

**Prevention Policy and Practice: Preventing Violence Against Women
VicHealth Conference 14-15 July 2015**

Plenary - In conversation with:

- **Luke Ablett, PVAW Advocate and former AFL player**
- **Andrew Day, Director of Corporate, Business and Financial Services, Yarra City Council**
- **Tim Watts MP, Federal Member for Gellibrand**

“Men at work: How you can do equality every day”

SPEAKER:

And I'd like to introduce our panel, our wonderful panel. And we're going to start with Luke, at the end. You can test your microphone. Go, "Hello."

LUKE:

Hello. Is it working?

SPEAKER:

Luke Ablett is... He played 133 games for the Sydney Swans, including the 2005 Premiership. And I was saying this morning, I watch AFL, I did see that. That was before I had kids. It was a great night. Since retiring... I was at home. Since retiring in 2009, he has worked actively for the prevention of violence against women, and the promotion of gender equity in Australia and overseas. He is also an ambassador for White Ribbon, Our Watch's 'The Line' campaign, and 'Step Back Think'.

Andrew Day. Say hello, Andrew.

ANDREW DAY:

Hello.

SPEAKER:

Andrew Day is a White Ribbon Ambassador and the director of corporate business and financial services at Yarra City Council. He has been active in campaigning to eliminate men's violence towards women for over eight years, and has led a range of workplace initiatives addressing the determinants of violence against women with a focus on gender equity.

And finally, but not least, Tim Watts. Tim is a Federal Member for Gellibrand. Prior to being elected in 2013, Tim has worked as a senior manager at Telstra, senior adviser to former Victorian premier John Brumby, and as a corporate lawyer. Since being in office, Tim has advocated tirelessly for policy encouraging coding for students and programs to curb domestic violence. He also has a book out late this year...

TIM WATTS:

Two weeks.

SPEAKER:

Two weeks. Oh, how exciting! It's with Text. It sounds good. It's called 'Two Futures'.

TIM WATTS:

With my lovely co-author, Claire O'Neil.

SPEAKER:

Yeah, very good. I had a co-author with my first book, and...

TIM WATTS:

It makes it a lot easier.

SPEAKER:

Yeah, it does. It certainly does. OK, welcome. Now, first up, just to set the scene, I think it's worth noting that a lot of the surveys we've heard about today, the 'National Community Attitudes Towards Violence Against Women' survey and the Bystander survey, 'More than ready: Bystander action to prevent violence against women', they showed men are less likely to understand violence, and they are more likely to endorse attitudes supportive of violence and gender inequality.

And also the surveys show that men are more likely to say they feel confident, and know what to do and say in response to sexism, but are less likely than women to actually do or say anything.

Now, on the positive side, we have recently seen some absolutely fantastic and very high-profile men stand up against violence against women, and they've made it a priority for them. And we saw this before with Chief Commissioner of the Victoria Police, Ken Lay, former Lieutenant General of the Australian Army, David Morrison, and others who spoke at the conference today. We've had Rob Hulls, and Assistant Commissioner Dean McWhirter.

Now, for some men, men being involved in prevention is an absolute no-brainer. It sure is for you guys. While for others it is actually a bit contentious. And so this conversation today is going to be really about what these guys do and how they do it, and also to tease out a few of those issues, as to why it's still kind of a bit of a tricky area to get men in.

And I want us to start with an anecdote. Now, we'll talk about what the three of you do later, probably in about five minutes, but let's start with the anecdote. The anecdote about what was the moment, that kind of lightbulb moment that got you thinking about violence against women. And let's start with you, Tim.

TIM WATTS:

Sure. I suppose I really had... Well, I thought I had very little exposure to this issue before I was elected. But shortly after I was elected, there was a very high-profile, very horrific murder in my electorate.

A woman was killed in front of her children on the main street of my electorate at lunchtime, in front of many, many people, about five minutes after I'd been having coffee just down the road. And some news of it broke on the radio. And I called the person I was meeting with and said, "What happened? Is there some kind of robbery or something?" And he said, "Oh, no, it sounds like it is a domestic or something. I don't know."

