

Gender Equality Training with Frankston City Council's Managers and Leaders

Women's Health in the South East (WHISE) has been working with Frankston City Council (FCC) to continue building a gender equitable organisation and community.

One of the training programs, designed for Managers and Leaders at FCC, consists of three modules each with a core focus on one of the following key topics:

1. Managing backlash and resistance
2. Responding to disclosures (of sexual harassment and family violence) in the workplace
3. Unconscious bias

This snapshot focuses on the learning outcomes of the first module **'managing backlash and resistance'**, a topic identified as a need to strengthen capacity building as resistance and backlash is common when working in challenging the status quo and power.



Changes in understanding

Notably, no attendees had *very low* or *low* understanding following the training. In fact, almost everyone who responded to the survey rated their understanding as high or very high.

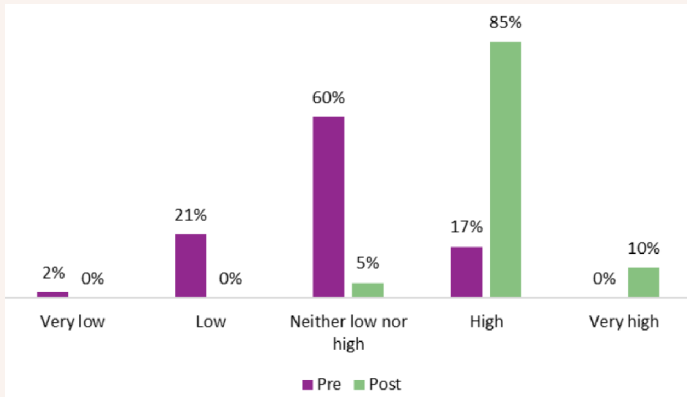


Figure 1. Pre- and post-session ratings of understanding of the types of resistance.

Confidence to apply learnings

56% of respondents felt *confident* following the training when 44% felt *not so confident* before the training session. Confidence to apply learnings into action can be harder to change so these are fantastic findings.

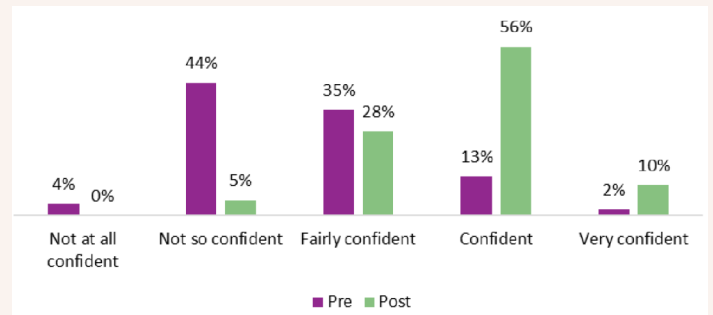


Figure 2. Pre- and post-session ratings of confidence to respond to resistance.

Key learnings

A handful of people found it helpful to learn about appropriate ways to respond to resistance. For instance, learning that it is ok to not have an answer, and **"that I don't have to respond in the moment."**



One person commented, **"the subtle ways of resistance that I hadn't realised were resistance."**