

From: s22
To: [REDACTED]
Cc: [Fourth Action Plan](#)
Subject: Fwd: NOW Australia invite to the 4th Action Plan consultation in Melbourne
Date: Wednesday, 29 August 2018 1:37:23 PM

s22



----- Forwarded message -----

From: **Kristine Ziwica** <kristine@now.org.au>
Date: Wed, Aug 29, 2018 at 12:19 PM
Subject: NOW Australia invite to the 4th Action Plan consultation in Melbourne
To: FourthActionPlan@dss.gov.au, s22
Cc: LJ Loch <lj@now.org.au>

I am the Interim Executive Director of NOW Australia, the new anti-sexual harassment non-profit founded by Tracey Spicer in March of this year. We are working to end sexual harassment and assault in our workplaces.

I was hoping to receive an invitation to attend the 4th Action Plan Consultation in Melbourne on September 12th — I am based on Melbourne.

And more information on how NOW can make a submission to the consultation.

Many thanks. I can be reached on s47F [REDACTED]

I look forward to hearing from you soon.

Best,
Kristine Ziwica

--

s22



s22



From: [Kristine Ziwica](#)
To: s22
Subject: Re: Kristine from NOW Australia getting in touch re a meeting this week (Wed, Thurs, Fri?) [DLM=For-Official-Use-Only]
Date: Monday, 15 October 2018 6:34:54 PM

Perfect.

-K

> On 15 Oct 2018, at 5:21 pm, s22

>
> Hi Kristine
>
> How about 8-9 at QT?

> Thanks

> s22

> -----Original Message-----

> From: Kristine Ziwica <kristine@now.org.au>
> Sent: Monday, 15 October 2018 1:22 PM
> To: s22
> Cc: Tasneem Chopra s47F
> Subject: Re: Kristine from NOW Australia getting in touch re a meeting this week (Wed, Thurs, Fri?) [DLM=For-Official-Use-Only]

> Hi s22

> Thanks so much for your prompt reply. I am actually speaking at the conference around 3 on Thursday and won't land before 2:30 on Wednesday.

> Shall we opt for early breakfast on Friday morning? What's "early" for you? 7:30 am/ 8am? I am staying at the QT in Canberra for the conference, if that's convenient for you.

> -K

>> On 15 Oct 2018, at 11:02 am, s22 wrote:

>> Hi Kristine

>> Thank you for your email. It was lovely to meet Tasneem and hear her speak to the group - as I mentioned to Tasneem earlier and you may have heard, many people have said they were moved by the eloquent and powerful statements to the group, including Tasneem's.

>> I am available after 3pm on Thursday or between 1:30 and 3 on Friday. I can shuffle meetings on Thursday morning if that suits, or could also do an early breakfast meeting on Friday morning if that suits your availability better. You are welcome at the DSS offices in Tuggeranong, or if breakfast is better for you I can meet you closer to town.

>> Looking forward to discussing your ideas in person.

>> s22

>> s22

>> A/g Director - Fourth Action Plan
>> The National Plan to Reduce Violence against Women and their Children

>> s22

>>

>> DSS acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to elders both past and present.

>>

>>

>>

>> -----Original Message-----

>> From: Kristine Ziwica <kristine@now.org.au>

>> Sent: Monday, 15 October 2018 10:31 AM

>> To: s22

>> Cc: Tasneem Chopra s47F

>> Subject: Kristine from NOW Australia getting in touch re a meeting this week (Wed, Thurs, Fri?)

>>

>> Dear s22

>>

>> My name is Kristine Ziwica and I am the Interim Executive Director of NOW Australia. I understand you spoke with one of our board members, Tasneem Chopra, at the COAG violence against women summit in Adelaide last week (she is copied into this email). As Tasneem would have mentioned, NOW Australia, which was established in March of this year as an Australian outpost of the global #MeToo movement with a particular emphasis on workplace sexual harassment and assault, is keen to explore ways sexual harassment can be more firmly knitted into the 4th Action Plan of the National Plan to Reduce Violence Against Women.

>>

>> We at NOW have been coordinating with a number of stakeholders in the women's services and legal sector in advance of the AHRC inquiry into sexual harassment (submissions are due in January and the report is expected first half of next year) and we are coming to the view that there are a number of issues, specifically counselling support for victims of workplace sexual harassment and assault, that might be best addressed via the 4th Action Plan. I would love the opportunity to test some of these ideas with you in person (we are also setting up a meeting with Minister O'Dwyer, as you suggested).

