

Menstruation, Law and Justice Symposium

16 February 2023



Organised by Beth Goldblatt and Linda Steele

Funded by Law | Health | Justice

Hosted by Faculty of Law, University of Technology Sydney

presenters and enable the sharing of PowerPoints using the share screen function on zoom. We strongly encourage all participants attending online to keep their cameras on for the duration of the symposium. This will create an atmosphere where the symposium can be as interactive as possible between participants in the room and on zoom.

We ask that all guests joining us over zoom and in-person remain muted for the duration of the presentations. There will be opportunities to ask questions following each presentation.

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Contact Information

For any questions regarding the symposium please email: linda.steele@uts.edu.au and beth.goldblatt@uts.edu.au.

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|-------------|--|-----------|
| 8.30-9.00 | Arrive at symposium venue | |
| 9.00-9.15 | Acknowledgement of Country Welcome to symposium | |
| 9.15- 10.00 | Keynote: Menstrual Justice in the United States Margaret E. Johnson | In-person |
| 10.00-10.30 | The Road to Period Parity in Remote Queensland Minnie King and Nina Lansbury | Hybrid |
| 10.30-11.00 | Morning tea | |
| 11.00-11.30 | Menstruation, Law and Human Rights : A Focus on Disability Beth Goldblatt and Linda Steele | In-person |
| 11.30-12.00 | Improving Menstrual Health Beyond Product Provision Dani Barrington | In-person |
| 12.00-12.30 | The Madness of Women: Myth and Experience Jane M Ussher | In-person |
| 12.30-1.00 | Young People’s Experiences of Menstrual Injustice in South Australia Helen Connolly | In-person |
| 1.00-2.00 | Lunch | |
| 2.00-2.30 | ‘Engendering’ the Right to Work for Women and People Who Experience Menstruation and Menopause in the Workplace Sydney Colussi, Elizabeth Hill and Marian Baird AO | In-person |
| 2.30-3.00 | Removal of the Tampon Tax: A Costless or Pyrrhic Victory? Kathryn James | In-person |
| 3.00-3.30 | Breaking the Silence Around Blood: Managing Menstruation During Remote Antarctic Fieldwork Meredith Nash | In-person |
| 3.30-3.45 | Afternoon tea | |
| 3.45-4.15 | Endo@Work – The Development of a Workplace Policy for Endometriosis and Pelvic Pain Mike Armour, Danielle Howe and Alexis Wolfe | In-person |
| 4.15-4.45 | Developing Positive Menstrual Culture Mary Crooks | Online |
| 4.45-5.00 | Closing reflections | |

Presenter Bios and Abstracts (Program Order)

Menstrual Justice in the United States

Margaret E. Johnson, she/her, Professor of Law, Co-Director, The Center on Applied Feminism, The University of Baltimore School of Law; Fulbright Scholar

Menstrual injustice is the oppression of menstruators, women, girls, transgender men and boys, genderqueer/nonbinary persons, and intersex persons, simply because they menstruate. Menstrual injustices occur every day in the United States but often are ignored. The narrative of menstruation is one of taboo and shame, silencing public discussion and creating an environment ripe for menstrual injustice. Menstrual injustice reflects the operation of both patriarchy and structural intersectionality. Menstrual injustice is constructed by laws, policies, and norms that perpetuate oppressive power, privileging and disadvantaging persons at the intersection of gender, race, class, gender identity, sexual orientation, age, and ability. Menstruating workers, especially low-wage workers, are harassed or fired for heavy bleeding. Menstruating students are subject to indignities, including the lack of timely menstrual education, disproportionately negatively impacting Black girls. Menstruators, especially low-income menstruators, suffer economic disadvantage including the high cost and taxing of menstrual products. Menstruators suffer health disadvantages due to inadequate healthcare options. Menstruators, including those with disability, are surveilled and subjected to social control. And menstruators are essentialized as ciswomen, unduly limiting the scope of policy reform. Menstrual justice can be achieved by expanding anti-discrimination laws to protect menstruators, providing free and non-coercive access to bathrooms and products, providing timely menstrual education for all students, and outlawing forced sterilization of persons with disability.

