

Pacific Women's Watch [New Zealand]

Half-Day Seminar

Saturday, 22 November 2008

Somervell Church & Community Centre, Remuera, Auckland

Promoting Peace and Justice in New Zealand



Honouring the 60th Anniversary
of the
Universal Declaration of Human Rights
and
International Day for the
Elimination of Violence against Women

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FOREWORD

Pacific Women's Watch (New Zealand) was established eight years ago to be a link to the wider regional network Asia Pacific Women's Watch. During that time our special focus has been to monitor, review and report on the status of New Zealand women and their families.

Information from our work nationally has been used for the New Zealand NGO reporting for the Beijing + 10 Review in 2005 both directly to the United Nations in New York and through the Asia Pacific Women's Watch at the regional level. In 2009 we will take into the community the same questionnaire as was used in 1999 and 2004 to assess how women are faring in their daily lives in preparation for the Beijing + 15 review due in 2010. It is exciting that PWW(NZ) has been able to create a longitudinal measure of assessment for New Zealand women and girls through responses to their questionnaire.

Each year we have held regular forums and seminars to report new research on women and girls. Those attending have been encouraged to use the information in their own programmes and projects.

In 2006 we networked with women from many cultures now calling New Zealand home to help them identify unresolved issues of concern. These issues, among others, became the basis of a PWW(NZ) targeted NGO Alternative Report to the CEDAW Committee when the New Zealand Government Report was examined at the Committee's 39th session in August 2007. Jane Prichard and Farida Sultana presented the PWW(NZ) Alternative Report in New York. Several members from the Shakti Community Council also attended.

A particular focus for our work has been concerned with reducing the effects of violence against women and girls. In 2006 we held the first of our annual conferences on the Saturday nearest to 25 November, the International Day for the Elimination of Violence against Women, to uplift the UN Secretary-General's special project on violence. Many organisations and agencies joined with us to find strategies to overcome the unacceptable violence in New Zealand communities.

In 2007 we considered outcomes from the CEDAW Review and this year our conference had the theme *Promoting Peace and Justice in New Zealand* in celebration of the 60th Anniversary of the Universal Declaration of Human Rights. Outcomes from the conference will be used in our current project to fill some gaps in data on women and girls. We will target five areas of research: the portrayal of women in the media; access to information on women's health; provision for special needs in education; the issue of school donations; and violence against women.

We thank the many people from a wide cross-section of age groups and cultures who have encouraged and supported our work.

PROGRAMME

- 8.20 am** **Registration opens**
- 9.00 am** **Welcome and Introduction** – *Jane Prichard*, Chairperson
Pacific Women’s Watch (New Zealand)
- 9.10 am** **KEYNOTE ADDRESS** – *Rosslyn Noonan*, Chief Human Rights Commissioner
- 9.30 am** **Overcoming Discrimination in Health/ Education**
Judi Clements, CE Mental Health Foundation of New Zealand
- 9.50 am** **Overcoming Discrimination in Community Violence**
Deborah Mackenzie, Preventing Violence in the Home
- 10.10 am** **Overcoming Discrimination in the Media**
Ruth Thomas, School of Communications, Auckland University of Technology
Does the Media have an a-gender?
- 10.40 am** **Morning Tea**
- 10.55 am** **Interactive Workshop Groups**
- Health and Education
Facilitator: *Judi Clements*, CEO Mental Health Foundation of NZ
 - Violence
Facilitator: *Deborah Mackenzie*, SAFTINET Co-ordinator, Preventing
Violence in the Home
 - Youth
Facilitator: *Effie Lokeni*, YouthLaw Rangatiratanga Taitamariki
 - Media
Facilitator: *Pauline Bennett*, Pacific Women’s Watch (New Zealand)
- 12.00 noon** **Plenary Session resumes**
- 12.05 pm** **Reports from Workshop Groups**
- 12.20 pm** **Analysis of Workshop Discussions**
- What are the Outstanding Discriminations?
 - Planning Strategies to Overcome Discriminations
- 12. 40 pm** **Statement from Conference**
- 12.50 pm** **Statement agreed**
- 12.55 pm** **Thanks and closure of Conference**
- 1.05 pm – 1.25 pm** **Showing of Homeworks Trust Educational DVD**
“He Drove Me Mad”
All are invited to stay to view this DVD

EXECUTIVE SUMMARY

In introducing the Conference, **Jane Prichard**, Convenor, PWW(NZ), quoted Ms Thraya Ahmed Obaid, UN Under Secretary-General, as saying that when a woman is able to live free of coercion, discrimination and violence – to participate on an equal footing in society – the benefits extend far beyond the woman herself. In honouring the 60th Anniversary of the Universal Declaration of Human Rights we recognise the agenda for freedom from discrimination for women and girls in benefiting families, communities and nations. Much has still to be achieved to secure its aims.

Jane stressed the importance of measures to assess the status of New Zealand women and welcomed the set of high level indicators now developed by the Ministry of Women's Affairs to track the social and economic status of women. They will make a substantial contribution to the next NZ Government and NGO CEDAW reporting.

Keynote Speaker Rosslyn Noonan, Chief Commissioner, Human Rights Commission of New Zealand, speaking on *Making Human Rights Real* explained that Human Rights are about dignity, equality, and security for all human beings everywhere. They include responsibilities to each other, relationships and respect for a person's mana. By recognising the humanity, dignity and wairua of that person, the mana of others is also enhanced. Within Human Rights, culture and tradition ensure dignity and caring concern for all, respect for other beliefs and the desire to free people from fear and want. Such aspirations are shared by custom law and Human Rights.

Human Rights are an element in New Zealand's development since 1840 and the Treaty of Waitangi. They are an integral part of New Zealand's evolving national identity.

The Commission advocates and promotes an appreciation of Human Rights in society, encourages the development of relationships between individuals and groups, advises on and monitors employment opportunities and provides an enquiries and complaints service. New Zealand rates 5th in the world for gender equality. Human Rights challenges include child poverty and abuse, barriers for the disabled, vulnerability of people in institutional care, inequalities for Maori and Pacific people and the place of the Treaty of Waitangi now and in the future.

Deborah Mackenzie, SAFTINET Co-ordinator, Preventing Violence in the Home, spoke on *Knowing is not enough*. With 1 in 3 women in New Zealand experiencing an act of physical and/or sexual violence by a partner in their lifetime she focused on women victims of male partner violence. Supporting safety for women and children is paramount.

Changes in the last two years in people's understanding of the domestic violence issue have been both good and challenging. The TV advertisements "It's Not OK" and funding for community programmes means domestic violence is more talked about and challenged. Openness has not changed the climate of danger for women in violent relations to one of safety. Support and resources for abused women are as scarce as ever.

