,

NOT ANYONE ELSE.

LISTEN to YOURSELF & SPEAK from that PLACE.  
-@JuneOscar

"WHEN there is COLLECTIVE ANGER as there is NOW, WHEN THOUSANDS have had ENOUGH, a MOVEMENT BEGINS to FORM... I HAVE NO DOUBT that THIS is the TIME in our LIVES, our MOMENT in HISTORY, where WE MUST ACT for the CHANGE that WE ALL WANT."  
-@JuneOscar

- ADVOCACY
- COMMUNITY
- RESEARCH
- SPEAKING UP
- WORKING on MYSELF
- SUPPORTING FOLKS & ORGS.
- LAW
- POLITICS

THE FEMINIST MOVEMENT has ALWAYS HAD BARRIERS for WOMEN with DISABILITIES, FIRST NATIONS and BLACK WOMEN - this NEEDS to CHANGE  
-@WVDA\_Youth

AMPLIFY & DONATE to WORK Led by COMMUNITIES who EXPERIENCE INJUSTICE

HOW are you ENSURING the FULL & EQUAL PARTICIPATION of FIRST NATIONS WOMEN in the SPACES you are WORKING in?

TRANSFORM





### **Reflective questions**

- What do we mean by 'intersectional feminism' or 'intersectional discrimination'?
- What are the powers that exist and need to be reframed?
- What are the four quadrants of gender equality change?
- How are you ensuring the full and equal participation of First Nations women in the spaces you are working in?
- What can we learn from the discussions today to grow our intersectional feminist and intersectional gender equality movements in Australia?
- What are you going to do differently? As an individual and/or organisation?



### **Resources from Think session**

- [“All About Power: Understanding Social Power & Power Structures”](#) by Srilatha Batliwala, CREA
- [“All About Movements: Why Building Movements Creates Deeper Change”](#) by Srilatha Batliwala, CREA
- [“Gender at Work Framework”](#) (4 quadrants of change)

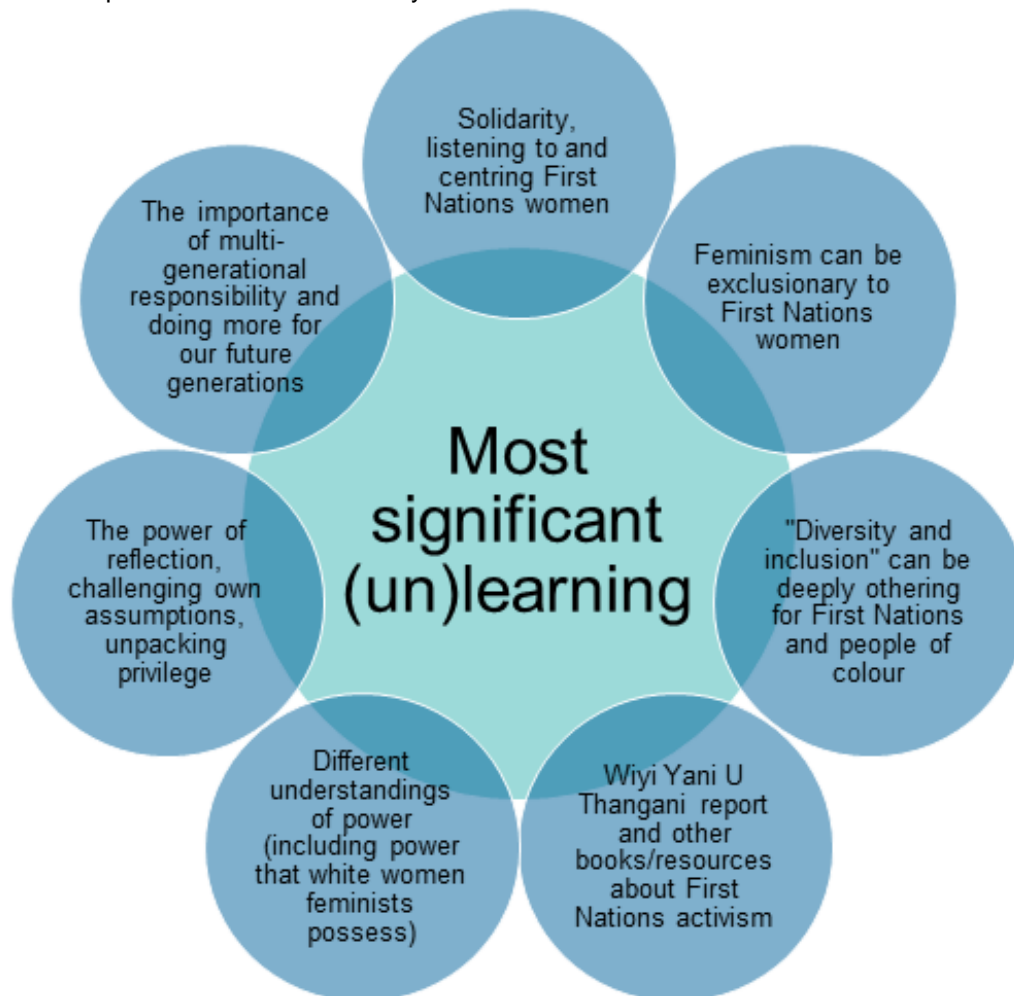
#### Resources suggested by participants