Margaret E. Johnson is a Professor of Law and Co-Director of the Center on Applied Feminism at The University of Baltimore School of Law in the United States. Professor Johnson's scholarship focuses on the intersection of menstruation, law, and policy, including the articles [Menstrual Justice and Title IX and Menstruation](#). She has participated in advocacy campaigns for period product provision in jails, prisons, and schools in Maryland; accommodations and modifications for menstruating standardized test takers as co-founder of MP and the Bar; and amendments to federal law to include discrimination based on menstruation and menopause as sex discrimination. She is on the expert panel for the new [Our Bodies Ourselves Today](#), Menstruation to Menopause vertical. She is a 2023 Fulbright Scholar at the University Technology Sydney, Australia researching comparative menstruation-related law and policy. Professor Johnson has received several awards for her scholarship, teaching, and service, including being named one of the Top 25

Women Professors in Maryland and receiving the USM Board of Regents' Faculty Award for Public Service. Johnson is a graduate of Wisconsin Law School, *cum laude*, and Dartmouth College.

The Road to Period Parity in Remote Queensland

Ms Minnie King (she/her), Founder- Embley Contracting; Founder- Women on Country; Adjunct Senior Lecturer, School of Public Health, The University of Queensland

Dr Nina Lansbury (she/her), Senior Lecturer, School of Public Health, The University of Queensland

'Managing with dignity everyday in remote Australia: Menstrual health and hygiene challenges and options from students and communities': Proud Indigenous woman, Minnie King (Women on Country in Western Cape York Peninsula) and Dr Nina Lansbury (School of Public Health at The University of Queensland) have been collaborating with community members and school students in the remote Western Cape York Peninsula of Queensland on how to move from the deficit status of 'period poverty' to a strengths-based and resilient approach of 'period parity'. This includes a wide range of locally-led suggestions of reusable products (including D4G pad kits), product access, opening a confident conversation to share knowledge and ideas, and more. This presentation will share how this private women's business topic has been able to be respectfully and gently opened into a healthy community conversation- with positive on-ground outcomes for menstruators to manage everyday with dignity.

Ms Minnie King is an Umai woman who co-founded Women on Country in the Western Cape region to support Indigenous women's health. She is a businesswoman and Managing Director of Embley Contracting, an engineering and environmental management business in Weipa established to capture a diverse range of opportunities for Aboriginal people that represent real investment in their current and future lives.

Nina Lansbury (formerly published as Nina Hall) researches and teaches on Indigenous health, climate change and health, and water, sanitation and hygiene in remote Indigenous communities at The University of Queensland and is a lead author on the Intergovernmental Panel on Climate Change's Assessment Report 6 (2022). Nina brings an interdisciplinary background after working in environmental and social research (at UQ, CSIRO and the Institute for Sustainable Futures) and non-government organisations (at the Climate Action Network Australia and the Mineral Policy Institute).

Menstruation, Law and Human Rights: A Focus on Disability

Dr Beth Goldblatt, she/her, Professor, Faculty of Law, University of Technology Sydney

Dr Linda Steele, she/her, Associate Professor, Faculty of Law, University of Technology Sydney

The increasing focus on menstruation across the world in the last few years has resulted in significant political, social and now *legal* change with much still to be done. Our presentation will traverse our arguments for attention to human rights and to the development of transformative law to achieve justice for menstruators. Our work in this area brings attention to the role of human rights and, in particular, the centrality of substantive equality in advancing this struggle for justice. Our equality lens is particularly concerned with intersectionality to ensure that the experiences of diverse groups of vulnerable menstruators are considered in developing responses to inequality and injustice. In particular, the experiences of women and girls with disability bring attention to the complex issues of menstruation and control, including menstrual suppression and sterilisation surgery, raising the importance of dignity, agency and equality for this group. Our examination of legislation across the world through a critical menstruation justice lens points to some of the important issues of full inclusion, anti-consumption/environmentalism, and the need to address stigma in law and policy.

Dr Beth Goldblatt is a Professor in the Faculty of Law at the University of Technology Sydney and a Visiting Professor in the School of Law at the University of the Witwatersrand, South Africa. She researches and teaches in the areas of feminist legal theory, equality and discrimination law, comparative constitutional law, human rights, and climate justice. Beth convenes the Faculty's Equity and Diversity Group and sits on the UTS Diversity and Inclusion Implementation Committee.