Preventing Violence in the Home can never keep up with the demand for their services, though Police say reporting is only 18 per cent of the domestic violence incidents in Auckland City. They never have enough advocates and there is a serious shortage of refuge space. Women are often not made safer by the Police/Court knowing about the violence.

There is a continuing perception that violence will end if women "change" from choosing violent men as partners. Institutions such as the court can discriminate against women in violent relationships by asking them to supply information to the Court in person. This compromises their ability to act freely. Counselling of couples often "plays down" the violence issue, focusing on the couple as the problem. Deborah also saw restorative justice as posing a risk for the woman, and ineffective in ending domestic violence. The community at large needs to respond to the violence while simultaneously supporting the victim. Domestic violence responses should stay focussed on the violence against women, not on women's supposed role in its continuation.

Judi Clements, Chief Executive, Mental Health Foundation of New Zealand, discussed challenging discrimination and promoting social inclusion, through the mission of "making mental health everybody's business". In any year 1 in 5 people will have a mental health problem. Information, resources, research and advertisements in the media are all part of the work to overcome discrimination experienced by people with mental health problems and to change behaviour.

Human Rights issues include the fundamental right to be treated with respect, to enjoy full opportunity and to be treated with dignity and humanity if detained. Inadequacies in treatment can cause concern e.g. the use of seclusion or compulsory or controversial treatment (ECT). Maori are hospitalised at much higher rates than non-Maori, especially men. More kaupapa Maori services are needed. General services need to be more culturally competent.

We must ask children and young people what they want from mental health services.

Progress has been made in mental health with the closure of long stay hospitals but we need to maintain the momentum for change "as we go further".

Does the Media have an A-gender? gave **Ruth Thomas**, School of Communications, Auckland University of Technology, the opportunity to explore discrimination against women in the media through her own experiences as a journalist, editor, managing editor and journalism educator.

When she began there were very few female editors or women with children entering the workforce. Offset computer type was coming in, large food stores in malls required bigger circulation newspapers to attract shoppers. Smaller local newspapers were being replaced by large corporate companies. Ruth, however, worked hard to develop a local suburban newspaper which ultimately led to a number of such successful ventures. To be successful, newspapers must appeal to their larger audience.

Ruth suggested there was consistent gender framing of media coverage usually seeing the male as the norm and the female as remarkable. For women appearance and marital status are important media issues. Currently the more explicit sexism of the media is no longer as evident but women were less than 20 per cent of news subjects globally in 2000.

In New Zealand today female journalism students heavily outnumber males. Few females, however, are newspaper editors, and few are found in board rooms. But changes are coming with strong, talented young women to gradually change the shape of the news.

Workshops on health and education, violence, youth and media offered many suggestions for action for improved outcomes. Key responses were the call for greater opportunities for women to move into management and that NGOs who currently shoulder the burden of providing services to keep women and children safe should have access to sustained and adequate funding.

More action by NGOs in educating parents, schools and communities on how to prevent discriminatory actions against young people was also called for. It was agreed that NGOs should take action to ensure a less discriminatory portrayal of women. Discrimination in education, especially for the disabled is a concern, for example in mainstream school enrolments and provision in all schools for hearing impaired children.

The workshop on youth issues called for safety at school to eliminate bullying and violence and greater understanding by parents of different cultures to prevent discrimination. Fewer programmes containing violence and sex on television would help in overcoming discrimination.

PRESS RELEASE

Pacific Women's Watch (New Zealand) at its conference "Promoting Peace and Justice in New Zealand" honouring the 60th Anniversary of the Declaration of Human Rights on Saturday, 22nd November 2008 considered continuing gender discrimination in health, education, violence and media.

The Conference called for greater opportunities for women to move into management. Furthermore, NGOs who currently shoulder the burden of providing services to keep women and children safe should have access to sustained and adequate funding. More action by NGOs in educating parents, schools and communities on how to prevent discriminatory actions against young people was also called for. It was agreed that NGOs should take action to ensure a less discriminatory portrayal of women.

Jane Prichard
Convenor



Identifying key points for the final Statement from Conference

INTRODUCTION

Conference Introductory Statement

Jane Prichard, Convenor of Pacific Women's Watch (New Zealand)

Chairperson of the Conference

A very warm welcome to you all to this the Third Pacific Women's Watch (New Zealand) Conference on the Saturday nearest to the 25th November, the International Day for the Elimination of Violence against Women and White Ribbon Day.

We have apologies from the Hon. Judith Collins, the Hon Paula Bennett, Sue Bradford M.P., Darien Fenton M.P., the Hon John Banks, Mayor of Auckland City and Len Brown, Mayor of Manukau who all send good wishes for a most successful Conference.

We have entitled today's Conference *Promoting Peace and Justice in New Zealand* as this year it honours the 60th Anniversary of the Universal Declaration of Human Rights.

In setting the scene for the morning I wish to quote Ms Thraya Ahmed Obaid, United Nations Population Fund (UNFPA) Executive Director, UN Under-Secretary-General

When a woman is empowered and able to live free of coercion, discrimination and violence – to participate on an equal footing in society – the benefits extend far beyond the woman herself.

The Beijing Platform for Action adopted at the Fourth World Women's Conference in September 1995 stressed the enjoyment for women and girls of all of their human rights and fundamental freedoms. The benefits of freedom from discrimination for women have been shown, again and again, to benefit their families, communities and nations. The Universal Declaration of Human Rights sets the agenda for such freedom. The aim of today's conference is to ensure women can enjoy a life free from discrimination. Sixty years on we still have much to do to secure the aims of the Declaration.

The specific issues chosen for our discussion today are aligned with the current work of Pacific Women's Watch (New Zealand). Following a workshop facilitated for us last May by Dr Judy McGregor, Human Rights Commissioner for Equal Employment Opportunities, on demystifying the collection and analysis of data on women, we have made a commitment to gather new data on media portrayal of women and girls; the use and understanding of some specific health information aimed at improving outcomes for women; and the issues surrounding the delivery of mental health services, especially those related to special needs in education. As well we will aim to continue our efforts to promote zero tolerance of domestic violence.

The importance of measures to assess the status of New Zealand women is of the utmost importance in any review process. We have been slow to develop targets and measures. To address this need the Ministry of Women's Affairs has now developed a set of high level indicators under the broad title *Indicators for Change: Tracking the Progress of New Zealand Women*. These indicators will help track the social and economic status of women as well as being able to analyse data at greater levels of disaggregation. They will measure a range of areas that contribute to the major goals of the Action Plan for New Zealand Women which are to:

- improve the economic independence of women (economic sustainability)
- achieve greater work-life balance for families (work-life balance)
- improve the quality of life of New Zealand women (well-being).