So I started making more enquiries, and it soon became clear what had actually happened. It was pretty horrifying to me, and I started talking to a friend I had at Victoria Police, and said, "Wow, this is a terrible thing. But maybe the fact that it was so public, and the circumstances are so horrific,

might be sort of a catalyst moment and we might actually do something about this." And I still remember, he actually laughed and just said, "Mate, this happens every week." He said, "Nothing's going to change. It's great that you're upset about this, but this has been a reality for a very long time."

And so really it was that response of just utter cynicism and bitterness that really got my attention and forced me to start looking more closely. And once I started looking more closely, it's very difficult to look away, given the state of emergency that we have at the moment.

SPEAKER:

What about you, Luke?

LUKE ABLETT:

For me, it started in 2010. So, I been finished playing football from about 12 months, and I went to a job at the AFL. And my manager at the time was Sue Clark, who is also from Victoria Police, and I'm sure a lot of people in the room are well aware of Sue and the work that she has done. And she is without question the most influential person in my career, and was really the person that got me involved in this work.

I mean, towards the end of my footy career, I started to become more interested in social justice issues. I was more aware of Indigenous health problems that were happening in the country, and various other things were going on.

And then I can still remember that the room we were in at the AFL, and Sue, who for those of you who don't know, has worked in family violence and sexual assault squads for Victoria Police for many, many years, and we just sat down and had, you know, almost a family violence, violence against women 101 conversation. The stats, the facts, the figures, the dollar signs... Everything. And it was, as Tim just said, once you know, you can't not know it anymore.

SPEAKER:

Did you find yourself questioning what you were being told?

LUKE ABLETT:

I was so scared of Sue that I was...

(Laughter)

LUKE:

And I guess, as I said, the way that I was leading to where my kind of thinking was going anyway, I was doing a Bachelor of Arts over the road at RMIT. So I guess I was in that frame of mind anyway, about kind of starting to be aware of this position that I had as a white guy, was starting to be more aware of that than I was in the past. And so what she was saying I absolutely believed, because of who she was, the relationship I had with her at the time, and her experiences.

And I was lucky. As I said, I was studying, so I was able to combine what I was learning at uni with what I was doing at work, and vice versa. And the more I learnt, the more I wanted to know. And the more I knew, the more I wanted to keep learning.

And finally, also as Tim said, once you know these things, you kind of look back at the things that you saw and experienced as a kid differently to what you looked at previously. And things with friends and family and extended family gatherings, you kind of look back and go, "Jesus, that was not as normal and not as kind of cool as I thought it was at one point." So you have a lot of those lightbulb moments along the way.

SPEAKER:

And it really is a lightbulb then, isn't it? Something is just completely switching. And what was yours, Andy?

ANDREW DAY:

Oh, it was definitely in 2009, when Darcey Freeman was thrown off the West Gate Bridge. So, most people would be aware of that. And I live in Tim's electorate actually, so I'll be talking to him about that later on. And often go for a bit of a run under the West Gate, and it really... And I have kids around about her age, and her brothers age. And went to work that day, and we were talking about it, and we were talking about how awful it was, and this young girl had her father do that to his daughter... All those sorts of things. And we were talking about it, and then a couple of women in the room made the comment, "I bet you it'll come out he's getting back at his partner."

And I've never really thought too much of that sort of level. I was involved in White Ribbon at that point in time, but hadn't really thought about it. Was involved, but probably wasn't engaged. Hadn't read myself into the issues of men's violence against women. And sure enough, that came to be true, in terms of the court case and all those sorts of things.

But by then started to read a little bit more intently and gather information a little bit more about the different forms of violence and different ways in which it manifested itself. And that moment where those two really smart women pointed it out to me, that day that it happened - that odds-on it was going to be him getting back at the partner - has stayed with me forever.