Dr Linda Steele is an Associate Professor in the Faculty of Law at the University of Technology Sydney. She is a socio-legal researcher working at the intersections of disability, law and social justice. Her current research focus is truth-telling, reparations and social repair in relation to violence and other injustices experienced by disabled people. Linda has recently collaborated with Women with Disabilities Australia on a series of submissions to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability which include discussion of menstrual suppression and sterilisation. She is a co-convenor of the UTS Law Faculty's Feminist Legal Research Group, and a member of the leadership team of the UTS Disability Research Network.

Linda and Beth have written 3 articles and a book chapter on topics related to law and menstruation. In 2020 they were awarded the Law and Society Association of Australia and New Zealand (LSAANZ) Annual Publication Award for a scholarly journal article for 'Bloody Unfair: Inequality Related to Menstruation – Considering the Role of Discrimination Law' published in the *Sydney Law Review*. Their article 'Engaging with Law's Menstrual Moment' was the most downloaded article in the *Australian Feminist Law Journal* in 2021.

Improving Menstrual Health Beyond Product Provision

Dr Dani Barrington (she/her), Lecturer in Global Health, School of Population and Global Health, The University of Western Australia

The term 'period poverty' has dominated news stories for several years, normally within stories about girls missing school due to a lack of menstrual products. Non-governmental organisations and, more recently, governments have rushed to 'address' this problem through the provision of free menstrual materials. But menstrual health is multi-faceted; experiences of bleeding are driven by factors beyond physical resources and impacts go further than school attendance. In order to advocate for programmers and practitioners to approach menstrual health more holistically we reviewed all of the existing qualitative research on menstrual experiences in high income countries (104 studies met our inclusion criteria). We used this to develop a model of menstrual experience indicating salient pathways to negative (and occasionally positive) experiences and impacts. In this presentation I will introduce the model and some of the key pathways through which negative experiences and impacts occur. The model can be (and has been) used for advocacy and by implementers to identify target areas for investment and policy.

Dani Barrington's participatory research and teaching focuses on ensuring that everyone has access to the sanitation services that they want to use, regardless of their income or the country they call home. She uses interactive methods to understand and help improve people's experiences with toilets, menstrual health and hygiene, incontinence and water, with a focus on low resource contexts. Dani is a Lecturer in Global Health within the [School of Population and Global Health](#) at The University of Western Australia and a Fellow of the Higher Education Academy. She is also a Visiting Lecturer in Water, Sanitation and Health within the School of Civil Engineering at The University of Leeds and an Honorary Fellow within the School of Public Health at The University of Queensland. Dani has worked in several countries, particularly in Oceania, South Asia and Sub-Saharan Africa. In her undergraduate days, she was a founding member of The University of Western Australia Pantomime Society, where she honed her skill of engaging with audiences on taboo matters, particularly through making a fool of herself on stage.

The Madness of Women: Myth and Experience

Jane M Ussher, she/hers, Professor of Women's Health Psychology, Western Sydney University

For centuries, expert explanations for women's distress have centred on the corporeal body, with the wandering womb, and more recently raging hormones or neurotransmitter imbalances, being positioned as to blame. This has resulted in women's distress being medicalised - positioned as madness within the Diagnostic and Statistical Manual of the American Psychiatric Association (DSM), with psychotropic medication being offered as the primary "cure". It has also led to a narrow bio-medical conceptualisation of women's reproductive experiences, and the positioning of the reproductive body as the epitome of the 'monstrous feminine', through disorders such as premenstrual syndrome (PMS), peri-natal depression (PND), and climacteric syndrome. This paper will present a historical and contemporary overview of the limitations of this narrow bio-medical approach, which has resulted in a neglect of socio-cultural factors associated with women's distress. It will be argued that a multi-factorial model, which acknowledges socio-cultural context, as well as intrapsychic, relational, and corporeal factors is needed. Drawing data from a series of mixed methods research studies, the implications of this multifactorial model will be considered. In conclusion, examples of effective interventions which adopt this model will be provided, demonstrating the need for women's centred mental health care that acknowledges the construction and lived experience of distress.