Pacific Women's Watch (New Zealand) will be looking to the Ministry's indicators to make a substantial contribution to the next New Zealand Government CEDAW report and will also be using some of the indicators in assessing the status of New Zealand women from an NGO perspective.

We anticipate these new indicators will assist in making the principles set out in the Universal Declaration of Human Rights a reality for women and girls in New Zealand and in turn for society as a whole.

He tangata, he tangata, he tangata It is people, it is people, it is people!

Jane Prichard
Chairperson, Pacific Women's Watch [New Zealand] Inc.
Seminar Convenor and Vice-President International Council of Women



Jane Prichard, Chairperson, Pacific Women's Watch (New Zealand)

Introducing - Rosslyn Noonan, Chief Commissioner – Human Rights Commission of New Zealand

Rosslyn Noonan took up a five-year appointment as Chief Human Rights Commissioner on 17 May 2001. Her tenure was extended a further five years on 1 June 2006. She has headed the Commission during a period of significant change.

Rosslyn Noonan came to the Commission from the position of Trade Union and Human Rights Co-ordinator with Education International. Based in Brussels, she worked with the United Nations Human Rights Commission, the International Labour Organisation and other intergovernmental agencies and with education unions in the Balkans, in Africa and in Asia. She holds a Master of Arts in history, has been active in the women's and the anti-racism movements and had two terms as a Wellington City Councillor (1980-86).

Rosslyn has extensive experience with the trade union movement, including eight years as National Secretary of the New Zealand Educational Institute (NZEI Te Riu Roa) and four years on the National Executive of the New Zealand Council of Trade Unions (NZCTU).



Rosslyn Noonan, Chief Human Rights Commissioner

Introducing - Deborah Mackenzie - SAFTINET Co-ordinator - Preventing Violence in the Home

Deborah Mackenzie is the SAFTINET Interagency Network Co-ordinator for Preventing Violence in the Home. Deborah has worked for the last four and a half years at Preventing Violence in the Home. Prior to that she was employed as a Victim Advisor at the Auckland District Court and also spent time at the Family Court.

Deborah has an MA in Education and Social Policy. Deborah has a particular interest in the criminal justice response to domestic violence in New Zealand.

Knowing is not enough

There can be no question that domestic violence has a debilitating effect on women and girls in NZ. Even in 2008 in our enlightened information age, people are often shocked when I say that 1 in 3 women in NZ will experience an act of physical and/or sexual violence by an (ex)partner in their lifetime. It is shocking that one third of us will be subject to the worst kind of subjugation. Sometimes men are victims of domestic violence. My presentation focuses on women victims of male partner violence.

I totally support women to live safely free from violence. I try and focus everything I do at work on safety for women and children. I know that without immense support and resources it's incredibly difficult to live free from violence. I have witnessed changes in the last two years regarding people's understanding of the domestic violence issue, some good, some challenging and that is the focus of my presentation today.

The government, as it was, has tried a new tack in the last 2 years in its response to domestic violence, the Campaign for Action on Family Violence. I'm sure you've all seen the ads on TV telling us 'It's Not OK'. There has also been funding available for some communities to undertake their own programmes to support the message of the campaign. I think it's fair to say that domestic violence is being talked about more and challenged in everyday ways.

But in amongst this fantastic work at a public level I've watched an increasingly noisy preoccupation with victims' behaviour within a violent relationship and beyond.

What I want to focus on today in the lead up the White Ribbon Day is a caution in expectations about what women can safely undertake when they are in or are trying to leave a violent relationship. It seems to me that at various levels in society, in government policy making, in media reporting, in NGO discourse and in informal exchanges, that because we all talk more openly about domestic violence, some people conclude that this openness has changed the real and perceived climate of 'dangerousness' in which women in violent relationships live into one of safety.

I don't think that the NZ landscape has become safer for domestic violence victims just by talking more about it. In reality the resources and practices to support abused women to safety are as scarce as they ever were. Let me give you an overview of our experience in Auckland City.

At Preventing Violence in the Home where I work, if we were a commercial business we'd be zillionaires because quite frankly we can never and have never been able to keep up with demand. Unfortunately the demand for our service is always born out of suffering and fear. We receive on average 125 referrals from the police each week, for Auckland City, not the region. We are told by Police that this level of reporting probably only represents about 18% of all domestic violence incidents in our area. Our team of advocates is always working tremendously hard to support the women who want or need our advocacy. There are never enough advocates at Preventing Violence in the Home.

In addition there is often a serious shortage of refuge space in Auckland. In Auckland region there are around 17 refuges operating. Often these are full and it is difficult to find crisis accommodation for women on a regular basis. From time to time at Preventing Violence in the Home we pay for women to stay in motels when we cannot find anywhere else for them to go. This is definitely not ideal.

But alongside a gross shortage of resources to help women and children it is also incredibly difficult to keep violent offenders away from them. Of the 125 police calls out in Auckland City each week only around one quarter of offenders are arrested, the rest face no formal or legal follow up and are free to go. The offenders that are arrested are taken to the cells, appear in court the following day and are then bailed to a different address to that of the victim and are usually ordered not to associate with her.

However, at Preventing Violence in the Home we know anecdotally that in many cases offenders go straight from court to the victim's home and often times will blame and punish her for police/court involvement. A recent report released by Leigh Combes and Mandy Morgan based on interviews with women whose partners had all gone through the Waitakere Family Violence Court found that in many cases the women were being re-assaulted shortly after the offender was originally arrested and while he was on bail. These women were not made safer initially by the police/court knowing about the violence.

Sadly, knowledge of the occurrence of domestic violence is not enough to prevent it happening again. And yet it is so often the case that the court and others have a false presumption that because the court knows about domestic violence the offender won't dare hurt the victim again and that suddenly women have the ability to safely work with the offender to end the violence.

It seems to me that within the criminal justice system and in wider society there exists a presumption based on a myth about male violence against women that can put women in greater danger when policies and practices are developed from it.

The myth is that

Women choose violent men as partners and do this because

- a] they like it
- b] they are uneducated
- c] it's all they know

Underlying this myth is the most poisonous notion that the real way to end domestic violence in our country is to 'change' the women who are seen as active in the continuation of domestic violence.

I get to travel the country and talk to a lot of people about domestic violence and time and time again I hear people getting stuck on this idea. More often I hear genuinely concerned people claiming that victims should be made to attend courses to teach them not to choose bad men. I hear judges and lawyers comment that the women mostly want the violent men back anyway so it's best to respond to the violence in ways that do not 'hurt' the family. I read in the paper that women stay in relationships or return to them even though the man has hurt them, without any analysis of why they might return and this implies that the women must like the violence. I see in government policy such as the review of the Domestic Violence Act a proposal that women be mandated (forced) to attend change programmes.