SPEAKER:

Yeah. I think that actual incident, I remember that very clearly. That had a big impact on me. I'm sure a lot of people, particularly in Melbourne, when you go past the West Gate, and think... Yeah.

Now, so you've all had these moments. Tim, what do you do? I know you've set up a Parliamentarians against Family Violence group, haven't you? Can you tell us about that?

TIM WATTS:

Yeah. That was something I did about six months down the track. The first thing that I did was start seeking out people in the sector. I was lucky enough to have in my electorate, in Melbourne's west, Joan Kirner holding court in Williamstown. So I went and sat at Joan's knee and got educated. Joan was very tolerant and generous with her time.

SPEAKER:

And the fact that you were sitting on her knee!

(Laughter)

TIM WATTS:

Many people had been there before! (Laughs) And from there, sort of went on this journey through just listening to these women who have been doing amazing work in the sector for decades. You know, I've got Robyn Gregory around corner from me in Women's Health West, Fiona McCormack who's just always so articulate and so professional, Annette Gillespie... Going in to sort of listening to these people, Mia Didovic at InTouch, and hearing their stories about what they've been doing for so long...

SPEAKER:

And were they keen to talk to you? Did you feel like everyone was like, "Oh, great"?

TIM WATTS:

Yeah. 12 months ago, I mean... We seem to forget how quickly the momentum on this issue was built. 12 months ago, there weren't many people talking about this. Certainly not in Canberra or in Parliament. But having spoken to all these women, I became really frustrated, because they weren't getting heard in Canberra. They didn't have a platform for their views.

So the Parliamentarians Against Family Violence group was designed to create a forum to really give the people who were already doing the work a platform to tell their stories in Canberra.

SPEAKER:

So they can come to you, and then you can take it to Parliament, essentially. Is that right?

TIM WATTS:

Well, yes. I mean, now that I've gone round the traps and spoken to everyone, there are people who I go and say, "Look, you really need to send this message in Canberra."

So, recently we've just had a forum on support services and on frontline services, because again, that message about the increasing demands on frontline services that are being experienced at the moment, as we talk about this issue more, isn't something... That dynamic's not being appreciated in Canberra at the moment, and certainly not being responded to.

So that was the intent behind setting up that forum, to create a platform for the people who are already doing this work.

SPEAKER:

Great. And, Luke, what about you?

LUKE ABLETT:

What am I doing?

SPEAKER:

After that moment, what did you start doing? I mean, you've been doing heaps of stuff, so... In 25 words or less. (Laughs) You get 150 words.

LUKE ABLETT:

Yeah, I worked at the AFL, so we have some federal funding for a few years, which was really great. I work mostly in primary prevention, so we go round to mostly footy clubs, but other supporting clubs, in my current role at Maribyrnong (inaudible) sporting codes, talking about... Again, having

that 101 conversation. You know, what it is, how many people it affects, how it affects you in the audience...

So I did that for a while. I spent 12 months in Vanuatu where I managed to do some stuff for the Vanuatu Under XVII cricket team, which is just a whole new level of...

You know, I don't want to minimise what is happening here in Australia by any means, but the extent to which family violence is present, and the severity of family violence in the Pacific, is just completely staggering. And as I said, back at Maribyrnong, working with clubs, and I guess this is...

I remember a long time ago, at a VicHealth conference, David Flynn talking about 'Baby Makes Three', he said this comment: "We're talking about violence, but make no mistake, this is a violence prevention program." And that's kind of where we're at, at the moment. So we are working with sporting clubs to increase the role and the participation and inclusion of women within those local sporting clubs.

We don't talk about violence. We talk about safety a little bit, the impact that safety can have on women's ability to access sport and walk from the station, and walk to the car park and all those kind of things. But we talk about how you engage with women on boards, how you create a women's team, and it's really about raising the profile of women within those sporting clubs as a violence prevention mechanism.

SPEAKER:

And the young men you talk to, are they receptive? Do you feel like you spend a lot of time kind of having...?