Jane M Ussher is Professor of Women's Health Psychology, in the Translational Health Research Institute, School of Medicine, at Western Sydney University. She has published widely on the construction and lived experience of health, in particular women's mental health, the reproductive body and sexuality. She is editor of the Routledge *Women and Psychology* book series and the journal *Women's Reproductive Health*, past President of the *Australian Society for Psychosocial Obstetrics and Gynaecology* (2017-2020), and the *Society for Menstrual Cycle Research* (2019-2021), and Fellow of the *British Psychological Society*. Jane is author of over 300 papers and chapters, and 13 books, including *The Psychology of the Female Body* (Routledge), *Women's Madness: Misogyny or Mental Illness?* (Harvester Wheatsheaf), *Fantasies of Femininity: Reframing the Boundaries of Sex* (Penguin), *Managing the Monstrous Feminine: Regulating the Reproductive Body* (Routledge), and '*The Madness of Women: Myth and Experience*' (Routledge). She is co-editor of a number of books, including the recent *The Routledge International Handbook of Women's Sexual and Reproductive Health* (Routledge) and *Trans reproductive and sexual health: Justice embodiment and agency* (Routledge).

Young People's Experiences of Menstrual Injustice in South Australia

Helen Connolly, Commissioner for Children and Young People, South Australia (She/her)

As the South Australian Commissioner for Children and Young People I hear from thousands of children and young people about their hopes, interests and concerns. In 2020 I surveyed South Australian high schools and young people to find out more about the experiences of those who menstruate and how schools support them. In 2021 and 2022 I have spoken to young people in sport about the impact of menstruation and how their clubs support them. The findings have been very disappointing from a human rights and social justice perspective. *Exclusion:* Lack of access to period products is a significant issue affecting children and young people who menstruate. It impacts their engagement in education, social activities and sport. This is particularly problematic for those who can't afford period products. *Shaming:* Young people who menstruate are made to feel embarrassed or ashamed about their periods. Open conversation about periods is frequently frowned upon at school, at home, and as part of activities such as sport. *What needs to change:* Normalise the conversation, educate and raise awareness, and provide free products and adequate facilities.

Helen Connolly became South Australia's first Commissioner for Children and Young People in April 2017. The Commissioner promotes and advocates for the rights, development and wellbeing of all children and young people in South Australia, with a special focus on engaging with and listening to children who aren't usually heard. Helen has 30 years' experience as a leader in human services. Throughout her career, she has taken an active advocacy role on the main policy issues that impact on the wellbeing of Australian families and children, with a strong focus on early intervention and prevention strategies.

"Engendering" the Right to Work for Women and People Who Experience Menstruation and Menopause in the Workplace

Ms. Sydney Colussi (she/her/hers) – Research Associate, Discipline of Work and Organisational Studies, University of Sydney Business School

Dr. Elizabeth Hill (she/her/hers) – Associate Professor, Department of Political Economy, University of Sydney

Dr. Marian Baird AO (she/her/hers) – Professor of Gender and Employment Relations, University of Sydney Business School

It is widely accepted in international law that pregnancy and parenthood must not prevent women from exercising their human right to work. Across various ILO and UN conventions, special labour rights and protections have been enshrined for pregnancy, childbirth and childrearing to 'engender' the right to work and remedy workplace inequalities that arise in relation to these reproductive issues. But other reproductive (and post-reproductive) concerns, specifically menstruation and menopause, and their relationship with gender inequality in paid work have not received adequate attention in human rights law. In this paper, we argue this narrow approach to the reproductive body needs to be revisited. If the right to work for all people is to be properly 'engendered' and support full equality in paid employment, then menstruation and menopause must be acknowledged as important processes that, like pregnancy and parenthood, shape the capability of women and other people who experience menstruation and menopause to realise this right over the life course. Applying a feminist lens to these issues, this paper develops a critical reading of the right to work in key UN conventions to argue for an expanded understanding of the reproductive body and its significance for workers of different ages and genders.