Underlying all of these responses is the idea that if we can fix the woman we'll fix the problem. Now hang on a minute! Isn't it the violence that's the problem? Isn't the person who perpetrates the violence the only one who has the ability to stop using it? Certainly that's what we teach in our men's stopping violence programme.

But this belief that women in abusive relationships need to change is alive and well out there and in no other place is it more obvious than in the Court response to domestic violence currently, despite there being people who work there with the best of intentions in terms of safety of women and children. There are many ways that institutions discriminate against women in violent relationships, but I'm going to focus on the court today.

Based on the assumption that women are safe when the court becomes involved because now people know about the violence, and on a belief that women need to be part of the change process it is then thought and required that women victims need to be more involved in the court process.

I have spent a lot of time in courts. Last year I sat for 3 months in the Auckland Family Violence Court and wrote an evaluation of it. What I've seen is that women are being asked to participate much more and in the following ways

- Tell and update the judge regularly about what they want to happen
- Comment on the offender's progress in the stopping violence programme
- Be asked directly in court in front of the offender about whether he should get bail or not.

These practices are dangerous and place women in a dreadful predicament. Sometimes women will use the spotlight placed on them by the court to protect themselves for the future. It's safer to say you want him back and you want the charges dropped and be seen to be his supporter, than to say you are completely terrified, he's going to hurt you and the children when you know he is coming home after court and the judge won't be sitting in your lounge keeping you safe.

In my view the court should not put women in this risky position, but it should accept safety and risk assessments from community advocates who then take responsibility for supplying information to the court instead of the women having to shoulder this burden.

The court often responds to offenders and victims under an assumption that because the case has been reported, the physical danger has passed. At times the court fails to take note of the terrifying effects of psychological abuse which are still very real for the women who live in fear of their (ex) partners. Men who abuse their partners have a range of techniques to enforce continued control. What I keep noticing is how the court and others fail to see the tactics in operation and fail to see how the tactics make it extremely difficult for women to act with individual autonomy and agency in the same way that someone could who was in an equal relationship.

Stalking is a great example to use here to explain this point further. Take for example a text message that a woman receives saying 'I saw you at the supermarket last night, you looked gorgeous'. An abused woman might show this to a friend, or to a police officer to try and get the perpetrator arrested for breaching a protection order. But a common reaction to the text might be "why are you scared, that's not threatening, that's a nice thing he said, you're being paranoid". But for an abused woman what that message says loud and clear is "I'm watching you, I have control over you, and I'll decide when this relationship is over, not you" and that is a chilling message isn't it? So under these conditions does this woman have the same degree of agency, that is the ability to act freely, as a woman who is not in an abusive relationship? I don't think so.

And yet the mistaken belief that victims of domestic violence have agency within the relationship leads the court to often wrongly involve the victim in the response to the violence thereby seeing the couple as the problem rather than the violence. I've sat in the criminal court on many occasions and heard judges recommend the couple attend couple counselling. This action affirms the belief that women are somehow responsible for the violence - the violence is a result of a communication problem or a problem in her like gambling, her drinking or drug use or her mental illness. Couple counselling is mostly unsafe for women in violent relationships.

A woman described her experience of counselling to me

So from the beginning the violence was 'played down'. I don't want to sound like I was completely clueless and unable to speak, because I was able to articulate carefully what the problems were, it was just that I moulded what I would say to make it seem more palatable to my boyfriend, and also to the counsellor – It was far too unsafe for any real disclosure.

There is more and more talk out there about using restorative justice as a response to domestic violence crime. Once again there is a presumption that if women would only participate more in the justice system the problem of the violence would be solved. As with couple counselling there is a presumption that participation in restorative justice is safe. I doubt its ability to end domestic violence and the risk is greater than the potential. But I will not discuss this further today.

What seems more important and safe to me is for NZers, particularly those in decision making roles to explore the beliefs they hold about women in violent relationships. I think it's really important to isolate exactly why we want women to participate more. Let's talk about that a whole lot more and analyse how these beliefs affect the way we expect women to behave when they seek help.

We tell women to disclose, to come forward and yet how do we protect them? We try and force them into programmes to change their attitudes and behaviour, we force them to come to court and tell a room full of strangers about how they feel and what they want to happen to the offender who is sitting there in front of them and will most likely turn up at their house after court, we tell them to go and get help for their part of the problem, signalling that their symptomatic behaviours, like drinking, drug abuse or mental health issues are a cause of the violence rather than a reaction to it.

We place the blame for the violence on women's shoulders when we openly expect them to manage the violence, control the violence and end the violence.

When Alison Towns and Hazel Scott interviewed 10 young women for their 2008 research 'The Culture of Cool' the women reported feeling ashamed at being in controlling or violent relationships. They are fearful that they will be judged for ending up with a controlling or violent partner. That somehow it is their fault because as young modern women they should know better than that. As one young girl in the study stated there is a perception 'why the hell would you put up with that?'

But when we know that intimate partner violence and controlling behaviours engender confusion, isolation and a loss of identity for women why on earth do we carry an expectation that women will be able to get away from the violence, control the violence or change the violence...?

Let's explore the belief that women who are uneducated end up in violent relationships. This belief is correct and incorrect. Having a tertiary qualification is not enough to safeguard women against domestic violence as domestic violence crosses socio economic barriers.

However, being educated about domestic violence, controlling behaviours and warning signs might make a difference but it is a rare experience for most girls and women in NZ.

I was never educated about domestic violence as a girl but I've learned about being subservient. I'll never forget when I was 14 and I dipped hesitantly into the Edmonds Cook book and baked from scratch a pizza, which in 1984 was rather exotic in NZ. My 'sort of' boyfriend at the time enjoyed my offering and commented 'you'll make somebody a great wife one day'. I was proud to the core of my being and felt like a success. I already knew the value of being a good wife; I did not question his compliment at all.

Nowadays young women report that cultural messages abound that undermine women's identity, sexualize them for the benefit of men, denigrate them and value them as trophies rather than as full human beings. I strongly recommend you read Alison's and Hazels' research to learn more about this.

Women and girls are educated but we are educated to be available to men, to appeal to men and to be passive and this education through media representation and common discourse does nothing to prepare us to 'resist' or to challenge controlling or violent behaviour in our male partners.

Why then do we expect victims of domestic violence to be able to

1. identify a relationship as being abusive?
2. know what to do?
3. get out of the relationship?

It needs to be the responsibility of the community at large to respond to the violence while simultaneously supporting the victim.

I think there is so much women can do to challenge current responses to domestic violence.

I am looking forward to working with some of you in the workshop segment on the ways we can respond to violence and ask for changes that are based in reality and do not continue to presume that we 'choose' violence or that we can magically overcome it without significant support and practical resources.

Finally I'd like to suggest that the focus of domestic violence responses should stay on the violence against women and not on women's supposed role in its continuation.