- intertwine’s version of the [privilege/resistance wheel](#):  
*A codesigned significant adaptation of Kathryn Pauly Morgan’s version, “Describing the Emperor’s New Clothes: Three Myths of Educational (in)Equality”, The Gender Question in Education: Theory, Pedagogy and Politics, Ann Miller et al, Boulder, CO, Westview 1996)*
- [“Gender, power and progress: How norms change”](#), by Caroline Harper, Rachel Marcus, Rachel George, Sophia M. D’Angelo, and Emma Samman
- [Decolonizing Solidarity](#) by Clare Land



**Selected survey insights: What is your most significant learning or unlearning?**

32 attendees completed the feedback survey:



*"There was so much to take in! My biggest learning was around challenging my own assumptions in terms of enacting my intersectional political beliefs. My biggest unlearning was in reframing my thinking about resilience—white women (like me) need to be more resilient."*

*"A really strong understanding that by being 'inclusive' the feminism I practice in fact ensures that ATSI women are 'other' and therefore already excluded. That hit me in the gut. Completely unintentional and so obvious once it was pointed out that I felt a bit sick. Something to really unpack and ensure that I act on."*

*"The feminist movement in Australia has power' - this is so obvious but it was great to hear this articulated and have discussions about how we can leverage that power to support other movements, in contrast to how we as a movement have operated previously."*



Morning panel

ASSOC. PROF. CHELSEA WATEGO • DR. JACKIE HUGGINS • JUNE OSCAR • MICHELLE DESHONG  
@drcwatego @June\_Oscar @DeshongMichelle

# FIRST NATIONS WOMEN'S VOICES





Exploring the psychology of the colonial dispossession of First Nations women's voices and the impacts for the intersectional feminist and gender equality movements in Australia

### **Speakers**

- Think: [Dr Chelsea Watego](#), Associate Professor, University of Queensland
- Trust: Dr Jackie Huggins, Co-Chair Treaty Advancement Committee
- Act: [June Oscar AO](#), Aboriginal and Torres Strait Islander Social Justice Commissioner 2017, [Australian Human Rights Commission](#)
- Curator and Moderator: [Michelle Deshong](#), Indigenous feminist and campaigner, The Shift

### **Listening to First Nations women - selected reflections and tweets**

**Think differently** with Associate Professor Chelsea Watego

- On feminist agenda as part of colonial process:
  - *"We can't talk about feminism if we don't talk about colonisation"*
  - *"My interest is in the sovereignty of Aboriginal women... not about diversity, equity, and inclusion."*
  - *"We're not here to compete in oppression"*. First Nations women don't need to choose between race and gender – but are asked to do that and it unhelpfully separates women from their family and community. The discussion on coercive control is like this.
  - The violence of feminism is that black women can only be either 'victim' or 'perpetrators'. Not permitted to think, not just ignored: feminists refuse to learn from black women.
- On understanding power and what it means to be powerful in spite of colonial violence:
  - *"Black women are not disempowered. Feminists can learn a lot from the staunchness and fierceness of Black women"*.
  - It is incumbent on white (and non-First Nations) feminists to shift: instead of asking, 'how do we be good allies to the problems that black women face?', explore learning from the power of black women.
  - *"What does it mean to live in a place where the violence never leaves... How do I stand in my power everyday?"*

- Power can be understood as the ability to stand in spite of the violence First Nations women experience. Violence is often equated to powerlessness but they are two different things – ‘my power exists separate to the violence I experience’.