Ms. Sydney Colussi is a Researcher in the Discipline of Work and Organisational Studies at the University of Sydney Business School. She is a Co-convenor of the [Body@Work Project](#) and Member of the [Women, Work and Policy Research Group](#). Sydney's research focuses on work, gender and reproductive health. She holds a Juris Doctor from the University of Sydney Law School and a BA (Hons I) in Political Economy and Government from the University of Sydney Faculty of Arts and Social Sciences.

Associate Professor Elizabeth Hill is Associate Professor in the Department of Political Economy at the University of Sydney. She is a leading researcher on the future of women, work and care in Australia and the Asian region and has collaborated on research into gender equality, work and care with leading national and international institutions, including the ILO and UN Women. Elizabeth is Deputy Director of the [Gender Equality in Working Life \(GEWL\) Research Initiative](#), Co-convenor of the [Australian Work and Family Policy Roundtable](#) and Co-convenor of the [Body@Work Project](#).

Professor Marian Baird AO is Professor of Gender and Employment Relations, a Fellow of the Academy of Social Sciences of Australia (ASSA), a Presiding Pro-Chancellor of the University of Sydney, a Chief Investigator on the Centre of Excellence on Population Ageing research (CEPAR), Director of the [Women, Work and Policy Research Group](#) and Co-Convenor of the [Body@Work Project](#). Marian's research focus is gender and employment, including collective bargaining for reproductive health policies.

Removal of the Tampon Tax: A Costless or Pyrrhic Victory?

Dr Kathryn James ARC Senior Research Fellow/Senior Lecturer, Melbourne Law School

In 2018 the conservative government in Australia yielded to a sustained campaign of public pressure to remove the goods and services tax (GST) on menstrual products. The campaign is regarded by many as an unequivocal success – an unjust tax was removed from a class of product purchased almost exclusively by women at a minimal cost to revenue. In the process it forced attention to women’s bodies, women’s rights and furthered the burgeoning menstrual rights movement. However, this article contends that this optimistic assessment is premised on an unduly narrow frame. A broader assessment of the relevant costs and gains of the campaign shows that the victory was neither complete nor costless. The narrow liberal concern of equal treatment on a single issue - the removal of the GST on menstrual products - left the underlying political and economic structures that subordinate women mostly unchallenged including in relation to key concerns of the menstrual rights movement such as the removal of menstrual stigma. Moreover, this singular focus on a narrow end through the pursuit of an anti-tax campaign runs the risk of undermining exactly the types of collective action required to address women’s economic subordination within the tax and transfer system as well as the broader economy.

Dr Kathryn James teaches and researches in taxation law and policy with specific expertise in the value added tax (VAT) or goods and services tax (GST). Her research focuses on how ostensibly technical questions of taxation impact upon distributive justice. Kathryn is an ARC Discovery Early Career Research fellow from December 2019 to December 2024 for a project that examines whether Australia Can and Should Reform the GST (DE190100346).

Breaking the Silence Around Blood: Managing Menstruation During Remote Antarctic Fieldwork

Professor Meredith Nash, Associate Dean – Diversity, Belonging, Inclusion, and Equity, College of Engineering, Computing, and Cybernetics, Australian National University

Drawing on qualitative interviews with female expeditioners in the Australian Antarctic Program, this presentation examines the additional labour involved in managing menstruation during remote Antarctic fieldwork. Unlike expeditioners working on a research station, fieldworkers rarely have consistent access to private toileting facilities or dedicated times/spaces to deal

with their bodily excretions. However, being able to easily access toileting facilities can significantly impact how people who menstruate experience fieldwork. This is an overlooked but crucial corporeal challenge of working in Antarctica. Findings reveal that in male-dominated spaces, expeditioners must go to great lengths to make their menstruation invisible. A primary way that women do this is through menstrual suppression technologies. When these are not available or not preferred, women negotiate trying to keep their menstruation and gynaecological health issues hidden but often do so in field settings where there is little infrastructure or support. I argue that the lack of infrastructure to support menstrual health in the field is a form of sexism that maintains women's lower status in polar field environments. To conclude, I provide practical guidance to support people who menstruate in extreme field environments.