LUKE ABLETT:

It varies. You often get... When I was at the AFL and we were very specifically talking about men's violence against women, there would often be one guy in the audience who would really have a crack at you. And you spend a bit of time arguing with this guy, and you just go, "Well, you're not gonna..."

SPEAKER:

"We'll take this outside."

(Laughter)

LUKE ABLETT:

Yeah, yeah...

SPEAKER:

No! That's wrong!

(Laughter)

LUKE:

But you know, in your own head, you kind of think, "Well, I'll forget about you. I'll talk to the other 49 people in the room." And it's really fascinating, because we do a post-session survey, and almost

every time you had that argument with that one person, there'd be five or six comments in the surveys going, "I wish Jono would just shut up," for example.

There were a lot of people who are unable in that environment to challenge that guy. Because, you know, you're in a room with 50 men. It's really hard to be the young guy and go, "Hey, buddy, this is important stuff. Can you listen up?" It's almost impossible, as somebody who's been in that environment. But there are a lot of people in those rooms, having those kind of same moments we were having, going, "Yeah, right, I see that at home. I see my friend who is doing this." So we were always really amazed, in a positive way, about how well it was received.

I like to think it's because we write such great programs and we're such great facilitators, but think there's just a lack of understanding about the issue and people were really interested to hear about it.

SPEAKER:

We will get back to this later, because we need to hear from Andrew. But I think what's interesting about that is, when you say that there's five guys, there's this one guy, that sense of... You know, there's a lot of talk about bystanders, and actually standing up, and how to actually hear someone, to realise everyone's thinking that, then it's so much easier to stand up, isn't it? When you think you're on your own, particularly as a bloke, and you're young... And, yeah, that's actually a really interesting dynamic.

Andrew?

ANDREW DAY:

I was pretty lucky that I was working in an organisation that was reasonably attuned to these sorts of issues, so it was pretty easy to engage with. But I suppose what I realised was, I was probably doing the soft stuff. And that was turning up to the morning teas and having conversations with people who were already engaged in the issue.

And I suppose for me, it was probably about challenging myself to perhaps head down to the depot and have a conversation, over a barbecue, with 40 or 50 guys in hi-vis vests and those sorts of things that hadn't really thought too much about these issues. Or if they have, hadn't really had much of an opportunity to explore it amongst their work colleagues, and those sorts of things.

So for me, it was probably taking myself out of the comfort zone, from that perspective, and actually trying to bring on some of those more uncomfortable conversations where I knew we'd probably end up in a situation where you'd have that typical scenario of, "Well, women beat men as well out there in the community." Those sorts of comments that you know are going to come back at you at a point in time, and I knew that I wasn't really doing it.

I felt like I was contributing at a leadership perspective, but I wasn't taking myself out of my comfort zone. So it was really looking for those opportunities to actively engage in the conversation, the dialogue, and trying to, I suppose, surface some of those biases and misconceptions that are there.

SPEAKER:

It's very hard to do that, isn't it? I find even with what I do, even just having to defend things I believe in. You know, sometimes it's like, "Ohh!" When you are coming up against so much

(inaudible), and against the culture, that actually works against that. That is actually very brave, to be able to go and find those places.

I suppose too, and this is leading into the next question, how do you get men? Because I think these days there is so much more awareness about family violence. It's everywhere at the moment. It's great, we are all talking about it. And a lot of men will say, "It's terrible, it's terrible." But in a way, when they're saying that, they are not really taking responsibility for it.

And it's that... You know, Tom Meagher wrote a fantastic essay about the 'monster myth', saying this idea that the monster is out there... Tom Meagher being the husband of Gill Meagher, who was murdered in Melbourne, tragically. Yeah, we like to turn them into monsters, and I think it's very easy for men to do the easy stuff and condemn. But then how do you get men to take the next step and say, "Oh, hang on, where's my role in that"?