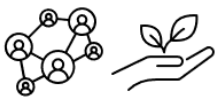
### Trust differently with Dr Jackie Huggins

- On the importance of language:
  - She calls herself a Tiddaist - it is not white feminism, nor any other forms of diverse feminism from the 90s. It is unique to the First Nations gender equality movement in Australia and includes First Nations men. Tiddaism does not leave men behind.
  - This is comparable to Womanism which is Alice Walker’s term for Black Feminism that also includes [Black] men.
  - This is critical to building a movement on First Nations terms.
- On relationships:
  - *“The more that we keep divided, the more we harbour the racist psyche, we will never be able to have that great working relationship together”*. There is a role for migrant women in confronting inequality in feminism.
  - We need to better recognise the input of young Indigenous women in traditionally white feminist spaces.

### Act differently with Commissioner June Oscar

- On racism and colonialism of mainstream Australia for First Nations women:
  - *“Who we are and what we know is barely recognised by mainstream Australia, and hardly ever valued for the immense worth it holds. We need to reconstruct systems from the ground up with an emphasis on justice.”*
- On what gender equal society looks like:
  - *“First Nations women and mens’ knowledge are maintained, taught, and transferred in relationship to one another. So all of our country is properly healed and cared for.”*
  - The First Nations gender equal future is one where justice is guaranteed in all areas of life.
  - *“...But I am excited that we are forming a collective to dismantle the structures that perpetuate and entrench marginalisation inequality and injustices and reconstruct from ground up based in and informed by our knowledges. I think we can do that. I believe that we can do that.”*

- On creating gender equal futures for our future generations:
  - *"I am fearful about leaving this legacy for my grandchildren to fight, I want to leave them a space full of opportunity, where we have won these battles."*
  - *"And we can't stop and we don't stop cause all of our grandbabies deserve better, so I willingly walk into these spaces armed..."*
- On our ways towards this gender equal society grounded in First Nations justice:
  - *"When there is a collective anger as there is now, when thousands have had enough, a movement begins to form.... I have no doubt that this is the time in our lives, our moment in history, where we must act for the change that we all want."*
  - *"Those who have taken to the streets for #BlackLivesMatter #climatestrike and many others are not seeking small changes. We are asking for large-scale restructuring of systems."*
  - First Nations female-led structural change and connection, care, health, love and support are part of creating this change.
  - *"Don't look for answers from anyone else. Listen to yourself, and speak from that place. And often you'll find that someone is so grateful for you sharing what you have."*



### **Strategies/actions suggested by speakers**

- Download and read the [Wiyi Yani U Thangani community guide](#); Download and use the [supporter toolkit](#)
- Get behind the First Nations Women's National Summit – make this a priority in your advocacy



## Resources

Suggested by speakers:

- [Wiyi Yani U Thangani](#) Report
- Wiyi Yani U Thangani community guide and [other resources available](#)
- “[Sister girl: the writings of Aboriginal activist and historian Jackie Huggins](#)” by Jackie Huggins
- “[Another Day in the Colony](#)” by Associate Professor Chelsea Watego (available for pre-order)
- “[Talkin Up to the White Woman](#)” 20th anniversary edition by Aileen Moreton-Robinson

Suggested by participants:

