

ALL Come Out to Play!

Gender equality... is it ever too early?

Amanda Testro
Nancylee Merzel
Karalyn Davies

Hullabaloo Music
Playgroup Victoria
drummond street services



Early Childhood Australia
A voice for young children

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2019
FROM VISION TO ACTION

Acknowledgement of Country



Early Childhood Australia
A voice for young children

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2019
FROM VISION TO ACTION

Change the story



In the past...



Early Childhood Australia
A voice for young children

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2019
FROM VISION TO ACTION

Now...

SBS News
Australia

Tasmania passes landmark laws for gender-optional birth certificates



Tasmania's parliament has passed landmark laws that make it optional to include gender on birth certificates.



Gender inequality rife

Workplace gap not closing fast enough, say women

LAMARCA

ONE in three Australian women believe they have lost out on career opportunities because of their gender.

More than half say gender equality is difficult to achieve and the situation is not improving fast enough - yet 64 per cent of them think the opposite.

They are among the findings from a survey of 2000 Australian women conducted for Women's Day tomorrow.

The research also showed 2 per cent of women don't feel they have been given the same opportunities as men in the workplace, with one in four saying they have missed out on a promotion opportunity that went to a man who was less qualified.

Close to 60 per cent of women who work full-time say they have missed out on career opportunities because of their gender.

The research was conducted by YouGov Galaxy on behalf of women's dating app Bumble, which is launching an initiative to tackle "all poppy" in Australia, which is a leading barrier to gender equality.

Former sex discrimination commissioner, Liz Finckel, said the findings were "disappointing" but unsurprising.

"Most workplaces were created by men for men and by men for men," she said. "We need to change the organisational structures and systems but also work on the culture and practices and culture, women need to be seen as leaders as evidenced by the survey findings."

Minister for Women Kelly O'Dwyer said while Australia had made "great progress" in the workplace, the gap between men and women was still too large.

"Women are still likely to earn less than men, they are less likely to work full-time and are more likely to be in part-time or casual work," she said.

"We need to work on the culture and practices and culture, women need to be seen as leaders as evidenced by the survey findings."

Minister for Women Kelly O'Dwyer said while Australia had made "great progress" in the workplace, the gap between men and women was still too large.

"Women are still likely to earn less than men, they are less likely to work full-time and are more likely to be in part-time or casual work," she said.

"We need to work on the culture and practices and culture, women need to be seen as leaders as evidenced by the survey findings."

Minister for Women Kelly O'Dwyer said while Australia had made "great progress" in the workplace, the gap between men and women was still too large.

"Women are still likely to earn less than men, they are less likely to work full-time and are more likely to be in part-time or casual work," she said.

"We need to work on the culture and practices and culture, women need to be seen as leaders as evidenced by the survey findings."

Minister for Women Kelly O'Dwyer said while Australia had made "great progress" in the workplace, the gap between men and women was still too large.

"Women are still likely to earn less than men, they are less likely to work full-time and are more likely to be in part-time or casual work," she said.

"We need to work on the culture and practices and culture, women need to be seen as leaders as evidenced by the survey findings."

Minister for Women Kelly O'Dwyer said while Australia had made "great progress" in the workplace, the gap between men and women was still too large.

"Women are still likely to earn less than men, they are less likely to work full-time and are more likely to be in part-time or casual work," she said.

"We need to work on the culture and practices and culture, women need to be seen as leaders as evidenced by the survey findings."



Early Childhood Australia
A voice for young children

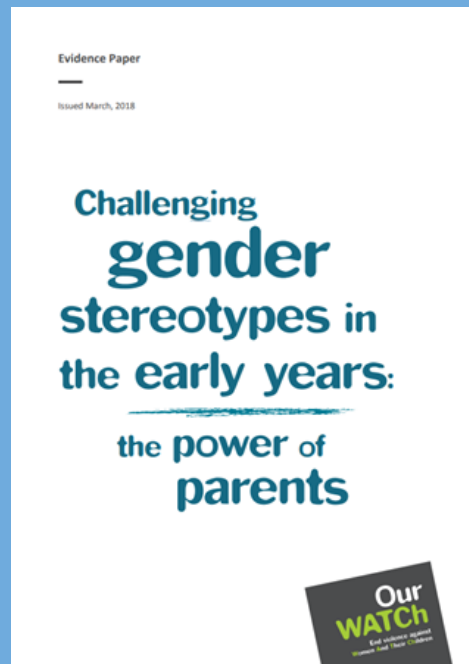
EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2019

FROM VISION TO ACTION

Evidence

“We all need to support parents to create and model an environment for their children that promotes gender equality and gives children the freedom to be themselves. 5 Evidence Paper Executive Summary

Importantly, the survey showed that the majority of parents want to take action to challenge traditional gender stereotypes. There are a number of ways in which parents of young children can do this, such as by being aware of the ways they may unintentionally and subtly reinforce gender stereotypes and by modelling gender equality and respect in their own relationships.”



Early Childhood Australia
A voice for young children

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2019
FROM VISION TO ACTION

What we know..