TIM WATT:

The way I approach that is, look, it's very easy to say that violence is wrong. We are talking about a very small number of people who think that any kind of violence is legitimate. The harder work is in getting people to see that causal connection between gender equality and power demands. As Luke was saying, that's where you start seeing the resistance from the one guy in the room, or Mark Latham or (inaudible) Johns, or people like that.

The way I broke through that is by trying to... Politics is a storytelling profession.

SPEAKER:

Financial Review. (Laughs)

ANDREW DAY:

Yeah. Politics is a storytelling profession. You can have all the stats in the world, but it's stories that really change people's minds. The story that I find is the most impactful, showing that power relationship in violence is the incidence of violence against pregnant women.

When you start talking to people about the proportion of women that experience violence for the first time while pregnant, and the number of women who experience violence... The proportion of women as a total who experience violence while pregnant, that was the kind of lightbulb moment for me. It's just about power.

Because, you know, my wife's just had two kids. She was always very clear with me that she was pregnant, not 'we' were pregnant. And at that point you kind of realise that this is one of the first things, in my life at least, in our relationship, that wasn't about me. Like, that was something that by biological necessity really excluded me, and that I didn't have control over, that I didn't have an influence over.

And even as a sort of seemingly well-adjusted guy, that's threatening, you know? That there's something going on that you don't control. And through that prism, you start to see, well, a lot of men react to that with violence. And if you view it through that prism, you start to realise, "OK, this is about power. This is about trying to control the people in my life." And that really is a function of gender inequality in our society.

SPEAKER:

And it's interesting too, when we've been talking about prevention today, and when you think you personalise it through a relationship. You think, well, why would violence touch a pregnancy? And then when you start actually looking at all those different areas in our life, where that sense of violence that takes place, or could take place, that's really... Yeah, I think that's a core of prevention really, isn't it?

Luke, what do you think in terms of getting men to take that step?

LUKE ABLETT:

I think... I mean, it's a million-dollar question. I don't think I have the answer at the moment.

SPEAKER:

Put your pens away! (Laughs)

LUKE ABLETT:

Yeah! I guess where my thinking is at the moment, and I haven't spent as much time in front of people, presenting, as I have in the past, but as Andrew said, a lot of people go, "Well, this happens to men too. There's women out there bashing men, blah, blah, blah." And I guess where I am at the moment is kind of taking it away from violence against women, and talking about men's violence. Whether it's against a person in the pub, whether it's against the partner in the home, let's talk about men and what's going on with men that makes them violent.

You know, the biology difference between men and women, the evolutionary difference between men and women, doesn't explain the discrepancies between how much men use violence and how much women use violence. So if we want to talk about men, yeah, let's talk about men. Let's talk about why men are the ones throwing punches and controlling and manipulating people, and why are they so scared.

You know, I used to think this was about the need to be seen as being strong and tough, but I feel it's... I read this journal article, so I don't want to claim this as my thinking, but it is about a fear of being seen as not those things that really drives people to be violent. The fear of being seen as a 'girl' - excuse my language - a 'pussy', whatever that language is that gets used in the schoolyard, or workplaces, that's the kind of fear that drives men over.

So I guess that's why am starting to try to put it away from kind of violence against women. I don't mean to minimise the conference at all, but that's the way I'm trying to get people to get away from that defensiveness and talk about those who are using violence in our community, which is mostly men.

SPEAKER:

And that's very apt, though, isn't it? Young men. Because I have a son and I think it's hard when I start having conversations with him. I mean, he's only eight, so he hasn't quite got to Foucault or Derrida yet, but we actually...

(Laughter)

SPEAKER:

I don't want to say to him, "Look, you've got a sister, and the world is not as good for her as it is for you. And, also, men do terrible things." Like, going to the young men, you don't want to talk to them

about that. You want to give them a positive message, don't you, that you can do these other things, you can be something else than that?

LUKE ABLETT:

Yes. And I guess the other challenge is... I guess, in many ways, just talking about men's violence against women, people get defensive that you're talking about them. "That's not me." The 'not all men' thing. It comes up all the time, and so it's trying to shift that to going, "If you are non-violent, it is the overwhelming majority of people, there is a huge amount you can do. You have influence over so many people."