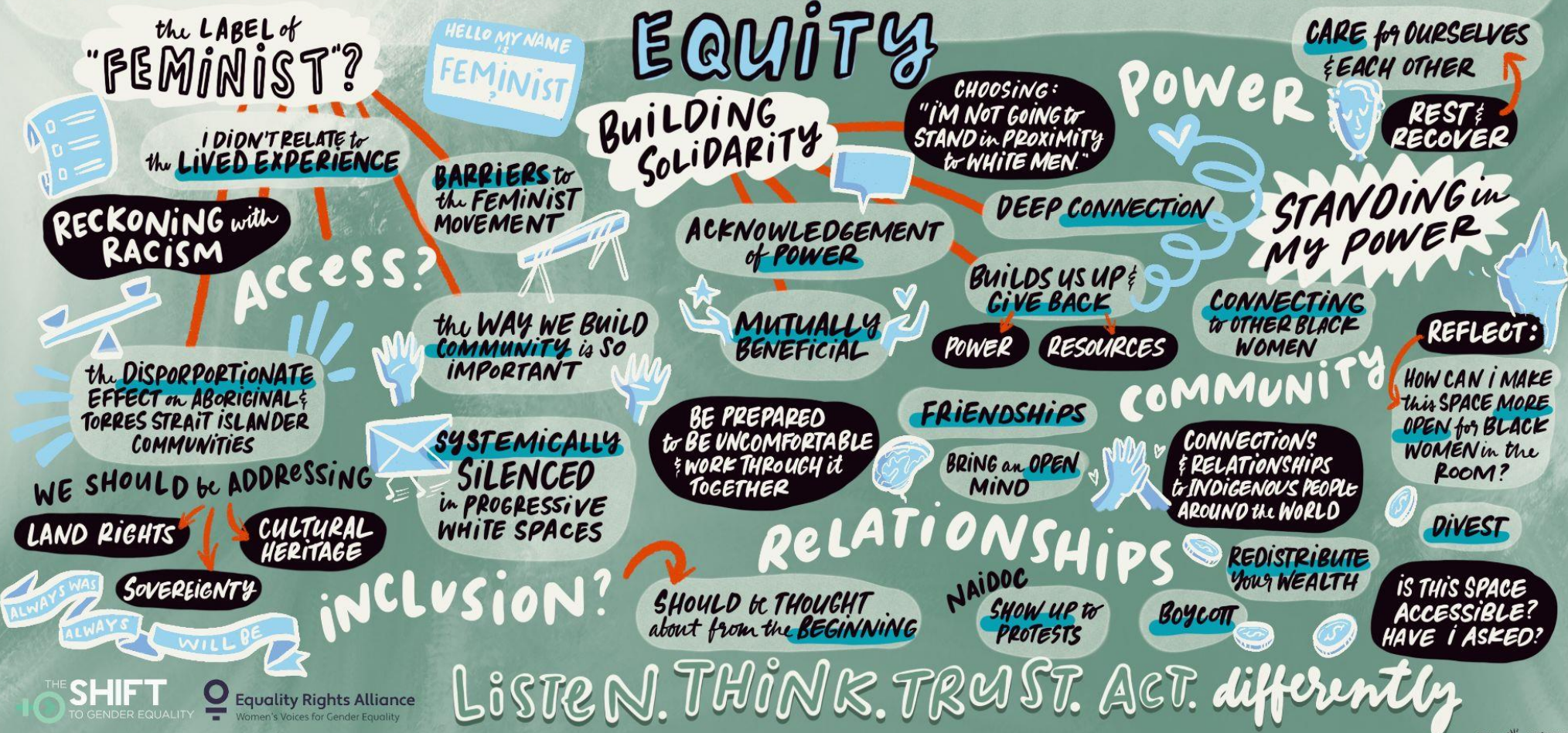
- [Australian Indigenous Mentoring Experience](#)
- [A podcast of panel with Dr Jackie Huggins and chaired by Maria Dimopoulos](#) on cross-cultural dialogue and perspectives of First Peoples and migrant and refugee communities available on NITV radio:



# Afternoon panel

MARGHERITA DALLOCCO • LARISSA BALDWIN • NEHA MADHOK • MILLIE TELFORD • JAWOON KIM  
@Riss\_Bundjalung @MadhokNeha @AmeliaTelford @JawoonKim\_