Meredith Nash is Professor and Associate Dean – Diversity, Belonging, Inclusion, and Equity in the College of Engineering, Computing, and Cybernetics at the Australian National University. She was previously a sociologist at the University of Tasmania and Senior Advisor – Inclusion, Diversity, and Equity at the Australian Antarctic Division. She is an internationally recognised expert on leadership for women in Science, Technology, Engineering, Mathematics, and Medicine (STEMM) fields and building inclusive workplaces. Meredith has led numerous high impact projects focused on preventing sexual harassment in remote scientific fieldwork, designing intersectional leadership programs for women in STEMM, evaluating institutional gender equity programs, and encouraging male allyship.

Endo@Work – The development of a workplace policy for endometriosis and pelvic pain

Dr Mike Armour, NICM Health Research Institute, Western Sydney University

Danielle (Dani) Howe, NICM Health Research Institute, Western Sydney University

Alexis Wolfe, CEO, Endometriosis Australia

Endometriosis has been associated with a loss of productivity in the workplace. Australian research has shown that over half of those with endometriosis have had issues with their workplace due to their symptoms; most commonly having to work reduced hours, while over one in ten people reported losing their job. In Australia, endometriosis is associated with both absenteeism from work, along with significant reductions in productivity when at work (presenteeism), leading to a cost of illness burden of approximately \$9.7B AUD per year, with the majority of the costs due to

productivity loss. As part of the national action plan for endometriosis, released in 2018, there are a number of recommendations supporting women with endometriosis in the workplace, namely the legal obligations by employers with respect to the potential disability caused by the disease. Australia currently has no formal, evidence-based recommendations on specific factors that may improve the quality of life and ability to work productively for those with endometriosis. Endo@Work is a program supported by Endometriosis Australia and is being developed to be a workplace policy for those with endometriosis and pelvic pain in Australia. This presentation will discuss the results of the first stages of the program development.

Dr Mike Armour is a Senior Research Fellow at NICM Health Research Institute, Western Sydney University. Mike has published over 70 peer reviewed articles, mostly only endometriosis, pelvic pain, or menstrual health. Mike's work has generated significant media attention including articles in *The Conversation*, an SBS Insight special on endometriosis viewed by >340K people, an SBS special on herbal medicine for period pain and over 300 pieces of international news media with an estimated readership of 80 million across over 100 countries including Channel 7 News, ABC News, and *The Guardian*. In addition, his research is included in clinical guidelines as well as evidence-based practice resources such as UpToDate. Mike is the invited complementary medicine expert on the endometriosis expert working group (EEWG) for the Royal Australia and New Zealand College of Gynaecologists (RANZCOG) that developed the first Australian guidelines for Endometriosis, released in January 2021. Mike is also a World Endometriosis Society Ambassador, a member of the clinical advisory committee of Endometriosis NZ, Chair of Endometriosis Australia's clinical advisory committee, Chair of Endometriosis Australia's research committee, Academic lead of the Menstrual Cycle Research Network (MCRN) at Western Sydney University and Chair of the Australasian Interdisciplinary Researchers in Endometriosis (AIRE).

Dani Howe is undertaking her PhD on the Endometriosis at Work project: developing guidelines for employers to support individuals managing endometriosis while working at Western Sydney University under the supervision of Dr Mike Armour, Dr Michelle O'Shea and Dr Sarah Duffy. Dani has completed a Bachelor of Science in Psychology, with a specialisation in Psychoneuroimmunology, from Dalhousie University and a Master of Science in Global Health and Public Policy from the University of Edinburgh. Prior to her return to academia, Dani worked for nine years in the community and international development sectors as a research, evaluation and learning advisor. With a special interest in developing and integrating inclusive menstrual health education initiatives into wider community public health, education & primary prevention of gender-based-violence programs. Dani is the founder of *That's it, Period*, a registered charity that advocates for better

policies to improve access to inclusive menstrual health education and increase access of period products in Australian communities.