And again, people... That said, much easier said than done, trying to get people to adopt that message, but really trying to spin it... And then some practical steps around gender equality, or challenging traditional ideas of masculinity - things that people can actually do in response to those messages.

SPEAKER:

Andrew?

ANDREW DAY:

Yeah, following on from what Luke was saying, that the first step is understanding, I suppose, where the individual, or the group of people you're interacting with are at, in terms of their journey and all that. Some of them are part-way there, some of them are all the way there, and some where you're starting from ground zero.

And I think the reaction that Luke was talking about is that the first time you confront this sort of thing with a male, the reaction will be in, most instances, a defensive one. Because the reality is, they'll think, "Oh, gee, I've been to a strip club before," or, "I've called someone a girl," or whatever. It doesn't matter what it is. The reality is they'll automatically think, "Well, jeez, is this person putting me in that box of people who beat women and all that sort of stuff?" So that you will always get, in my view, in most instances, most circumstances, a defensive reaction.

So you've almost got to anticipate that and be ready for the usual responses. And they may be a shutdown response, it might be an aggressive response back to you, those sorts of things. But most instances, there will be... The first instance will be around self-protection and making sure that they are not put in that box with blokes that are violent towards women.

And so I think sometimes that can only come with having a crack and some experience with... Certainly, I've been in that situation where I've lost individuals, or I've lost groups of people, purely by probably me firing up a little bit too much, or going a bit hard, or trying to get someone to talk about gender equity and all the determinants of violence against women, when really they weren't at that stage. And that's OK, because I wasn't either. Yeah.

SPEAKER:

Do you feel like you get...? I mean, as a feminist, I've often over the years, because I've written a lot about feminism and all that, particularly in the schoolyard, "Oh, that's Monica. She's the feminist," and it's often... And I'm sure this must happen to the three of you. "Oh, you're doing that stuff," kind of thing, which immediately belittles it as not a...

You know, earlier today, Liz Broderick saying, you know, "This is an all-people's issue" kind of thing. It is something that we need to all consider. But, yes, do you get that a lot, that sense of...?

LUKE ABLETT:

Absolutely. It's an intellectual thing. And it's pretty easy to paint it into that... To be that bra-burning, Left sort of... And to bring it back to a community-based, significant health and wellbeing issue within our community, and you can get kind of wedged pretty easily into that sort of radicalised approach. Or not approach, but being boxed as a radical or someone who is different. And that's a really tough thing to learn, to try and bring it back into a conversation about a significant issue that is affecting our community.

SPEAKER:

Yeah. What about you? Do you find that?

TIM WATTS:

Yes, I can't say that I expected, when I pick up this issue, that Mark Latham would dedicate a column in the Fin Review to attacking me for saying that...

(Multiple speakers)

SPEAKER:

That's like Andrew Bolt! I got mentioned by Bolt once!

(Laughter)

TIM WATTS:

..for the reason I am a right-winger in the Labor Party and therefore I should not subscribe to feminist viewpoints in the world. And because I did, it showed everything that was wrong with the modern Labor Party. That is a very large category of issues...

(Laughter)

TIM WATTS:

That's a new entry to it.

SPEAKER:

You must be doing something right, to get...

TIM WATTS:

Yes. I did make me think about it the week after, that through that stereotype - I was a Labor right-winger so I should only be talking about dry economic issues or something, and anything else was soft, as Luke says, sort of goes into that stereotype - that was something to be attacked for, so...

SPEAKER:

It is a bit like there is this huge baggage that women have been carrying for decades, in terms of feminist politics. It's just you are constantly going against all these myths about what it is, and all these myths about who you are and how you run your life. And it's like, "Oh, well, welcome. Here you go, you're going to get the same treatment really."

TIM WATTS:

As Luke said, it makes me view a lot of things that happened to me, to date, differently in retrospect. So it really has been a new prism to look on things through.