Deborah Mackenzie, Preventing Violence in the Home

Introducing - Judi Clements LLB. MA. Doctor of Social Science (Honoris Causa)

An experienced Chief Executive in the NGO sector with a background in law, social policy, housing, local government and management practice in the UK.

Judi relocated to New Zealand in 2005, to be Chief Executive of the Mental Health Foundation.

Introduction

- Mental Health Foundation – NGO/Charity, history 30 years
- Mission – “Making mental health everybody’s business”
- Values – FIRE – Fairness, integrity, Respect, Equity

Strategic plan – based on “Te Pae Mahutonga” – a Maori health promotion approach developed by Professor Mason Durie and particularly valuable for all cultures in NZ.

MHF has 3 offices – Auckland, Christchurch and Wellington..

MHF work is mental health promotion in its broadest sense including challenging discrimination, promoting social inclusion and carried out in different schools, mentally health schools, work places etc.

We provide information / resources – FREE (NB some translations, Te Reo Maori, Pacific Island languages and Chinese).

Mental health problems – part of human condition, 1 in 5 people in any year will have a mental health problem, 47% likelihood in a lifetime.

Overcoming discrimination experienced by people with mental health problems – core business for MHF and always has been.

MHF also part of *Like Minds, Like Mine* (LMLM) programme funded by government. Discrimination is experienced in a variety of ways and settings – home, family, whanau, workplace, employment – (or lack of it), education and training, banks, insurance companies, financial institutions, sports clubs and in the community.

“Respect Costs Nothing” research in 2004 by MHF contains many examples of people’s experience of discrimination. Ironically discrimination is also experienced in Mental Health Services and other health services.

LMLM – includes advertisements and mass media with well known personalities: Mahinarangi Tocker, Maria Glanville, Mike Chunn, John Kirwan, Aubrey and Michelle. Public education is essential to change attitudes – “Know me before you judge me”. Some progress has been made in attitude change and this is backed by a social research agency.

It is more important to change behaviour towards people and engage with the media both positive and negative; challenge whenever discrimination / exclusion occurs.

The aim is a nation that values and includes people, where madness is seen as a fully human experience and the purpose of services is recovery. Self determination is the foundation. These ideas are covered in *Destination Recovery 2008 (DR)*, but it must be a multi-faceted approach.

The sort of work MHF does includes – workshops; learning opportunities in schools, with employers, in WINZ, with health services promoting positive images celebrating difference. In particular/ especially supporting and fostering leadership of people with experience.

Organisations that are working together to eliminate discrimination are Mental Health Foundation, Health and Disability Commissioner, Human Rights Commission, Mental Health Commission, Office for Disability Issues, *Like Minds, Like Mine* in a Multi Agency Plan

What are the human rights issues in mental health?

- The right to be treated with respect – fundamental
- The right not to be discriminated against and excluded from the opportunities others have or/be treated in a lesser way e.g. employment. Research such as “Respect Costs Nothing” indicates 34% of those with mental health problems have been discriminated against when looking for work and 31% when they have found a job

People with long term mental health problems are amongst the most impoverished groups and are three times more likely to be in debt.

Another area, covered by the NZ Bill of Rights Act 1990, is the right to be treated with dignity and humanity if detained or not to be subjected to cruel or degrading treatment. This covers people undergoing compulsory treatment under the Mental Health (Compulsory Assessment and Treatment) Act 1992 - but what are people’s experiences? Often there is inadequate provision for people to be informed of the reason for their continuing detention. Is the right sort of information available, in the right language at the right time? Are second opinion psychiatrists who give their opinion when a person refuses consent to ECT really independent? Is there enough independent advocacy for people to ensure their rights are respected and protected?

The whole area of compulsory treatment needs to be rigorously questioned. We need collaboration; not coercion and therapeutic alliances, the essential pre-requisites for which are respect, information, independent advocacy and a range of options for treatment.

Areas in particular in which MHF have expressed, and continue to express concern about are:-
The use of seclusion – there have been some moves by Ministry of Health (MoH) to reduce the use of seclusion and now MoH publish statistics annually which are good steps but MHF want to see seclusion eliminated and for example for plans for any new buildings to not include seclusion rooms.

Ministry of Health – Director of Mental Health Report 2006 – 16.1% of the 2374 who have spent time in adult mental health units have been in seclusion.

Maori are far more likely to be secluded and significantly Maori women are more often secluded than non Maori.

Statistics are not broken down for Pacific people – but anecdotally, they are more likely to be secluded, especially Pacific women.

MHF want a commitment to phasing out seclusion

Use of compulsory treatment has already been mentioned as an area of fundamental concern. Within compulsory treatment MHF is particularly concerned about ECT being administered against the wishes of the person

- Controversial treatment
- Evidence base is questionable - how it “works”
- Memory loss is often the experience e.g. women losing memory of their children growing up
- Service users’ experience is often of punishing, frightening treatment
- More women than men: 54% of women >60 years of age (2006)

MHF believes ECT should not be given without informed consent and the prerequisites for that are:

- Real information
- Advocacy
- Independent second opinion
- Treatment options

Position of Maori in the mental health system warrants mention as they are hospitalised at much higher rates than non-Maori – especially men.

They have the highest rates of disorder for all diagnostic groups not just for health services but also socio-economic issues, education and opportunity and racist attitudes. We must ask the questions – is support available to Maori men in the right place, in a way that works for them? There are barriers as kaupapa Maori services and general services need to be more culturally competent.

Children / Young People

What do young people want?

I have a series of quotes – the voices of young people saying what they want:

- “Staff that are friendly, polite and reassuring”
- “Information about what is going to happen”
- “Not being left there on their own”
- Free counseling
- Collaborative one stop shop approaches
- Culturally responsive services
- Youth culture and or same ethnicity and activity based...
- Inclusive of family and friends
- Youth participation in service planning
- “You need relationships and people who accept you then you can talk to them”
- “I think it is easier to take illegal drugs than go to a doctor”

Conclusion

There has definitely been progress:

- LMLM – shows attitude shifts
- The old institutions – long stay hospitals have been closed

The abuses documented in Confidential Forum Report – released June 2007 – demonstrate quite clearly why institutional care does not work. The policy NZ embarked upon 10 years ago is the right direction but there is no place for complacency. “Mini – institutions” can emerge in the community and it can be harder to detect abuse.

Hold on to the gains because they can be lost more easily than they were achieved.

There are some voices that would turn the clock back – sometimes media commentators referring to the need to restore the old asylums / long stay hospitals-very misguided.

Also the need to maintain the momentum for change.

