

*The Victorian Equal Opportunity & Human Rights Commission acknowledges Aboriginal & Torres Strait Islander peoples as First Australians and recognise their culture, history, diversity and deep connection to the land.*

Artwork by Joanne Dwyer and Laura Thompson

*This artwork symbolises equal opportunity in a natural form.*



**Victorian Equal Opportunity  
& Human Rights Commission**



J.Dwyer & L.Thompson



Victorian Equal Opportunity  
& Human Rights Commission

# Intersectionality underpinned by data and stories

NWM Region Forum

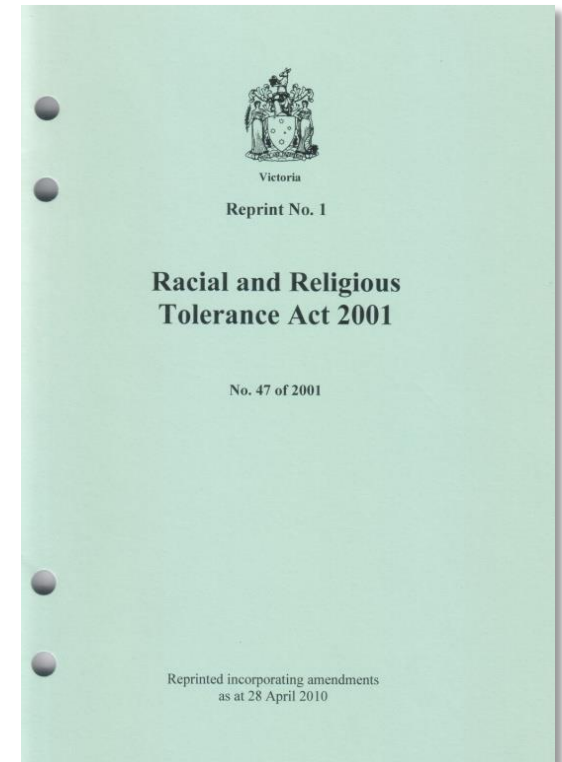
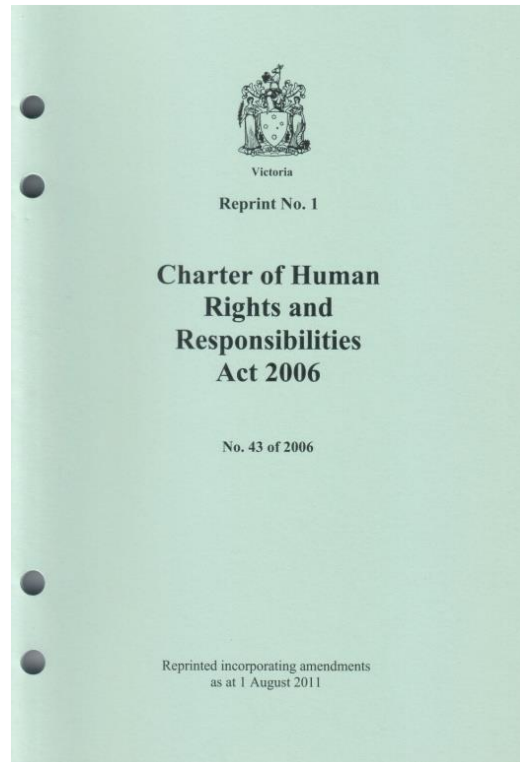
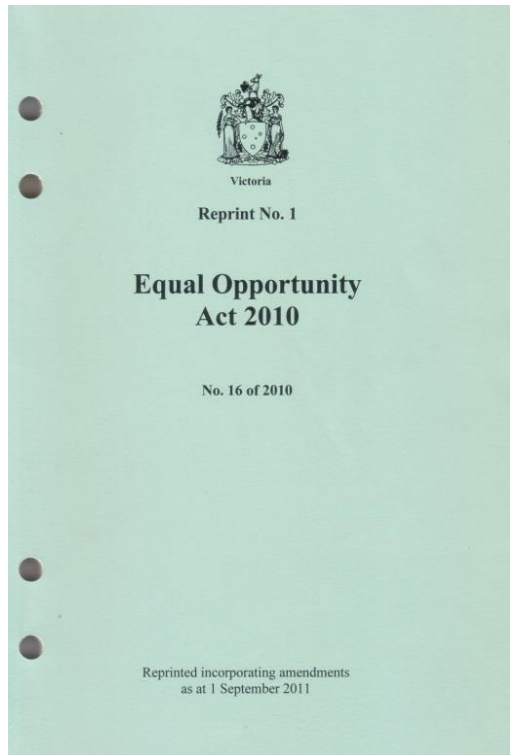
Victorian Equal Opportunity and Human Rights  
Commission (VEOHRC)

