

# WRAW CHAT

## Facilitator Notes

You're running a WRAW Chat - great stuff! WRAW chats are a consciousness raising exercise to help working women identify collective issues, and take action. The data from WRAW chats also aids and guides the union movement's advocacy for workplace and societal change.

For the chats to work well, we recommend breaking out into groups of no larger than 10. Use the QR code to access tips for running this WRAW Chat in an online setting:



### You will need:

- 2-3 large sheets of paper per group (eg. butchers paper), whiteboard or shared screen
- a few textas/markers for each group, preferably large and colourful
- about 30 stickers or sticky notes per group

Your role as facilitator is to keep the chat to schedule, and keep the group/s focussed on the immediate question in front of them.

### 1. My experience of work - 3mins

This section should take about 2-3 mins. It is very important everyone completes this section online if possible. If participants are unable to access the form online, distribute and collect paper surveys before continuing.

### 2. Things we like about work - 5mins

Ask participants to write down positive things about being a woman at work, on a large shared piece of paper. Starting with positive experiences helps free people up to talk about more negative experiences. Make sure groups spend the whole 5 minutes describing what they like about work - even if it's just that they like taking home a wage.

### 3. Things we don't like about work - 10mins

Ask participants to write down negative things about being a woman at work, on a large shared piece of paper. Encourage participants to write freely on the page and take up plenty of space. Groups shouldn't dwell on one individual's terrible experience - encourage them to write down a diversity of negatives - even small ones.

### 4. Shared experiences - 15mins

#### Part A:

Ask each participant to take three stickers or post-it notes and place them next to the issues created by the group that they think are most important.

#### Part B:

Ask participants to reflect on which issues are most common, and whether they think this reflects the experience of other working women? Encourage participants to consider the underlying reasons for each of the issues they voted on as most important and ask them to consider one potential solution each for the three most important issues.

### 5. Stand up, fight back! 10mins

Share some of the findings of the WRAW project with participants (you'll find them on the back of this page). Encourage participants to see how their issues fit into the wider picture of women at work in Australia.

Here's where you make your pitch for the group to take action together - first by taking a group photo, and then by deciding as a group on at least two actions your group will take at your workplace to step up their activism. You may provide a specific sign up sheet or campaign ask for your group. Goodluck!

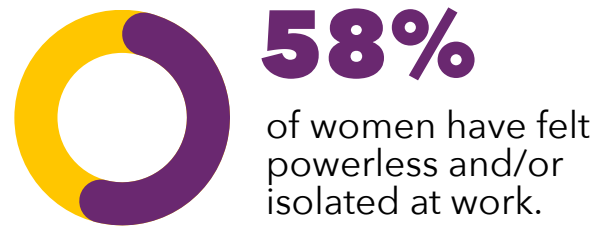
# WRRAW CHAT

*The Issues*

## 1. Gender Discrimination at Work



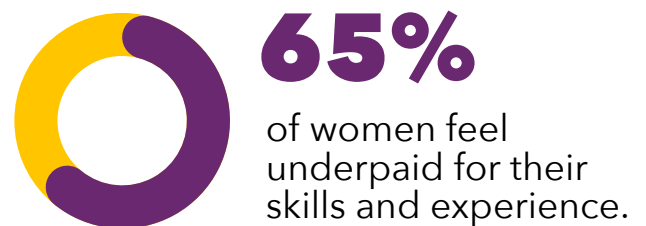
## 2. Poor Workplace Culture & Isolation



## 3. Lack of Female Representation (Workforce & Leadership)



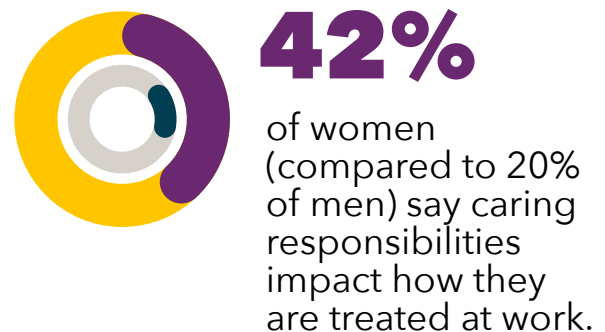
## 4. Gender Pay Inequality



## 5. Inadequate Facilities, Uniforms & PPE



## 6. Work & Care



# WRAW CHAT

## Participant Worksheet

Welcome! WRAW (Women's Rights at Work) Chats are a structured way for you to talk to co-workers, friends and community about the common issues we share at work. Whether we work on Spring St or in Springvale, in the classroom or in the field, we know that we will win better outcomes for working women when we all work together in union.



### 1. My experience of work

Scan the QR code and enter a few details. These results are aggregated and anonymised for research purposes, and your details are not shared with any third parties. Use this time to reflect on your personal experience of work.

### 2. Things we like about work

We now come back together to discuss all things work. On a whiteboard, shared screen or butchers paper, share some of what you like about being a woman at work - is it fulfilling? Great work mates? Good pay or conditions? Fits with your schedule?

### 3. Things we don't like about work

These may be negative experiences you've had as a woman at work (like a bullying incident) or ongoing frustrations (like pay, scheduling, or safety concerns). It might be specific to your workplace, or general to the industry or even all workplaces. You don't need to go into a lot of detail, just list the general issues of being a woman at your workplace.

### 4. Shared experiences

#### Part A:

As your group have shared their experiences, you've probably been nodding along. Some experiences that we think of as individual are actually widely shared. Take three stickers or post it notes each and place them next to the issues the group has come up with that you think are most important. You can use your stickers for a single issue, or pick three different issues to vote on. Which issues are most common? Do you think this reflects the experience of other working women?

#### Part B:

Now that your group has chosen the three issues you think are most important, consider the underlying reasons for those issues. As a group, discuss one possible practical solution to each issue.

### 5. Stand up, fight back!

*Your facilitator will share some of the findings of the WRAW chats project - and how your group fits in to the overall picture.*

When women's rights are under attack, what do we do? Stand up! Fight back! These shared issues might seem big, but the patriarchy has met its match! Women in union are exercising our power - working together to make massive changes to our workplaces, the laws that govern them, and public narratives.

Take your first action together now, by taking a photo together with signs describing the change you most want to see, and sign up to take action!