



# DORINDA COX

Inspire Change Consulting Group - establishing strategic relationships



The background is a light blue gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance. The text is centered in the middle of the image.

# **“CASCADING WATERFALLS” STRONG WOMEN STRONG BUSINESS**

DORINDA COX

MANAGING DIRECTOR

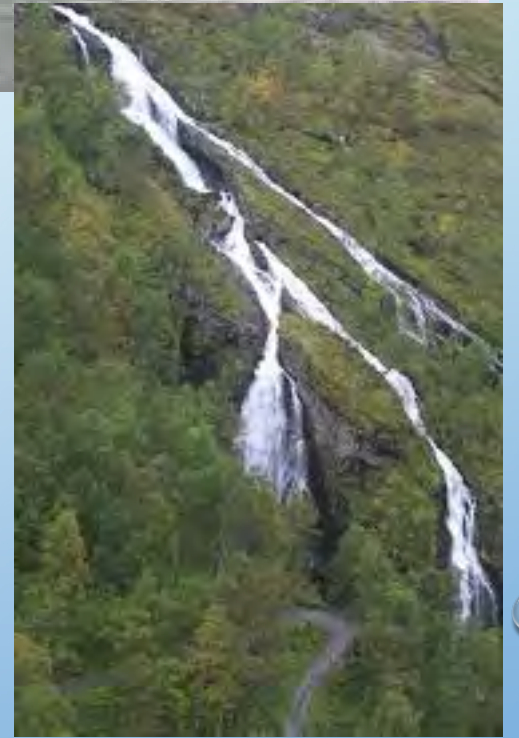
INSPIRE CHANGE CONSULTING GROUP

# ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

*Ngaala Kaaditj, Kurna Moort, keyen kaadak nidja boodja.*

I would like to take this opportunity to acknowledge the traditional owners of the Kurna nation and its Elders past and present and future leaders








## INDIGENOUS WOMEN AND WATER

THE EARTH IS SAID TO BE A WOMAN. IN THIS WAY IT IS UNDERSTOOD THAT WOMAN PRECEDED MAN ON THE EARTH. SHE IS CALLED MOTHER EARTH BECAUSE FROM HER COME ALL LIVING THINGS. WATER IS HER LIFE BLOOD. IT FLOWS THROUGH HER, NOURISHES HER, AND PURIFIES HER.

INDIGENOUS WOMEN IN PARTICULAR SHARE A SACRED CONNECTION TO THE SPIRIT OF WATER THROUGH THEIR ROLE AS CHILD BEARERS AND HAVE PARTICULAR RESPONSIBILITIES TO PROTECT AND NURTURE WATER.



# ABORIGINAL AND TORRES STRAIT ISLANDER WOMEN IN BUSINESS

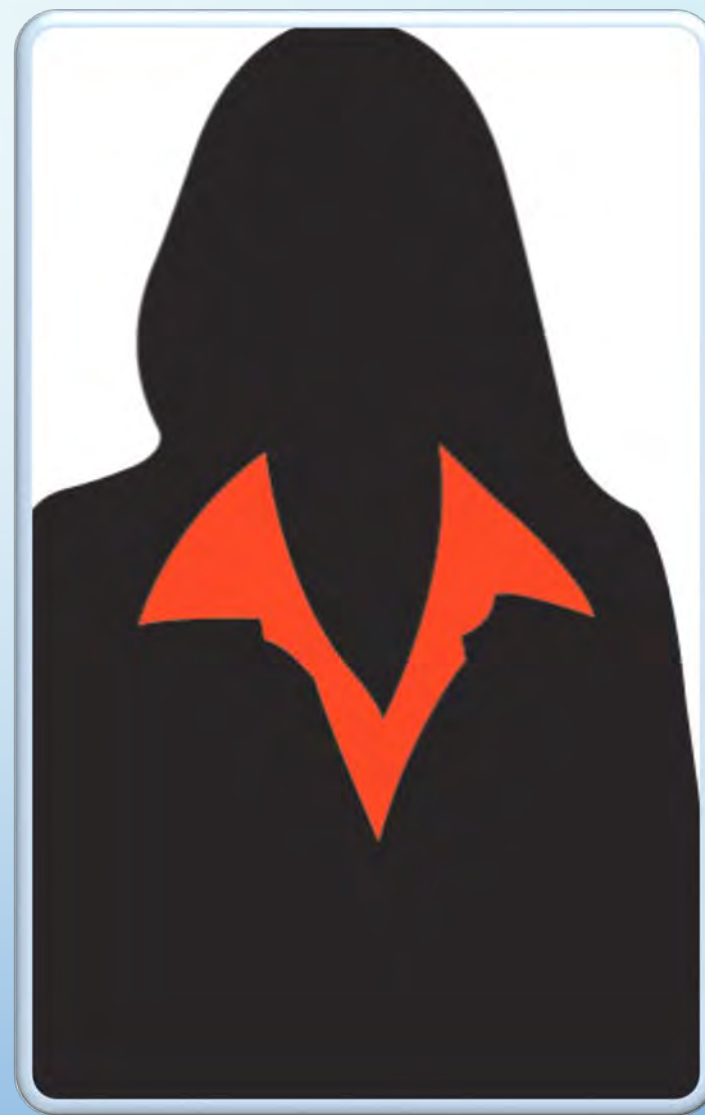
SNAPSHOT INFORMATION TAKEN FROM –  
“A PROFILE OF  
AUSTRALIAN WOMEN IN BUSINESS”