Angela Costi, Senior Adviser, Information & Engagement, Oct 2018

# Intersectional stories



# Responsible for 3 Acts



# Multiple discrimination

Gender  
Identity

Physical  
Features

Age

Disability

Personal  
association

Political  
belief or  
activity

Sexual  
Orientation

Religious  
belief or  
activity

Sex

Race

Pregnancy

# Multiple identities and intersections

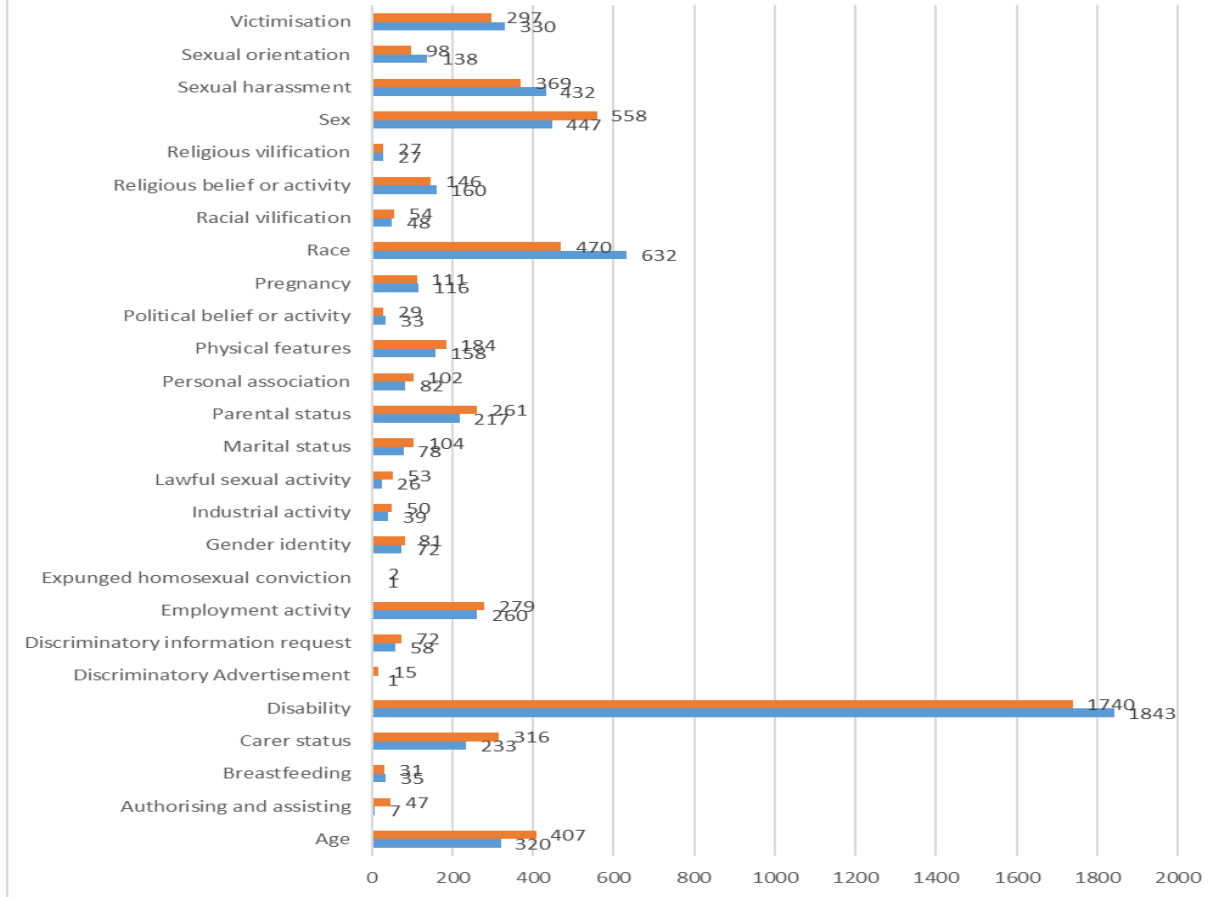


# Substantive equality

A swimming pool that is located in an area with a significant Muslim population holds women-only swimming sessions to enable Muslim women who cannot swim in mixed company to use the pool.

*This is an example from the Equal Opportunity Act.*

### Enquiry Issues 2016-2017 (Orange) 2017-2018 (Blue)





# Race, sex, age, disability

Jewell worked part-time for a retailer. She was bullied and intimidated by co-workers because of being Aboriginal and being one of the few females in the workplace. She applied for full-time hours but was unsuccessful. The reason given for not being offered full-time employment was stated as 'she is an alcoholic' with a 'few screws loose'. Another worker had made reference to her being drunk at work.

Jewell suffers with chronic anxiety and that she was subjected to comments about being an alcoholic, old and demented on a regular basis due to her anxiety and being Aboriginal.

Outcome: Jewell brought a complaint to the Commission.

# Children (age), religion, race

The screenshot shows the ABC News website interface. At the top, there is a navigation bar with 'NEWS', 'LOCATION: Melbourne, Vic', and weather information for Tuesday (14°C). Below the navigation bar, there is a 'Watch live' button and a 'Memorial for Dr G Yunupingu in Darwin' link. The main article title is 'Melbourne Sikh family challenge 'inclusive' Christian school's ban on boy's turban' by