Alexis Wolfe's passion and notable leadership qualities led to her appointment as CEO of Endometriosis Australia. Previously holding senior roles in the not-for-profit and corporate sectors, Alexis has led successful teams to deliver unique and tailored customer journeys culminating in over \$50M raised for various charities. As the leader of Australia's peak advocacy organisation for Endometriosis, Alexis works to raise patients' voices and bridge the gap between patient experience and the health system. As an Endo Warrior herself, Alexis is driven to deliver on Endometriosis Australia's objectives to increase awareness, provide education, and invest in research for endometriosis which affects 1 in 9 Australian women, girls and those who are gender diverse. In addition to her role at Endometriosis Australia, Alexis is a mentor with the Fundraising Institute Australia, a Board Member for the Public Fundraising Regulatory Association, an advisor for the Australia Pain Solutions Alliance and Australian Patient Advocacy Alliance, and a patient advocate on the Federal Government Endometriosis Action Group as part of the National Action Plan for Endometriosis.

Developing Positive Menstrual Culture

Mary Crooks AO, Executive Director Victorian Women's Trust

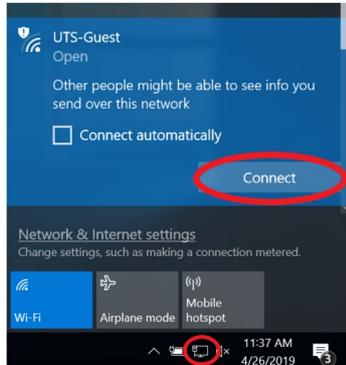
This session will trace the work of the Victorian Women's Trust over the past eight years to expose and deal with the pervasiveness of the menstrual taboo in our culture and society and what is needed instead to develop positive menstrual culture- within families, schools, workplaces. We have based this work in the first instance on the results from a survey of some 3,500 respondents carried out in 2014/15. Our second step was to introduce a workplace menstrual policy in 2017, including a provision for up to 12 days of paid leave per year for staff. In 2019, we published our work, *About Bloody Time*, which lays out the case for the menstrual revolution we have to have. In 2021, we published *Ourselves at Work*, which is a practical guide to developing positive menstrual policy in workplaces. In the time since, we have been working with many corporates, statutory agencies and NGOs to apply our learnings in making change happen.

After an extensive public policy career, **Mary Crooks** became the Executive Director of the Victorian Women's Trust at the end of 1996. She has designed and led ground-breaking community engagement initiatives, such as the Purple Sage Project and Our Watermark Australia. These were two early examples of the Trust's Kitchen Table Conversation model which has since become a nationally lauded approach to democratic engagement as exemplified in the successful application of

the model in 2012/2013 which saw the election of Independent Cathy McGowan to the seat of Indi. Mary has led other major Trust initiatives including the exhibition, *Ordinary Women, Extraordinary Lives*; the development of *Here She Is!* as a register of women; the *Breakthrough for Gender Equality Conference* in Melbourne in November 2016, the largest feminist gathering on record; the research and publication of *About Bloody Time: The menstrual revolution we have to have*; the creation of the Rosie website for girls; and the development of *Club Respect* as a harm-prevention initiative for community sports clubs across the country. In 2012, Mary authored *A Switch in Time – Restoring Respect to Australian Politics* which was distributed widely across Australia. She also authored the Trust's publication of a one-page advertisement in four national newspapers called *Credit Where Credit is Due*, which paid tribute to the leadership and capacity of Julia Gillard as the nation's first female prime minister. In June 2012, Mary was appointed an Officer of the Order of Australia, for her distinguished services to public policy and advocacy for the advancement of women. In 2016, Mary won the Public Policy category as part of the AFR/Westpac's 100 Women of Influence for her years of work in shaping public policy in Australia.