>>

>> I will be in Canberra this Thursday and Friday for the National Council of Women Australia conference. I am due to speak at 2:20-2:40 and sit on a panel discussion from 3:50-4:30.

>>

>> Is there a gap in your diary one of those days when you might have time to meet with me. I could also try to arrange my flights to be there for Wednesday afternoon, if that suits you better.

>>

>> Best,

>> Kristine Ziwica

>> Interim Executive Director

>> NOW Australia

>> Mobile: s47F

>

From: [Kristine Ziwica](#)
To: s22
Subject: May be five minutes late
Date: Friday, 19 October 2018 7:56:21 AM

Traffic is pretty heavy and some lights are down.

K

Sent from my iPhone

> On 15 Oct 2018, at 17:21, s22
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>> A/g Director - Fourth Action Plan

>> The National Plan to Reduce Violence against Women and their Children

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>> Best,

>> Kristine Ziwica

>> Interim Executive Director

>> NOW Australia

>> Mobile: s47F

>

From: s22
To: [REDACTED]
Subject: Kristine Ziwica from NOW [DLM=For-Official-Use-Only]
Date: Friday, 19 October 2018 4:43:05 PM

Hi s22

I had an interesting conversation with Kristine Ziwica from NOW this morning. She shared informed and reasonable views on 4AP policy in the DSS space, and also mentioned some ideas she has had about helping women to understand legal pathways, expectations and limitations, especially when disclosing sexual harassment. The organisation is in its infancy but is well connected and the conversation was really focused on passing on feedback from the sector, rather than a funding grab. She asked if I could pass her details onto someone at AGD – so here is her email, if you want to reach out:

Kristine Ziwica
Interim Executive Director
NOW Australia
Mobile: s47F

Many thanks

s22

A/g Director - Fourth Action Plan
The National Plan to Reduce Violence against Women and their Children

s22

[DSS acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to elders both past and present.](#)

From: s22
To:
Subject: NOW contact details [DLM=For-Official-Use-Only]
Date: Monday, 22 October 2018 1:04:54 PM

s22
Hi

As discussed, I had an interesting conversation with Kristine Ziwica from NOW last week about sexual harassment, particularly about the NOW idea about a hotline counselling service, overlaps with 1800RESPECT and pathways to support women to understand their legal options and their risks and implications. Kristine's details are:

Kristine Ziwica
Interim Executive Director
NOW Australia
Mobile s47F

Thanks

s22

A/g Director - Fourth Action Plan
The National Plan to Reduce Violence against Women and their Children

s22

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s22

From: Kristine Ziwica <kristine@now.org.au>
Sent: Thursday, 25 October 2018 5:12 PM
To: s22
Cc:
Subject: Re: Introductions [DLM=For-Official-Use-Only]

Dench in N. Fitzroy is perfect — easy to find parking s47F See you there at 9:30.

-K

On 25 Oct 2018, at 4:58 pm, s22 wrote:

s47F so maybe we can meet at Industry Beans in Fitzroy, or Babka on Brunswick Street, or Dench in Nth Fitzroy? s47F Unless you need to come into CBD, then Sensory Lab? (I missed the coffee so much in my year in Canberra, haha)
Let me know where is best, and I'll see you at 9:30 on Tuesday. ☺ Looking forward to it.

s22

From: Kristine Ziwica <kristine@now.org.au>
Sent: Thursday, 25 October 2018 4:42 PM
To: s22
Cc:
Subject: Re: Introductions [DLM=For-Official-Use-Only]
Ah, you're in Melbourne. Let's meet for one of those fantastic Melbourne coffees then. (Sorry s22 you'll have to make do with Canberra coffee.)
How about Tuesday morning around 9:30. s47F but can head into the CBD.
-K

On 25 Oct 2018, at 2:57 pm, s22 wrote:

Hi Kristine
Both Monday and Tuesday are pretty flexible for me next week.
As I'm based in Melbourne, I'm more than happy to come to you. However, also very happy to have a phone chat.
Let me know what time suits best for you.

s22

From: Kristine Ziwica <kristine@now.org.au>
Sent: Thursday, 25 October 2018 2:31 PM
To: s22
Cc:
Subject: Re: Introductions [DLM=For-Official-Use-Only]
Hello s22
And thanks for the kind words s22 I am just getting through a huge back log of emails this week, off tomorrow. Does Monday or Tuesday of next week suit you for a catch up over the phone. Monday or Tuesday would suit me. I already have a teleconference Monday at 11 for about an hour.
I am on s47F
Best,
Kristine

On 22 Oct 2018, at 3:54 pm, s22 wrote:

Thanks ^{s22} for the introduction, and hello Kristine!
I'd be really keen to meet with you, pick your brain and introduce myself. ^{s22} said very nice things about your conversation on Friday.
My details are below. Please let me know if you have a chance to chat ☺

^{s22}

Director | Strategy
Family Safety Branch
Department of Social Services

^{s22}

DSS acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, water and community. We pay our respects to them and their cultures, and to Elders both past and present.