Emma Younger, updated on 24 Jul 2017. The article features a photograph of a young boy wearing a black turban, with a woman's hands adjusting it. To the right of the article, there are sections for 'ABC RELIGION & ETHICS' and 'TOP STORIES' with various news links. At the bottom of the article, there is a caption for the photo and a map showing the location in Melbourne.

**Melbourne Sikh family challenge 'inclusive' Christian school's ban on boy's turban**

By Emma Younger  
Updated 24 Jul 2017, 9:38pm

**ABC RELIGION & ETHICS**

- Gender and Identity: Freeing the Bible from Modern Western Anxieties
- The Fallen Idol: Aung San Suu Kyi and the Politics of Personality
- The Historian's Impotence: The Stolen Generation is Not a Thing of the Past

**TOP STORIES**

- War-gaming begins as party players plot to unseat Joyce
- What happens when cyclist and car collide?
- Influenza warning issued to schools as Byo flu victim remembered
- 'Fake news': Victorian Opposition Leader attacks developer meeting claims
- Ten Network's creditors back CBS takeover bid
- I've sent back my same-sex marriage survey forms. Now what?
- Hurricane Maria makes landfall in Dominica
- Measles alert in Victoria after patients visit shops, university
- Gold Coast Mayor bars ABC from media conference
- An athlete who couldn't outrun his past
- To go outside is to play with death: Maria intensifies into major hurricane, eyes Caribbean
- Sean Spicer dismisses fury over surprise Emmys appearance
- What future-proof jobs can you train for now?
- Is it odd that Sherpas still won't

**PHOTO:** The college is accused of refusing to enrol the boy in prep because he wears a turban. (Supplied)

**A Melbourne family has launched legal action against a Christian school for banning their son from wearing his traditional Sikh patka, a turban**

MAP: Melbourne 3000