*Kua tawhiti ke to haerenga mai, kia kore e haere tonu.
He tino nui rawa ou mahi, kia kore e mahi nui tonu.
We have come too far, not to go further
We have done too much, not to do more*

Introducing Ruth Thomas - School of Communications, Auckland University of Technology

Ruth is the senior lecturer in journalism at the Auckland University of Technology. She was formerly managing editor of Capital Community Newspapers, Wellington and Regional Newspapers, Auckland.

Ruth will be tracing her early experiences in a unique newspaper in Johnsonville, Wellington, run by women and printing news of family interest. She also traces the changing reporting of women in election campaigns and links this to the feminisation of the media and changing attitudes.

Does the Media have an A-gender?

Thank you for giving me this opportunity to speak to you today

I've called this short talk "Does the media have an a-gender?" because I want to put a slightly different slant on discrimination against women in the media.

I am going to talk about my own experiences as a journalist, editor, managing editor and now journalism educator to put the issue of discrimination in the media into a different perspective...as seen through a female journalist's eyes.

First off I want to tell you about my background.

It was around 35 years ago when I became the editor of a community newspaper in Johnsonville, an outer suburb of Wellington. It was a unique challenge. You could count on the fingers of one hand other female editors, even in community newspapers, the most family-oriented branch of the media.

It was 1973. Being one of the only female editors was a very isolated position. Women were usually relegated to working on the women's pages, if they were working at all in newspapers in 1973. The usual way of becoming a journalist was to work in a newsroom, doing a form of apprenticeship. Young journalists started at the bottom – they wrote the shipping news and not too much else and were shouted at by the older more experienced editors. That's how they learnt...by watching and being told off for their mistakes.

When well-known publisher, journalist and writer Chris Cole-Catley was involved in the first journalism training school in Wellington which was slightly earlier than this, she insisted on having equal numbers of male and female students. That was new and very radical... In fact, it was particularly rare for a young women with children as I was at that time to venture into the work force.

Those were the times when newspapers were going through a radical change. Hand setting of newspaper type was being replaced by offset computer type. It meant that it was much cheaper and easy to print many more copies of newspapers than in earlier years and the mass publication of newspapers was in line with many other changes. The whole nature of life was beginning to change. Take buying the weekly shopping for the family, for example. I used to shop at the local butcher, grocer and greengrocer ...some of the older members of the audience will easily remember them, but about this time the first shopping mall was built in the area. These larger stores required bigger circulation newspapers to attract shoppers to their shops. Many small individually owned newspapers were also closing to be replaced by large corporate companies, often with overseas owners.

What happened in Johnsonville where I lived was typical to what was happening all over the country, and the western world. The local paper was bought by a large corporate INL, which owned the Evening Post and the Dominion as well as many other newspapers in New Zealand. Today it has become Fairfax which is large in Australia as well. It was merged with other local newspapers circulating throughout Wellington.

But some community-minded locals started a new paper...called the Independent Herald. One day I walked into their office and offered my services. I thought I would like to be a journalist...I knew I could write but I had never written for a newspaper before and I was finding staying at home with little children increasingly difficult.

I was lucky. Our little local newspaper had been started as an act of rebellion against the closure of the then local newspaper. It was first run on a voluntary basis through a community trust and when they offered me the job as the editor, I had the freedom to do as I wanted...I wasn't well paid, in fact at first I wasn't paid at all. I asked many of my friends, who like me, were at home with young families if they wanted to help. It was a great network. There was Margaret covering her local area of Khandallah, Lois in Ngaio, Rae in Newlands.

Supported by our husbands and an all-female staff, over the years the paper grew. As long as we could print stories that appealed to our community, in basically an area with lots of young children and families, and could cover our costs, we could write about the things that were happening in the community that interested us. We knew all about the early childhood centres and schools and wrote stories about these. We wrote about areas of bush being developed for housing. We had our ears to the ground and picked up stories that the daily paper missed. We also delved into local body politics. Our stories about the wrongdoings of our only local body, the Johnsonville Licensing Trust won us many readers. I remember they did a television programme about us in those early days. Some newspaper men said we could never survive without the profit motive. But we did...We first gained our readers through providing stories that were targeted specifically at them. Our readers were like us, young families, interested in child care centres and schools and the new houses that were springing up throughout the area. So we gained advertisers who recognised that our readership was strong and viable. Our paper started to make money and the trust that owned it, gave back the profits....more than \$400,000 to community groups. In 1993 when I left to come to Auckland, I had a company car and a salary and there were six community newspapers in our stable and we, like many other newspapers, were owned by Wilson and Horton, the owners of the NZ Herald.

Today, women's pages have long since vanished and shopping malls have become an essential part of our landscape. We have also had some significant changes in the status of women during that time, including two recent successive female Prime Ministers, a female Chief Justice and a female Speaker of the House. There will be more women this time around in Parliament too, with 42 women making up 34 per cent of Parliament. This has increased since the 2005 elections, when there were 39 women MPs, or 32 per cent.

Let's look at why this little local newspaper succeeded and how it relates to the coverage of the news today. It succeeded because it was targeting its readers and hitting that target. Newspapers must in some way sell news in order to survive. And what exactly is news? It is what interests the readers. It's the same with radio and television. They must appeal to their target audience. In general terms news is shaped by what are called news values. These are values like conflict, - that's wars, negativity, crime, etc, being close to home – the nearer to you that something happens the more it interests you and the more it is news, human interest – people are always interested in other people, especially elite people like celebrities. News should be relevant and meaningful.

Today they can see that these values still continue to shape our news. The recent tragic case of Nia Glassie is a case in point. Just think how many news values it has. It has violence and huge human interest. An appealing child ...who would forget her little face...is killed in the most inhumane fashion. It happened close to us and it's relevant and meaningful because of its prevalence in New Zealand today. So of course the murder trial has been all over the front page of newspapers, leading radio news and television broadcasts....because it interests us all.

Journalists must usually turn out their stories quickly so they use a technique called framing to process and package the information in order to make sense of it and present a news story which the audience, readers, listeners or viewers can understand. Think of the frame of the Nia Glassie story...it is not unusual. Small child living in a house with young, irresponsible and violent adults. Mother works. Father not there. So the story fits into a common frame and that's how it is usually written.

International research reports demonstrate a consistent gendered framing of media coverage. Gendering refers to the highlighting of a person's gender when this is not particularly relevant to the context. Usually gendering sees the male as the norm and the female as remarkable. In terms of the media and politics, this gendering includes the under-representation of women politicians and an emphasis on what they look like, whether they are married or not become issues for debate. This has been called "media misogyny" by such well-known media critics as Judy McGregor and Margie Comrie.

Take for example the coverage of Helen Clark in the years since she became a prominent political figure. Since 1996, the first time a woman was the Leader of the Opposition, the reporting on Helen Clark, has included constant references to her appearance and her childlessness.