# DIVERSE LIVED EXPERIENCE & GENDER EQUITY





## Diverse lived experiences and gender equality movement building

### **Speakers (alphabetically by Given Name)**

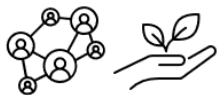
- [Amelia Telford](#), National Director, [Seed](#)
- [Larissa Baldwin](#), First Nations Justice Campaigns Director, [Get Up](#)
- Margherita Dallocco, [Youth Advisory Committee](#) member, [Women with Disabilities Australia \(WWDA\)](#)
- [Nèha Madhok](#), National Director, [Democracy in Colour](#)
- Curator and Moderator: [Jawoon Kim](#), Movement woman, The Shift

### **Selected reflections**

- On building community
  - Being open is critical to the way we build community
  - *What language is being used that resonates with First Nations women, migrant and refugee women, gender diverse folks, women with disability etc.?*
  - We need to embrace interconnectedness of issues to trust, listen, learn, and act differently
    - E.g. feminist issues have historically and predominantly been expressed by white women whose lived experiences are completely different from First Nations communities
    - These conversations exist within the context of the climate crisis and its disproportionate impact on First Nations communities
  - Supportive friendships help sustain individual and collective activism
- On power and solidarity
  - *"What white women need to realise is that their interests are benefited by standing in solidarity with the other people who are brutalised by patriarchy, not by trying to become proximate to white men."* - Nèha Madhok
  - Scarcity mindset on power and the proximity to white patriarchal capitalist power within progressive white movements (including feminist) systemically silences the voices of diverse communities. Feminists need to choose between seeking liberation by standing with and seeking the liberation of others or by seeking the power of white men.
  - Understand the inherit whiteness of traditional feminist spaces and commit to creating a space open and safe for all womxn by building up and giving back your power and resources.
  - The need to call out that there is privilege and [political, financial and social]

power within the feminist movement that is lacking for Aboriginal women, other minority women and those who are non-binary.

- We need to strategise and talk more about ways of doing 'solidarity' as a way to push back on this increasingly neo-liberal Australian context.
- The importance of access is core to spaces/movements being welcome to people with disability and to effectively do the work of disability justice.
- On discomfort:
  - We have various points of discomfort and committed and/or experienced acts of dislocation and disempowerment within the feminist movement.
  - Even though we're socialised to dislike the feeling of discomfort, let's process our points of discomfort to build meaningful (feminist) movements.
- On trauma and decolonisation:
  - There is a "safety net" (mentioned by Dhanya Mani participant) within activism that is a privilege experienced by white people: a community or belonging you can 'dip into' to access support when processing trauma or discomfort.
  - Holding trauma - including that of intergenerational - is a collective experience.
  - We need to decolonise whiteness and unpack violence within diverse communities of colour.
  - Acknowledging harm and trauma in our histories as part of healing and solidarity.
  - Rest is resistance.



#### **Strategies/actions (suggested by speakers)**

- [Sign up to Seed Mob](#) or [Donate to Seed](#)
- [Become a solidarity member](#) at Democracy in Colour
- Learn more about the [Disability Royal Commission](#)
- Pre-order "[Another Day in the Colony](#)" by Chelsea Watego
- Learn about the [National Plan to Reduce Violence against Women and Children 2010 - 2022](#)
- Read [Submission to the 4th National Action Plan](#) by Women with Disabilities Australia



## **Resources**

Suggested by speakers:

- [“White Tears/Brown Scars”](#) by Ruby Hamad
- [“Complaint”](#) by Sara Ahmed
- [“Talkin’ Up to the White Woman”](#) by Aileen Moreton-Robinson
- [Melina Laboucan-Massimo](#), Director of Healing Justice
- [“Black and Blue: A memoir of racism and resilience”](#) by Veronica Gorrie

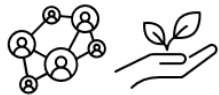
Suggested by participants:

- [“Dreaming Disability Justice”](#) by Leah Lakshmi Piepzna-Samarasinha

## Key insights on running events differently

We would like to share learning from feedback provided on this convening to inform how we could all organise events in future. As The Shift is an iterative process and network, we are all learning as we go to listen, think, trust, act differently.