*REPORT PREPARED BY THE*  
**AUSTRALIAN BUREAU OF STATISTICS**  
*FOR THE OFFICE FOR WOMEN, 2015*



WHO ARE WE?

IN 2011, JUST UNDER  
2,890 BUSINESS  
OPERATORS WERE  
ABORIGINAL OR TORRES  
STRAIT ISLANDER WOMEN



# OUR AGE

ABORIGINAL AND TORRES STRAIT  
ISLANDER WOMEN BUSINESS  
OPERATORS HAD A YOUNGER AGE  
PROFILE THAN THEIR NON-  
INDIGENOUS WOMEN: 56% WERE  
AGED UNDER 45 YEARS.





## GEOGRAPHICAL LOCATION

THE MAJORITY (69%) OF  
ABORIGINAL OR TORRES STRAIT  
ISLANDER WOMEN BUSINESS  
OPERATORS LIVED IN MAJOR CITIES  
OR INNER REGIONAL AREAS OF  
AUSTRALIA, BUT THEY WERE MORE  
LIKELY TO LIVE IN REMOTE OR VERY  
REMOTE AREAS OF AUSTRALIA THAN  
NON-INDIGENOUS WOMEN  
BUSINESS OPERATORS (12%  
COMPARED WITH 2%).



# INDUSTRY

THE TOP TEN DETAILED INDUSTRIES:

HAIRDRESSING AND BEAUTY SERVICES

BUILDING AND OTHER INDUSTRIAL CLEANING  
SERVICES

CHILDCARE SERVICES

CREATIVE ARTISTS, MUSICIANS, WRITERS AND  
PERFORMERS

OTHER ALLIED HEALTH SERVICES (WHICH INCLUDES  
ALLIED HEALTH SERVICES NOT ELSEWHERE  
CLASSIFIED, SUCH AS MIDWIFERY, OCCUPATIONAL  
HEALTH, HOMEOPATHY, ACUPUNCTURE AND  
PODIATRY)