- Brain development
- Playgroups as a platform for message delivery
- Music

The 2018 Our Watch report suggests that by the age of two, children have already begun learning and demonstrating 'gender-role' behaviours, which are then further developed throughout their preschool years . Although nearly 80% of Australian parents would like to challenge gender stereotypes, nearly 60% of parents believe their children are not influenced by these stereotypes.



Early Childhood Australia
A voice for young children

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2019
FROM VISION TO ACTION

Children are all over it!



P Playgroup
Victoria



 drummond
street services
Supporting All Families Since 1887



Early Childhood Australia
A voice for young children

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2019
FROM VISION TO ACTION

With awesome partners we created
ALL come out to play!



Early Childhood Australia
A voice for young children


EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2019
FROM VISION TO ACTION

How do we engage families?

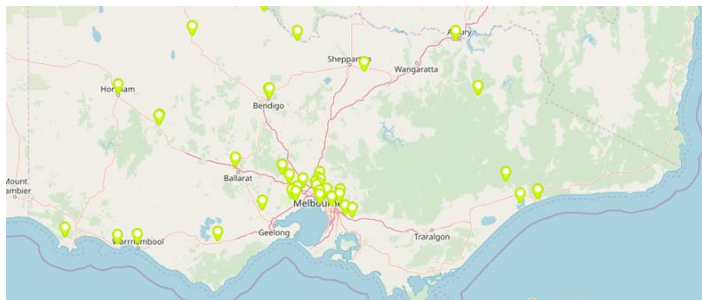
- 40 minute session at playgroup (ELC, kinder and junior primary)
- Give children the opportunity to sing and dance and enjoy various musical activities **with their parents**
- Raise awareness of gender equality
- Help children learn about respectful relationships
- Build self esteem
- Celebrate ALL Families – not all families and children are the same – and that's OK!
- Extend the conversation – Lesson Plans

ALL WAYS TO PLAY!

Classroom lesson plans to go with on with after the musical lesson

LESSON ONE	LEVEL: P-1	DURATION: 45min	
<p>Specific/ Basic outcomes for the students in accordance with the American Curriculum:</p> <ul style="list-style-type: none"> 1. Students of all ethnic backgrounds in family dynamics, structures and additionally more about them as an individual 2. Intelligence awareness and cultural backgrounds 3. Health and safety awareness (diversity, individuality and respect) whenever through, dates and language through using development 	<p>How it should develop if outcomes have been achieved</p> <ul style="list-style-type: none"> 1. Students will be able to understand that other children may have different family traditions and different patterns to themselves 2. Value and respect each others options, traditions and family life 3. Gain an understanding of biological culture and other global cultures of other students within the classroom 4. Awareness and compassion towards others. 	<p>Pre-Test</p>	
<p>Safety Considerations</p> <ul style="list-style-type: none"> 1. Respectful environment 2. Welcoming each other 			
Time	Activity/ Content	Teaching aids	Resources
<p>INTRODUCTION</p>			
<p>4-10 minutes</p>	<ul style="list-style-type: none"> 1. Class discussion (family dynamics) & structure 2. Who is your family? 3. Who are you made of? 4. Why are you here? 	<ul style="list-style-type: none"> 1. Students to gain understanding of who could live in a family 2. Simple Questions 3. Name 4. Parents 5. Family 6. Grandparents 7. Siblings 8. Uncle 9. Aunts 10. Grandchildren 	<ul style="list-style-type: none"> 1. All 2. Class discussion 3. Questions to be answered
<p>MAIN BODY OF LESSON</p>			
<p>40-10 minutes</p>	<ul style="list-style-type: none"> 1. Activity 2. Students to draw a picture of their family 3. Additionally ask students to draw something else unique Family 	<ul style="list-style-type: none"> 1. Students working at their tables. 2. Paper 3. Coloured Pencils 	

LESSON CONTINUED...



On the road





On the road



Early Childhood Australia
A voice for young children

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2019
FROM VISION TO ACTION

Program Evaluation

Key evaluation questions

- Appropriateness
- Effectiveness
- Efficiency
- Impact
- Sustainability



What we have learnt

Preventing Violence Against Women workshop (n=113)

- New focus on gender-neutral language
- Audit of books, toys resources
- New perspective on gender equality
- Incorporate practical skills
- Confident to have further conversations



What can you do?

5 Practical tips for you:

- Audit your books :choose strong female characters!
- Play experiences – mix it up
- Change the language – replace ‘he’ with ‘she’ or ‘they’
- Comment on what children are doing not what they are wearing or look like
- Allocate tasks based on skill



Early Childhood Australia
A voice for young children

EARLY CHILDHOOD AUSTRALIA
FROM VISION TO



“I love being me!”

BOOKINGS AT PLAYGROUP.ORG.AU



We acknowledge the traditional owners of the land where we work and pay respects to elders past, present and future.



Early Childhood Australia
A voice for young children

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2019
FROM VISION TO ACTION



Contact us

Nancylee Merzel – Playgroup Victoria
nlmerzel@playgroup.org.au

Helen Rimmington – drummond street services
Helen.Rimmington@ds.org.au

Amanda Testro – Hullabaloo Music for All
amanda@hullaballoomusic.com



Early Childhood Australia
A voice for young children

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2019
FROM VISION TO ACTION