In the early days she was referred to as the dragon lady and “Darth Vader in drag” by a radio host, the then MP and now Auckland mayor, John Banks. These sorts of comments were also made by female journalists. Lauren Quaintance writing in North and South expressed surprise that such a “dry intellectual and it must be said, childless woman, related to the people she stopped and spoke with”.

The 1999 general election was also the first time two women were vying for the position of Prime Minister - Helen Clark against Jenny Shipley. The contest was also expressed as a game, or war, or competition with boxing, horse racing and battle metaphors used to constantly describe it. The two women were described as being engaged in a “direct contest”, “even on points” and neither able to initially score a “knock out blow”.

Mrs Shipley was described in one report as “radiant in a stunning new cobalt blue suit” while Miss Clark was “drab in olive”. Note the emphasis on the Mrs and the Miss. This too was written by a woman, Helen Bain in the Dominion.

Much was made of Jenny Shipley’s husband, Burton, and her children. She would say “I’m a politician but I’m also a mum..” While on the other hand, Clark’s husband, Peter Davies was down-played as a rather hen-pecked man who was dominated by Clark even though he was a Professor in his own right.

This was the media, which was picking up the National Party’s campaign which was shaped round these images and was perfectly happy to continue with those references. If I was in advertising I would say it was an excellent campaign when it was so easy to continue it in the legitimate press. It too was about what was interesting people, the readers, the audience.

In the 21st century the media agenda-setting capacity has been countered to a large extent by spin-doctoring as political parties and leaders ensure that the reporting of the elections reflects the favourable image they decide upon. For example, Helen Clark now has a new airbrushed photo that is used all the time, no longer producing an image of “drab in olive” but vibrant in red.

And the more explicit sexism of the media reporting is no longer so evident. However although the gendered coverage of elections has diminished, the issue of gender differences still emerged during the 2005 elections when Don Brash was portrayed as a gentleman in comparison to the aggression of Helen Clark and references to her as a “control freak and the term “Nanny state” started to be used. This trend has similarly continued in 2008 and we all know the results.

But if you think back to the last election campaign, you will see that there were not so many obvious instances of overt discrimination. In 1995, the Global Media Monitoring Project surveyed 70 countries and found that women amounted to only 17 per cent of news subjects. By 2000 the number of women mentioned had increased by only 1 per cent but there was a marked reduction in the simplistic, sensationalist, and sexist coverage of world women’s conferences.

And the Second Global Media Monitoring Project ranked New Zealand first out of the 70 countries surveyed in terms of the percentage of women used as sources in the political news, and a long way in front of the United States, Australia and the UK.

Much of this has happened because of changing attitudes to overt discrimination, what is acceptable and what is not. There are also changes in the profile of the average journalist. In 2006, the average New Zealand journalist was no longer an elderly male. She was about 41 years old and earned just over \$44,000.

Every year, approximately 260 journalism students are trained in 10 journalism training institutions throughout New Zealand, three of them universities. In a 2005 study, it was found that of those 260 students, the ratio of females to males was as high as seven females to every one male. Teaching journalism as I do, at Auckland University of Technology it is quite usual to have classes full of females with one or two males.

Despite this feminisation of the media, there is still a lack of females at the top. In the five main daily newspapers, there are no women editors. Of the 18 provincial dailies, there were four women editors in 2006 and one woman was the editor of a Sunday paper but has announced her decision to leave.

There is also a lack of women in the board rooms of the large international conglomerates that own the media. One of the key reasons why it is important to have women at the top in journalism is simply to have a female perspective to counteract the “maleness of the news”.

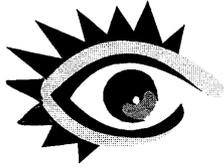
The jury is still out among academics out over the degree in which women will make a change. Judy McGregor thinks that the structures and organisation and values of the news industry are still emphatically male and will not change.

Personally I am more optimistic. Yes, I think that newspapers and television will continue to provide the news that interests people...and there will be instances of things that you can see as discrimination. Take the recent coverage of new Prime Minister John Key's children for instance. Could you call that discrimination as opposed to defeated Helen Clark's childless state or is it merely capturing the interest of the audience? I have to say that I was interested. Weren't you?

And I have also experienced how successful a paper can be run by local women both in terms of readership and the sort of news it was running. And I can't believe that those many strong, talented young women I teach won't begin to gradually change the shape of the news as well as the number of women used as news sources. It's already begun to happen.



Ruth Thomas, School of Communications, Auckland University of Technology



PACIFIC WOMEN'S WATCH [NZ]

WORKSHOPS 22 NOVEMBER 2008

HEALTH & EDUCATION facilitated by Judi Clements, MHF

What are the Continuing Discriminations for Women & Girls	Overcoming these Discriminations	NGO and Community Groups Action for Improved Outcomes
<ul style="list-style-type: none"> • If you are a mother – help during school holidays , also difficult to be a nurse • Women have to work harder than men to get to the top – more pressures • Real shortage of jobs - women want 9-5 job limited, e.g. care of children • Who runs the hospital, school, school guidance roles – few women in these roles • Women don't get consulted for advice • Are women comfortable for students seeing male doctors • Education costs to become a doctor – student loan • Barrier for initial work – salary differences between gender • Women don't aim for top roles – not friendly environment 	<ul style="list-style-type: none"> • Ongoing education and awareness. Support for other help, e.g. practical home help/plunket nurse/midwife for women recently giving birth. Support e.g. household help, child rearing roles/support • Mentoring programme – e.g. go into schools • Changing people's attitudes • More positive role models – via media • Academic confidence • Comfortably androgynous – flexibility – open mindedness – respect rights of all people, e.g. transsexuals. 	<ul style="list-style-type: none"> • EAP – corporate companies may buy that care. e.g. if child unwell, mother default to be caretaker. May be appropriate place/facility for mildly unwell children – needs to be monitored, e.g. sick bay, respite care by medically trained people to allow continuity of work for mother. Support Community Plunket services for new mothers. Connect up programmes. More equality of parental responsibility • Want to have own ethnicity/help – choice is important • More information needs to be readily available/accessible e.g. support workshop/special activity for women needs to be in their own language • Send flyer/letter to women about workshop/health issues in own language • NGO/church/hospital – use noticeboard – pamphlet distribution to community groups • More facilities for parents for mentally challenged children – respite care • More education – more choice • Re-education of community i.e. men/husbands to support/wife/partner • Programmes – mother come into schools with baby for younger children e.g. 10-11 year olds to play with baby and change nappies

What are the Continuing Discriminations for Women & Girls	Overcoming these Discriminations	NGO and Community Groups Action for Improved Outcomes
		<ul style="list-style-type: none"> • More positive role models, e.g. equivalent of someone like Jamie Oliver – comfortable in family role and cool to be a father. • Society’s right to be protected [Act’s”t three strikes and you’re out”], - non rehabilitated criminals • Set up teams of paediatrician and social worker • Medical contact – more reliable plus potential to access cases of abuse – better than social resources • Only want a small amount of funding.



