



Could a focus on wellbeing be a ‘course corrector’ for workplace gender equality initiatives?

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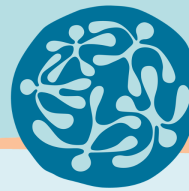




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Women's Wellbeing in Australia

- 1 in 5 Australians have experienced **sexual harassment** in the workplace in the last five years: 41% women, 26% men.*
- Women are more likely to experience high or very high levels of **psychological stress** than men (19% vs. 12% for males)
- Women experience higher rates of **anxiety** (21% compared to 12% males), affective disorders, such as depression, bipolar, dysthymia (8.5% compared to 6% males), social phobia (9.8% compared to 4.3%) and PTSD (9.8 vs. 4.3%)
- Although men are more likely to die by suicide, women are 2-3 times more likely to end up hospitalized for **intentional self-harm** (with or without suicidal intent).**

*<https://humanrights.gov.au/time-for-respect-2022>
Australian Bureau of Statistics 2021

**<https://www.aihw.gov.au/suicide-self-harm-monitoring/data/deaths-by-suicide-in-australia/suicide-deaths-over-time>



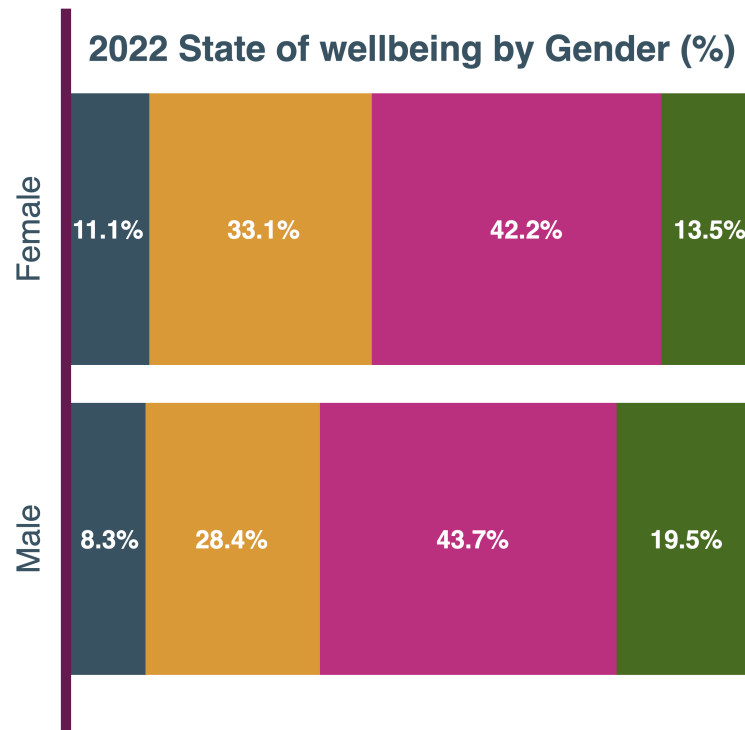
Exhausted





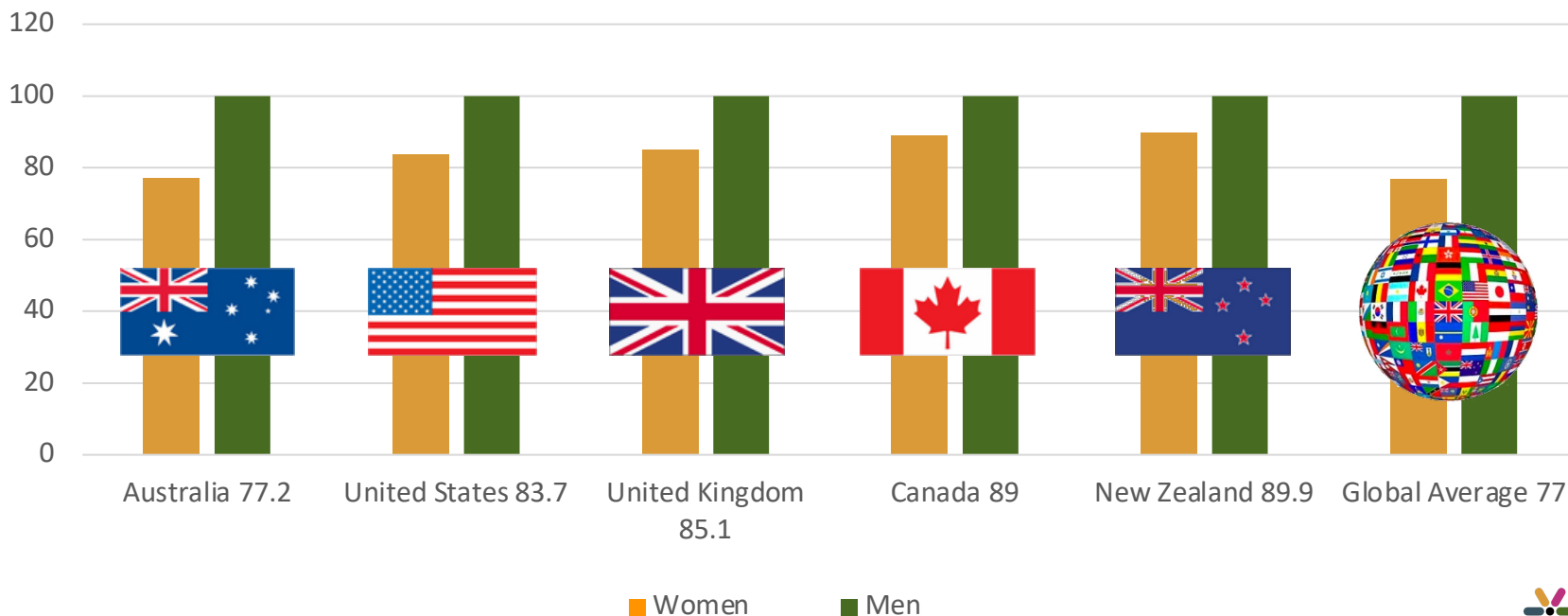
Workplace Wellbeing

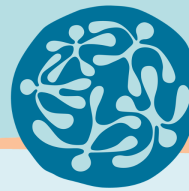
- Consistently thriving
19.5% men
- Living well despite struggles
42.2% women; 43.7% men
- Not feeling bad, just getting by
33.1% of women
- Really struggling
11.1% women