Feedback (out of 32 respondents)	Strongly				Strongly		N/A
	Agree	Agree	Neutral	Disagree	Disagree		
I found the Participant Guide helpful	9	14	5	-	-	-	
I found the Pre-Briefing call helpful	1	3	4	-	-	19	
I found the Conference Buddy system helpful	0	2	5	2	-	21	
I found that the approaches to safety facilitated my participation	12	12	4	1	-	1	



### **Considerations for hosting future Shift events or your own events:**

- Convene across a few months to help process information and reflections
- Provide different times for paid and unpaid responsibilities, abilities etc.
- Have sufficient time for personal reflection, breakout sessions to discuss with other participants, in between events etc.
- Include closed captioning
- Consider break-out spaces or caucuses for First Nations people, people of colour
- Find a balance with amount of information and resources provided
- Explore marketing and promotion to reach wider audiences

### What worked well?

*“The panels were great, and I enjoyed the breakout rooms. Was impressed there was a counsellor present, although didn't feel the need for it on this occasion. Also, it was great to see both elders and young people on the panels.”*

*“The day went very smoothly from a technical point of view. The facilitation was excellent and the speakers were just fantastic.”*

*“The panel discussions were fabulous. I enjoyed how honest and fierce the panellists were.”*

*“For me, the listening and learning.”*

*“The format of the day. Great mix of people talking to me, interaction, breakout groups, time for breaks.”*

*“The different panels, the creative use of online video conferencing (i.e graphic designer, music to end breaks, break out rooms, meditation etc).”*

*“Opening plenary, free registration, availability of counselling, lots of breaks, use of different methods for breaks e.g. meditation, discussion.”*

*“The speakers, the panels, the breakout and self reflection questions, the safe space held for deep reflections and care. It was great.”*

### What would you change?

*“Perhaps it would've been nice to have the gathering across a few months, rather than as an all day event to allow time for people to learn, reflect, act and embed and embody the learning over time.”*

*“The all-day session was quite tiring, so perhaps a series of sessions broken up over a week, or at different times of day, would keep the energy & momentum up. It might also enable people to attend who work during business hours & couldn't get away from their work e.g. front line workers.”*

*“I didn't feel that the breakout sessions worked as well as they could. I think perhaps we needed some more time to take in and think through what the panelists had shared before we moved into the discussion.”*

*“Captioning features turned on on zoom!”*

*“Maybe including speakers in breakout rooms”*

*“A caucus for First Nations people, and another for people of colour, might be a useful mechanism. Or maybe some specific break-out spaces where First Nations people, and people of colour, can talk without the presence of white people.”*

*“The marketing. I wish the event was more broadly advertised.”*

*“Also, I would have liked to have seen more representation from people of diverse genders and sexualities.”*

*“Greater diversity of opinion among speakers and presenters would have been beneficial.”*

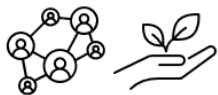
*“The participant pack was valuable but intense!”*

## Summary of actions

The following is a summary of key actions that we can take individually and collectively that came from participant discussions noted in the meeting chat. Visit the [resources folder](#) for a detailed [document](#) of ways to listen, think, trust and act differently that arose from the day.



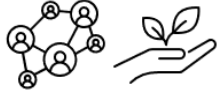
**How will we listen, think, trust, and act differently ensuring the full and equal participation of First Nations women in the spaces you are working in and to grow our intersectional feminist and gender equality movements in Australia?**



### In the workplace

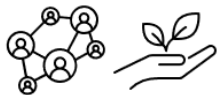
- Don't try to bring women into your work - go to where the work is already being done and support it. Be prepared to relinquish some control.
- Put up 7 recommendations from Wiyi Yani U Thagni around the office, Board rooms etc.
- Think about where we spend our money and budgets e.g. hire First Nations creatives first where you can
- Have difficult conversations about how white privilege is embedded within our organisations
  - Step into edgy spaces about who (white) in our organisations are not centring this work and how they are blocking things – without being punitive
  - Acknowledge our own personal resistance, organisational resistance, other resistance. What does resistance look like when it is non-confrontational and covert and how do we overcome it?
- Looking to First Nations women as leaders and learn from the power of Blak women
- Make more space for culture, learning, and collaboration and genuine space for collaboration
  - Hold space for the experiences/realities/feelings of First Nations women