Judi Clements, CEO Mental Health Foundation

VIOLENCE facilitated Deborah Mackenzie, SAFTINET

What are the Continuing Discriminations for Women & Girls	Overcoming these Discriminations	NGO and Community Groups Action for Improved Outcomes
<p>Housing</p> <ul style="list-style-type: none"> Housing availability – if someone has to leave suddenly – where does she go – after refuge – can't get into refuge. Ethnic specific solutions Childless women – refuge – emergency housing Housing services aren't resourced to respond quickly/appropriately Resourcing of women's/child services Women perceived responsible for her own abusive situation. <p>Family Court & Criminal Justice System</p> <ul style="list-style-type: none"> Adversarial nature vs. inquisitional – reliant upon woman – her statement is the evidence Anything is good enough 'Children need fathers' Poor access to support Stress levels high, inability to make decisions, use of inabilities as a weapon – framing as crazy mother Lawyers treatment of women in court questionable Judges excuse of lack of time Judges and lawyers hiding behind letter of law not encouraging spirit of law <p>Children and CYPs</p> <ul style="list-style-type: none"> Children affected emotionally/physically but last to be acknowledged Often feel they are the instigators [fault] Are children offered counselling Safety of children at refugees Discrimination/stigmatised [at school if common knowledge] Dilemma who to support [who to side with] Ongoing relationship with parents 	<p>Housing</p> <ul style="list-style-type: none"> Fully resource women's services – throw money at it Housing specifically for women short term – longer term – more public housing Challenge the 'blame' and put the responsibility on men Catch 22 situation resolved WINZ/CYF/Housing NZ <p>Family Court & Criminal Justice System</p> <ul style="list-style-type: none"> Want inquisitional system not adversarial Non legal led – impartiality important – parties interviewed separately More creative evidence techniques Police have cameras on helmets More education by domestic violence specialists of lawyers and judges to challenge beliefs Name and shame for offenders – open report. <p>Children and CYPs</p> <ul style="list-style-type: none"> Ongoing counselling with proper supervision and education to break the cycle Support services/agencies to provide constant reassurance for children - not their fault CYPs lawyers/social workers need to be discreet Proper education and effective communication should provide solutions 	<p>Housing</p> <ul style="list-style-type: none"> Better resourcing for NGO, women, children and housing services Education for young people about health & unhealthy relationships and what to do Greater understanding on dynamics of domestic violence and a focus on the responsibility for men to do this <p>Family Court & Criminal Justice System</p> <ul style="list-style-type: none"> Access to funding – central body, charity, independent Effort and application for variety of different funds esp. government Build trust in community Competition between funders and NGOs especially in Auckland – needs a joint body/network to provide victim support, women's refuge. Encourage donations from community in time, materials and volunteers <p>Children and CYPs</p> <ul style="list-style-type: none"> No comments made

What are the Continuing Discriminations for Women & Girls	Overcoming these Discriminations	NGO and Community Groups Action for Improved Outcomes
	<p>Breaking the Cycle</p> <ul style="list-style-type: none"> • Education and training starts at home and at school • Mother needs to teach the son to respect women [once they grow up they are hard to change] • Mother needs to understand it is her responsibility and her role to teach their sons 	<p>Breaking the Cycle</p> <ul style="list-style-type: none"> • Bring women [mothers] together in the following ways: • Social groups, community settings, churches, NGO's women's groups [e.g. basket weaving], family/whanau groups [women 's gatherings] • Incorporate men in the training • Encourage schools to educate boys to respect women – earlier the better – at their mother's knee.

YOUTH facilitated by Effie Lokeni, YouthLaw

What are the Continuing Discriminations for Women & Girls	Overcoming these Discriminations	NGO and Community Groups Action for Improved Outcomes
<ul style="list-style-type: none"> • Some cultures teach girls to be subservient • Girls are more submissive as boys have behavioural problems • Having access to education • Students with special needs • Separate sex schools of concern as girls need to build relationship with boys to understand male behavioural issues • Parents should not discriminate between their children • Parents discriminate against culture • Safety at school e.g. eliminate bullying and violence • Young children being sexually active when too inexperienced to understand outcome. 	<ul style="list-style-type: none"> • Parents need to understand different cultures to prevent discrimination. Educate parents about the traditions of other cultures. • Schools need more support services within the school • Bi-lingual early childhood teachers needed to help with language barriers • Discourage parents from coercion of young people in sexual activities • Run programmes to educate parents and children • Approach church leaders/elders to help with parenting skills • Less violence/sexual programmes on television 	<ul style="list-style-type: none"> • Working with the community • Community to run programmes to educate • Review education and length because of parents' status • Bringing agencies together to build a stronger approach • Each cultural community can bring a group together to educate immigrants on the NZ lifestyle



Effie Lokeni, YouthLaw Rangatiratanga Taitamariki, 3rd from left, far side

MEDIA facilitated by Pauline Bennett – PWW[NZ]

What are the Continuing Discriminations for Women & Girls	Overcoming these Discriminations	NGO and Community Groups Action for Improved Outcomes
<ul style="list-style-type: none"> • Women's magazines represent small picture of women – celebrity cult - are they leading or following? • Are women educated to think that they need to read that and need to publish? • Why do women allow stories to be published but not get anything back for it? • Way women are portrayed –attire, language, and semi dressed women/fully dressed men. Language is gender biased. • Issues of women appearing semi-clad in advertisements stopped for some time in parallel with women's rights issues being advanced but issue now re-appearing recently in ads. Why? • Sexualisation of media • Young people influenced by glamorous stereotypes • Children growing up too fast and losing their childhood due to exposure • Mental health issues arising from feeling of not fitting in and knowing that you don't fit the image • Imbalance in number of stories – far more stories about men • Little coverage of women's sport, e.g.NZ Women's Rugby League winning World Cup. 	<ul style="list-style-type: none"> • Stop buying - magazines etc. portraying women negatively • The magazine makes money from personal stories and should allow participant to check article before publishing it. • Get a reporter you can trust, build a relationship and invite them along to see for themselves • Younger person can earn more with IT etc. so the advertising market has changed • Stop buying the product • Write to the advertiser • Education • Question ourselves about social tolerance • Through media studies – secondary education has improved • Discrimination by ridicule – giving terms to them i.e. 'lollipop girls' – so skinny that their heads look oversized to their body. Language used as a criticism • Social criticism of the behaviour/ image • Awareness needs to be encouraged and society educated. 	<ul style="list-style-type: none"> • Offer alternative publications/content to read • Criticise social tolerance of discriminations • Education and awareness of social tolerance to foster action.