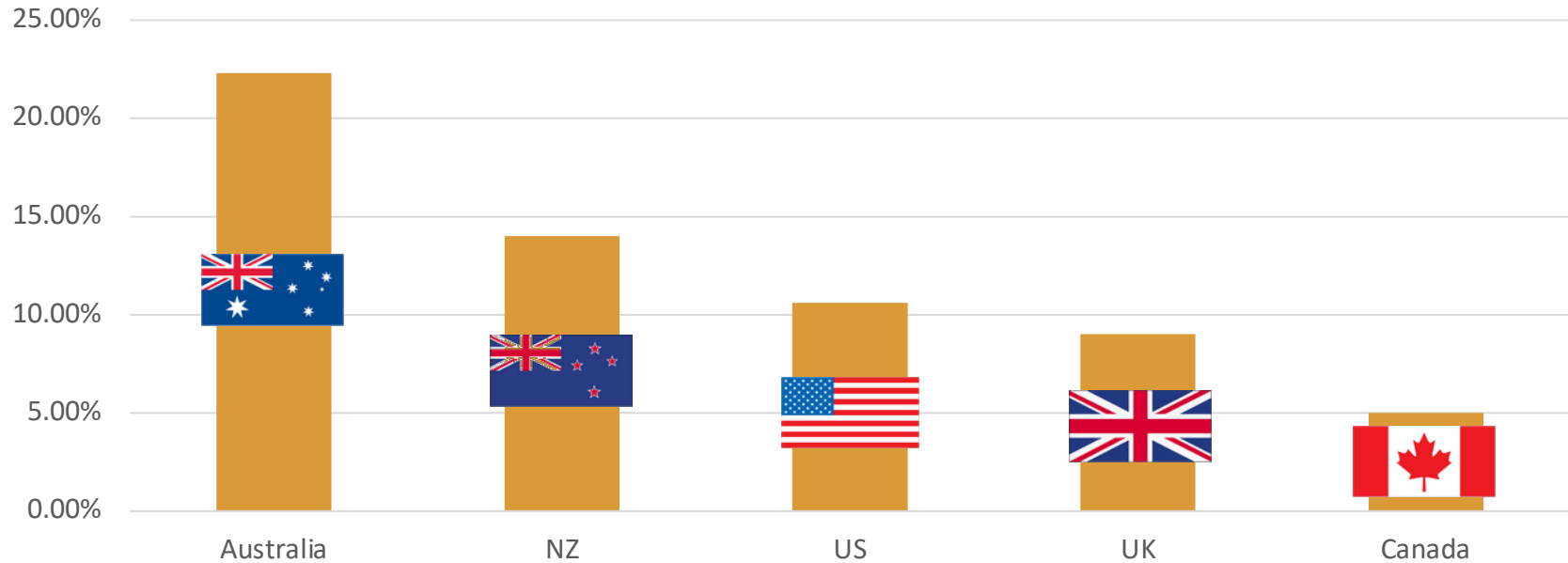


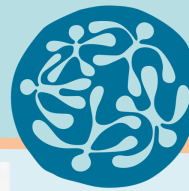
Gender Pay Gap 2023





Percentage of Women CEOs 2022





The narrative for working women

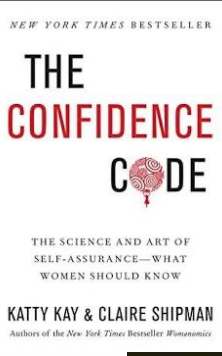
Be:

- Confident (but not a b!tch)
- Assertive (but not aggressive)
- Gritty and resilient (but not too hard)
- To the point – stop over-thinking (but be able to explain and defend your assertions)
- Fit and physically healthy (preferably thin - but don't neglect your family or work in doing so)
- Mentally well (see top three but's)
- Good parents, partners, friends, colleagues

Oh, and be kind to yourself! Do some 'self-care' (but not at the expense of others).