### In personal spaces

- Be honest about power and privilege; who has it and benefits from it?
- Reciprocity and accountability; take criticism and correction while accepting imperfection and holding grace
- Seek out research by First Nations academics and researchers and cite them
- Inclusivity vs. participation; centre First Nations women not whiteness e.g. *not focused on what whiteness excludes or takes*



### In our feminist / gender equality movement-building

- Acknowledge the power and privilege of the feminist movement; *how do we reshare this power and build equitable spaces from the outset?*
- Shift the focus from the individual to a more relational feminist movement by making relations central
- Do mutually beneficial work by exploring what resources can be given/ relinquished
- Platform new and more diverse voices
- Acknowledge the need for healing in this work
- Build activist 'muscle memory' by being self-reflective
- Use language that resonates with First Nations women, migrant and refugee women, gender diverse folk and women with disabilities

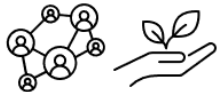


### Continuous learning

Resources suggested by participants:

- [Describing the Emperor's New Clothes: Three Myths of Educational \(in\)Equality](#), Kathryn Pauly Morgan in "[The Gender Question in Education: Theory, Pedagogy and Politics](#)", Ann Miller et al, Boulder, CO, Westview 1996.
- [Other resources](#) on gender norm change
- [Decolonising Solidarity](#): A site of resources and ideas to inspire, support, trouble and give direction to the work of people who support Aboriginal struggles.

- [Aboriginal Pedagogies at the Cultural Interface](#), Tyson Yunkaporta, James Cook University; 2009:1-9.
- [Indigenous research methodology - weaving a research interface](#), Ryder C, Mackean T, Coombs J, et al, International journal of social research methodology; 2020; 23(3):255-267
- [Two Voices on Aboriginal Pedagogy: Sharpening the Focus](#), Shirley Rochelle, Turner, Shannon Carolyn Leddy, Journal of the Canadian Association for Curriculum Studies. 2016; 14(2):53-65.
- ['Carceral feminism and coercive control: when Indigenous women aren't seen as ideal victims, witnesses or women'](#), The Conversation



### **Actions suggested by The Shift organising crew**

- [Wiyi Yani U Thangani](#): download and read [community guide](#); download and use the [supporter toolkit](#) in your circles of influence
- Get behind the First Nations Women's National Summit in 2022– make this a priority in your advocacy for gender equality e.g. *when contacting your local MP about gender equality, when working with other partner organisations as a feminist organisation etc.*
- Donate money (or time) to organisations or causes that centre First Nations women's voices
- Do the work – sign the petitions, join the actions led by First Nations communities and people of colour, and trust that these are the right actions and messages designed by affected people who know what they need
- Attend a future follow up event (updates will be shared via [The Shift network](#) Google email list), consider supporting or hosting a future gathering
- Share your reflections on social media, write a blog or article (see hashtags below)
- [Join The Shift network](#) for gender equality (can use [theshiftaus@gmail.com](mailto:theshiftaus@gmail.com) as a nominating person's email if you don't have a direct contact who introduced you)
- [Email your notes from the day to The Shift](#) if you are comfortable to add to a repository of reflections; these will be collated and shared in the resources folder anonymously unless you prefer to be named
- Continue the conversation, grounding ourselves in self-care, radical self-responsibility and community care

## Closing...

Poll: How are you feeling about the work ahead?



**Feedback: 27 survey respondents (84.4%) felt the convening helped them to listen, think, trust, act: differently.**



### Resources:

- Poem: "Kindred" by Kirli Saunders, from the collection [Kindred](#)

### Social media:

#TheShiftAUS      #IntersectionalFeminist      #ListenThinkTrustActDifferently  
#TheShift2GenderEquality      #GenderEquality



**Contact The Shift:** [theshiftaus@gmail.com](mailto:theshiftaus@gmail.com)