From ^{s22}
Sent: Friday, 19 October 2018 5:53 PM
To: ^{s22} Kristine Ziwica
<kristine@now.org.au>

Subject: Introductions [DLM=For-Official-Use-Only]

Kristine, meet ^{s22} Director responsible for our corporate engagement and previously Director of 4AP engagement so has exceptional understanding of what the community and sector has told us about what needs to be in the 4AP.

^{s22} meet Kristine, Interim Executive Director of NOW Australia. I will let you discuss your respective interesting backgrounds should you meet in Melbourne, where you are both located.

^{s22}

A/g Director - Fourth Action Plan
The National Plan to Reduce Violence against Women and their Children

^{s22}

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s22

Subject: FW: Some recent meeting [DLM=For-Official-Use-Only]

From: s22

Date: 31 October 2018 at 12:32:00 pm AEDT

To: s22 STRATFORD, Chantelle

Cc: s22

Subject: Some recent meeting [DLM=For-Official-Use-Only]

Hey CS and s22

I've had a couple of interesting meetings that I thought I would share the high level points from.

Kristine Ziwica, NOW Australia:

- Spoke about how they are currently figuring out what their role and value add is. Tracey Spicer wanted it to provide access to counselling and legal support for people who had experienced sexual harassment in workplace. There is obviously a lot of risk, and a need for a lot of resources, for this.
- Seeking to redefine this role. Potentially shifting to advocacy around responses (i.e. expanding 1800RESPECT to include sexual harassment, and advocate for more recovery support such as funded specialist counselling)
- Also want to have a legal fighting fund for precedent changing legal matters (i.e. legal advocacy, similar to that of the Times Up fund).
- Regarding corporate engagement, we spoke about how few (i.e. none) employers have played a leadership role in sexual violence space. This could be because potential liability for organisations, as well as skeletons in closet of leaders. Also highlighted the importance of having appropriate support (i.e. links to AHRC, 1800, EAP).
- Suggested the approach to increase leadership in this space would be to look at workforces that higher rates of sexual violence (i.e. already high risk of liability, and thus less risk in highlighting it as a problem / showing leadership).
- Spoke about how many EAP providers do not have the appropriate skills to work in the DV and SA space, and that change needs to be driven.
- Kristine will send me through some work that breaks down the sexual harassment / violence across workforces. However, media and entertainment have amongst the highest rates of all industries.
- Spoke about how Australian defamation law was the reason more people are not coming forward (e.g. Geoffrey Rush).
- Sought follow up regarding the financial modelling being undertaken by Treasury, and whether the modelling is considering the longer term impact of the harassment (i.e. building case for counselling to be available).
- Kristine highlighted the importance of 'having your own house in order' when seeking corporates to do more in this space, and inquiring whether we have a sexual harassment policy at DSS (noting the Department of Finance did not have one in the wake of the Parliament House scandal). [I have since sought advice from HR and we do not have a sexual harassment policy at DSS, obviously information that I won't share with Kristine.]

s22

s22



s22



Director | Strategy
Family Safety Branch
Department of Social Services

s22



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s22



From: s22

Sent: Friday, 23 November 2018 6:11 PM

To: STRATFORD, Chantelle

Cc: s22

Subject: s22 Conversation with Kristine Ziwica from NOW
[DLM=For-Official-Use-Only]

Hi Chantelle

s22




Related convo with NOW:

In my convo with Kristine from NOW today, she flagged that the consultation by Kate Jenkins is rushed and not as comprehensive as the 4AP consultations. She said there is a bit of risk there, and they may want to consider something that is broader and not just 'the usual suspects' (as she heard Kate say at the inquiry).

She also said that a recurring theme has been that Sexual Harassment law and regulation is a toothless tiger, and people will be calling for greater levers to actually address sexual harassment in workplace. This will potentially be something big next year.

She suggested corporates may want to get ahead of this now, so they can ultimately say 'no we don't need more regulation as we are doing stuff already' (which is currently not true).

Probably chat soon. s22



s22