LEAN IN
WOMEN, WORK, AND
THE WILL TO LEAD
SHERYL SANDBERG

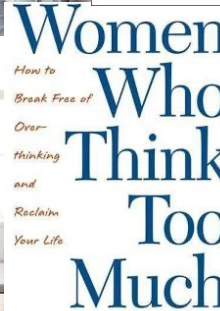


NEW YORK TIMES BESTSELLER
THE CONFIDENCE CODE

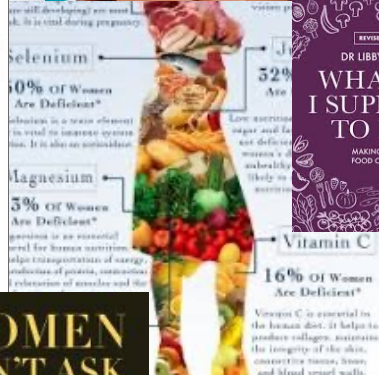
THE SCIENCE AND ART OF
SELF-ASSURANCE—WHAT
WOMEN SHOULD KNOW

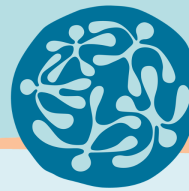
KATTY KAY & CLAIRE SHIPMAN

Authors of the New York Times Bestseller *Womenomics*



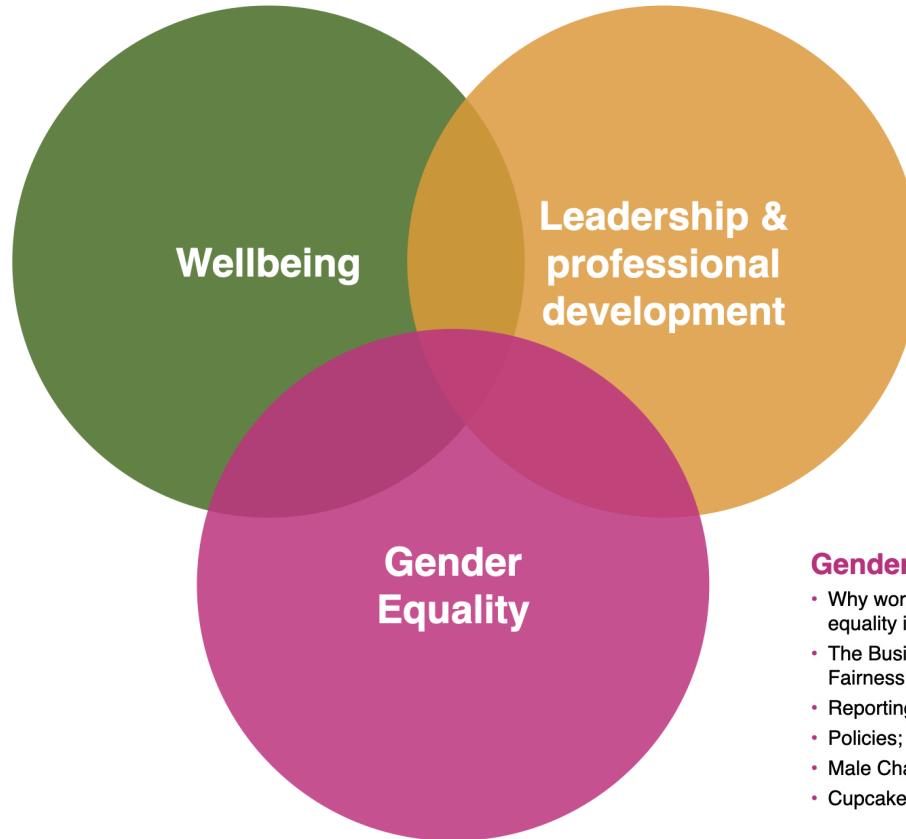
How to
Break Free of
Over-
thinking
and
Reclaim
Your Life
Women Who Think Too Much
DR. SUSAN NOLEN-HOEKSEMA





Wellbeing

- Start with big questions:
 - How do we define Thriving in our organization?
 - What does a Thriving organization look, feel and sound like? What is happening?
 - What can we learn from our teams that are already Thriving
- Wellbeing literacy – understanding wellbeing beyond healthy snacks, gym memberships; good citizenship awards and EAPs.
- Evidence-based wellbeing approaches
 - Strengths (individual & Team)
 - PERMAH, SDT, Self-efficacy
 - Broaden & Build Theory & resilience
 - Hope, Optimism, Goal-setting
 - Coaching: 1:1; small group; large group
 - Peer-support & relationship development – the WE

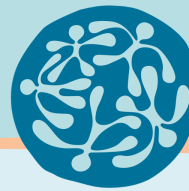


Leadership & professional development

- Confidence & Assertiveness training
- Branding & Presence training
- Emotional intelligence training (and/or other leadership development tools)
- Mentors, Sponsors, Networks, Coaching (on the above)
- Bias/Inclusive leadership training

Gender Equality

- Why workplace gender equality is important
- The Business Case + the Fairness case
- Reporting/legal requirements
- Policies; Reporting
- Male Champions
- Cupcakes on IWD



Sarah

- Lawyer, mid-40s; married with 4 kids – primary caregiver
- Top VIA strengths: Humility, Kindness, Appreciation of Beauty & Excellence, Judgment, Fairness.
- **Self-described:**
 - Not partner material;
 - Busy and exhausted, BUT wanting something more from her career
 - Wants to be a role model for her children
- **Boss-described:**
 - A national expert in her field – would hate to lose her
 - Lacking in confidence





Top 5 Tips

1. Start with Wellbeing
2. Build Wellbeing Literacy
3. Relationships
4. Meaning and Mattering
5. Support and amplify each other(s) ideas, voice,

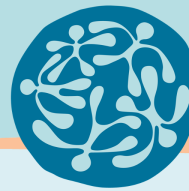
“ Other People Matter. ”

- Chris Peterson

A group of seven people are silhouetted against a bright sunset sky. They are standing in a line, and each person has their arms raised high in the air, palms facing forward. The sun is low on the horizon, creating a strong lens flare effect. The overall mood is one of unity and celebration.

“ We ALL matter. ”

- Angelina Eynon



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Thank you & Questions

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