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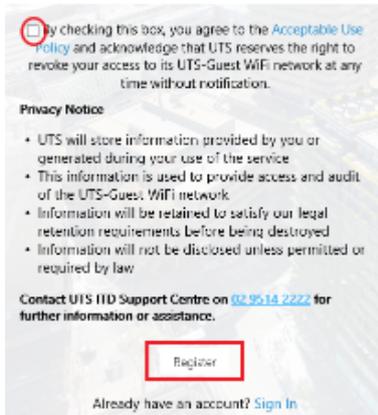
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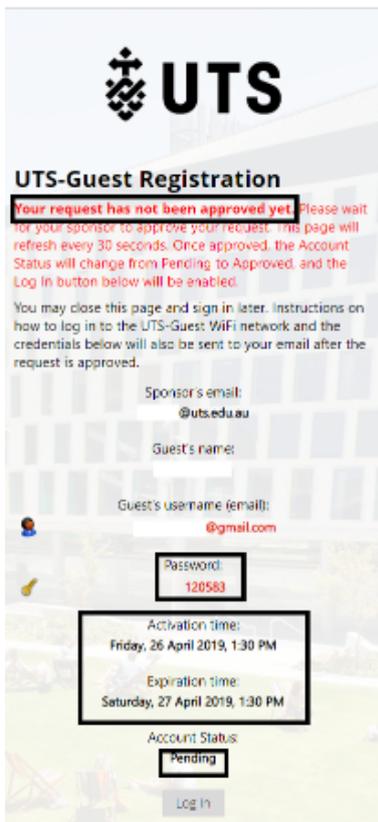
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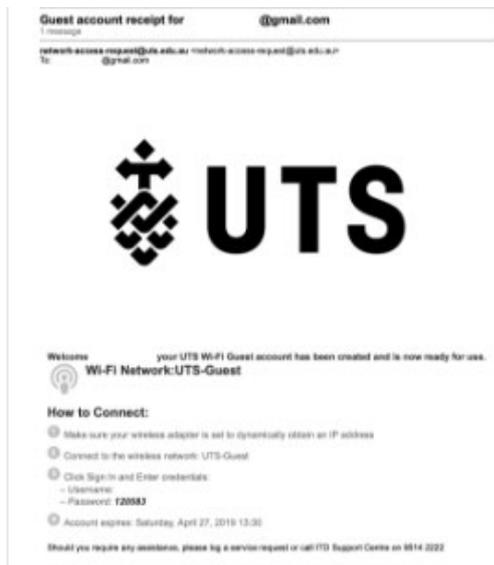
4. Scroll down and check the acceptable use policy box & click register. If you have already registered and have been approved by your sponsor, please check your email/username & password in the email sent to you.



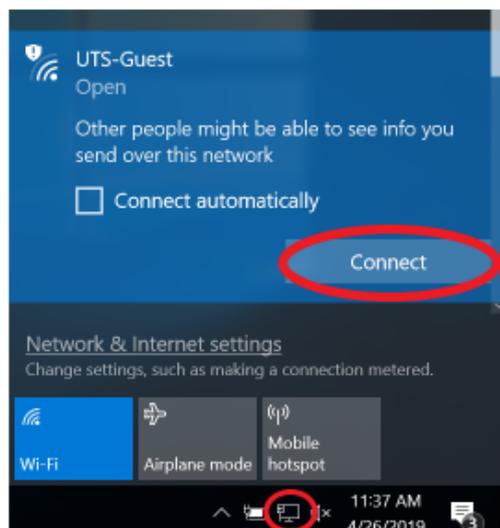
5. Once you have registered, you will be directed to the page below that displays your username & password. **Please note that your account will be valid for 24 hours only; if you wish to extend this, please talk to your sponsor.**



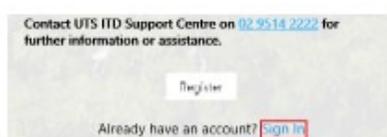
6. After your sponsor approves your request, you will be able to login with your username and password sent to your email.



7. Click connect on the 'UTS-Guest' network in your WiFi list.



8. Scroll down and click sign in.



9. Enter your credentials & accept the terms of use. Proceed by clicking 'Log In'.

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Guest WiFi Login

Welcome to the University of Technology Sydney

Your use of the UTS-Guest WiFi implies your agreement with the terms and conditions in the UTS Acceptable Use of Information Technology Facilities Policy, accessible [here](#).

UTS makes no guarantee of the security or reliability of the UTS-Guest WiFi network.

Guests: Please login to the wireless network using your email address and password.

Guests from another University: Please use **eduroam** for your secure wireless connection.

UTS Students, Faculty and Staff: Please use **UTS-WiFi** for your secure wireless connection.

Username:

Password:

Terms of Use:
I accept the [Terms of Use](#)

Need an account? [Click Here](#)

10. Click on the hyperlink in the red box below to connect to the internet.

Authentication successful

In 10 seconds you will be automatically redirected to <http://www.uts.edu.au>.

Click [here](#) to go there directly.

Press control-d to bookmark this page.