

accountable on our terms

Feminist organisations and change in
Tasmania

Feminist Organisations

- A flat non- hierarchical authority structure
- Cooperative/collective basis for decision making
- Personal and humanistic relationships between service user and service workers
- Staff include volunteers, semi professionals and professional women with service users encouraged to become part of the service
- Accountability is primarily attributed to women who use and are part of the service

Feminist Organisations

- Men are mostly excluded from the staff, the management groups and from using the service – women control the service at all levels
- Services are usually involved in activities that contribute to broad social change such as community education, media watch, contributing to the development of policy and legislation as well as direct service delivery
- In addition to direct services, work includes public education, changing policies and working for broad social change in law and legislation (Kravets and Jones in Miles 2002, p 2).

What does Feminism mean to me?

- Women working together, standing up for what we believe in
- Bravery
- Empowerment of women
- Respectful listening
- Inclusion, solidarity, choice

What are we doing well?

- Resisting
- Sticking up for ourselves
- Hanging on
- Being flexible
- Challenging decisions
- Recognising women's strengths
- Recognising possibilities
- Providing safe and secure environments
- Consciousness raising
- Transparency
- Client centred
- Communicating and connecting
- Listening and respecting
- Team work
- Holistic approach
- Understanding context
- Passion and commitment
- Advocacy

What makes us different?

- Flexible services
- Client centred
- Creating safe places
- Feminist skills; information sharing, and collaborative practice
- History of leadership
- Culture of reflection
- Interested in process
- Not as hierarchical
- Respectful and consultative decision making
- Recognising diversity
- Feminist context

Why do we do this work well?

- Good networking knowledge and skills
- Women get involved in their own support
- Passion
- Flexibility to focus on service users
- Thinking outside the square
- Creativity
- Value women and children
- Transparency
- Listening and respectful practice
- Acknowledging women's expertise

Why do we do this work well?

- Acceptance
- Non judgemental service delivery
- Hearing and believing women
- Rapport building
- Non-judgemental caring, supportive practice
- Women seeking women's specific support
- Using practice that minimises power imbalances between women and workers
- Women in charge of work they do to create change
- Network with other organisations

Partnerships

- Relationship Management
 - The importance of good, open communication can never be underestimated
- Ensure mutual benefit – deliver what your partner needs
- Develop a strong business case
 - Establish a clear client group
 - Determine expected outcomes for participants and partners
 - Establish appropriate governance
 - Develop a financial plan
 - Partner funding
 - Grant funding
 - Potential income streams

IWOT Aims

- To maintain a feminist philosophical framework and models of practice
- To maintain the integrity and service delivery of each member organisation
- To strengthen women's services as a lobby group
- To create an opportunity to pool resources with allied organisations
- To develop models of best practice including policy and practice

IWOT Philosophies

- IWOT is committed to promoting the principals of social justice, empowerment, self determination, equity, equality, and the right of women and children to realise their full potential.
- IWOT will ensure that services to women and children are delivered in a safe, confidential, and respectful way, embracing openness and accepting of the beliefs of all the service users.
- IWOT strives to deliver services that are culturally appropriate, equitable, affordable, embrace diversity and are proactive.
- IWOT services will work towards structural changes through policy, legislation and education.

Feminist Organisations

Leaders in our field