SPEAKER:

What about women? Now, this is something... And I have a confession to make. Luke, this is for you. You're on Twitter. Oh, are we tweeting?

SPEAKERTWO:

Yes.

SPEAKER:

Oh, the Sunday Telegraph was just tweeting more than us before, trending more, which is terrifying.

SPEAKER:

Oh, Daily Telegraph, you don't want that to happen. Tweet.

(Laughter)

SPEAKER:

Luke tweets, and he is a great tweeter. But when I first saw your name on Twitter, I thought, "Oh, it's a man..." - it was it was something feminist - and, "Oh, I'll see who he is." I think you must have followed me or something. And I saw you were a footballer, and I judged you. I thought, "Who is this man?" And I actually looked you up and thought, "Oh, OK. Oh, he is fair dinkum." But it took me... I had that moment, and I don't think on that... And you're great. He is good, like... You know, because you do...

(Laughter)

SPEAKER:

Fabulous. But, you know, that happened to me, and I think that happens to women all the time. And there is that suspicion, and I don't think it's just that women have bad experiences, it says something more about some kind of dialogue that I think is sometimes missing. I don't know if you would like to...? What about you, Andrew, have you got something to say about that, while Luke...?

ANDREW DAY:

Yeah. It's really interesting, just in terms of how you're perceive, I suppose. I have found it really, really interesting just to explore that whole issue of feminism, which I'd never really been challenged to explore. From a Christian Brothers school, play a bit of footy and all that sort of stuff. And it really wasn't until just recently, only about six months ago, where someone asked me the question... I was in a forum in (inaudible), and we were challenged to read some recent feminist literature.

And I realised I'd never actually... I'd been through uni and all that sort thing, never done it. And we had this battered old copy of 'The Female Eunuch' up on...

SPEAKER:

That's great!

ANDREW DAY:
I'm sure it is...

(Laughter)

ANDREW DAY:
But I didn't actually pick it up. So I went to the local bookstore and got this book by Roxane Gay.

SPEAKER:
Oh, fantastic!

ANDREW DAY:
And I thought, "I'll just go through the motions so that I can say..." I wasn't sure that it would grab me, and I read it inside 1.5 hours.

SPEAKER:
She's amazing.

ANDREW DAY:
And it was a whole range of different things. It wasn't just feminine-based issues, it was a whole lot of different issues around prejudice and violence and all those sorts of things. And she directly addressed that issue of feminism, particular towards (inaudible) and what it means for her. And to be honest, I've just got to do some more reading. I've got to think about this a little bit more, as part of my learnings around this issue.

SPEAKER:
I wrote a book.

ANDREW DAY:
What's that?

SPEAKER:
I wrote a book.

(Laughter)

ANDREW DAY:
I read a book so I can...

SPEAKER:
No, I wrote a book. I wrote a book.

ANDREW DAY:
Oh, you wrote a book? I'll read that as well then.

(Laughter)

ANDREW DAY:

Find it really challenging on that basis, because I suppose you also see... Say, for instance, my daughter's 15, and they're going through, exploring at a school and all those sorts of things. And then she comes home and talks about Julie Bishop and all that sort of stuff, and I was really out of my comfort zone. And so for me it's very much been about continuing to educate myself.

SPEAKER:

That's interesting mentioning Gay, too. Because Roxanne Gay, her 'Bad Feminist' book, she talks a lot about how you speak for others, essentially. But also one of the things she talks about, which I like, is the idea that if you have privilege (inaudible) with women and have that kind of dialogue, it sounds like you've had a really nice entree into this world, in a way.

ANDREW DAY:

Well, I was very lucky to be raised by a very explicitly feminist mother. So I kind of got that (inaudible) didn't sink in well enough. I don't know, I suppose I think back to the sort of first conversations I was having with Jane, and she was just being very explicit, saying, "Look, you've got to go out there and look for the women in your sector, and you've got to listen to them. It's not complex." So that's really what I did there.