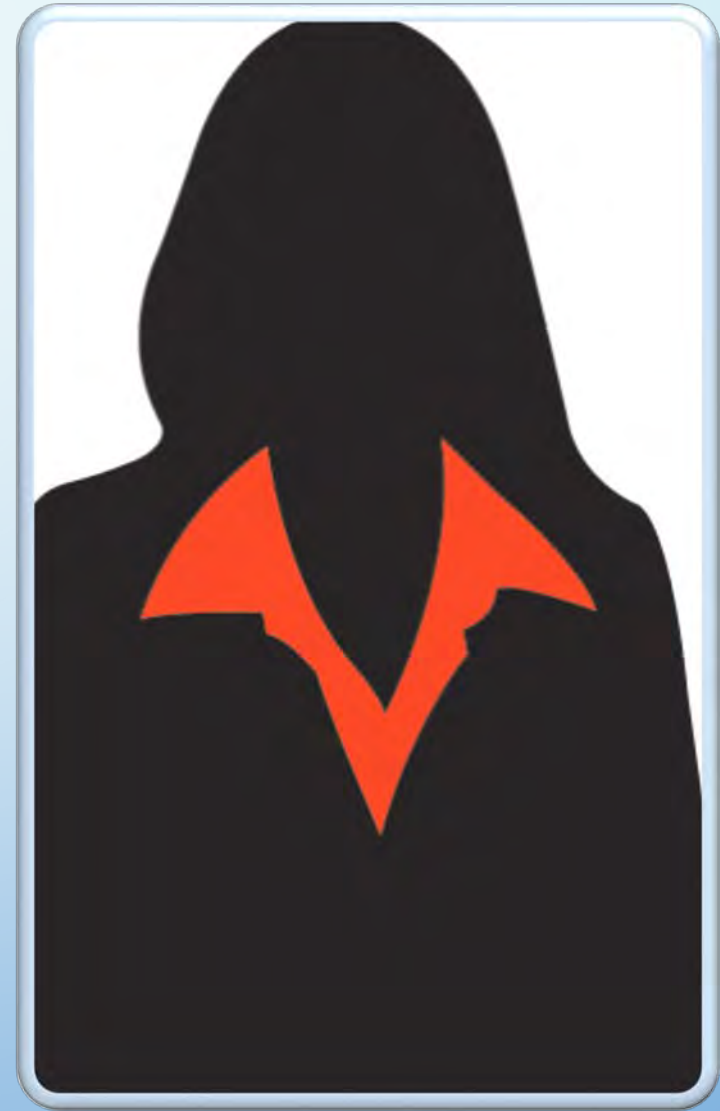
ACCOUNTING SERVICES

MANAGEMENT ADVICE AND RELATED CONSULTING  
SERVICES

ROAD FREIGHT TRANSPORT

ACCOMMODATION

CAFES AND RESTAURANTS



# ARTISTS

AROUND 47 ABORIGINAL AND/OR  
TORRES STRAIT ISLANDER WOMEN  
WHO WERE ARTISTS OR INVOLVED  
IN VISUAL ARTS OR CRAFTS OUT OF  
A TOTAL OF 307, IDENTIFIED  
THEMSELVES AS BUSINESS  
OPERATORS.



# INCOME GENERATED

JUST UNDER HALF (48%) OF ABORIGINAL AND TORRES STRAIT ISLANDER WOMEN'S BUSINESSES HAD NO EMPLOYEES, AROUND 5% HAD 20 OR MORE EMPLOYEES.

ABORIGINAL AND TORRES STRAIT ISLANDER WOMEN BUSINESS OPERATORS WERE SLIGHTLY MORE LIKELY TO HAVE WORKED FULL-TIME (50%)

AROUND ONE IN FIVE (21%) WORKED BETWEEN ONE AND 15 HOURS, AND 22% WORKED 49 HOURS OR MORE.

ALMOST THREE QUARTERS (74%) OF ABORIGINAL AND TORRES STRAIT ISLANDER WOMEN BUSINESS OPERATORS HAD A WEEKLY PERSONAL INCOME LESS THAN \$1,000 PER WEEK, COMPARED WITH 66% OF NON-INDIGENOUS WOMEN BUSINESS OPERATORS.

ONE IN FIVE (20%) HAD A WEEKLY PERSONAL INCOME OF BETWEEN \$400 AND \$599 PER WEEK.



# ABORIGINAL WOMEN TRANSITION FROM INFORMAL TO FORMAL PARTICIPATION



# FACES OF ME



# MY CASCADING WATERFALL



# OPPORTUNITIES







# PPWE 5 PILLARS OF WOMEN'S ECONOMIC EMPOWERMENT



**Access to  
Capital**



**Access to  
Market**



**Skills and  
Capacity  
building**



**Women's  
Leadership and  
agency**




**Innovation and  
technology**



# CHALLENGES FOR INDIGENOUS WOMEN'S ECONOMIC PARTICIPATION

OUR COMMITMENTS AND BARRIERS TO ENGAGEMENT AND PARTICIPATION IN THE ECONOMY ARE DISTINCTLY DIFFERENT TO THE MAINSTREAM. THEREFORE REQUIRE SPECIFIC TARGETED STRATEGIES TO ENSURE THESE NEEDS ARE BEING MEET.

SOME OF THESE COMMITMENTS INCLUDE;

- FAMILY AND CARING RESPONSIBILITIES FOR CHILDREN AND OTHER EXTENDED FAMILY
  - INFORMAL OR FORMAL MENTORING
  - COMMUNITY AND VOLUNTEERING POSITIONS E.G. LOCAL BOARDS
  - PAID PART TIME OR FULL TIME WORK
  - STUDY OR SELF DEVELOPMENT PROGRAMS
- 

## APEC AGREED TEXT 2016 - PARAGRAPH 26

WE ACKNOWLEDGE THAT EMPOWERING RURAL AND INDIGENOUS WOMEN IS KEY TO WELL-BEING OF FAMILIES AND COMMUNITIES AND ALSO TO ECONOMIC PRODUCTIVITY GIVEN WOMEN'S LARGE PRESENCE IN THE AGRICULTURAL WORKFORCE. RURAL AND INDIGENOUS WOMEN ARE VALUABLE AGENTS FOR ACHIEVING ECONOMIC, ENVIRONMENTAL AND SOCIAL CHANGES REQUIRED FOR SUSTAINABLE DEVELOPMENT. SINCE THEY FACE LIMITED ACCESS TO CREDIT, HEALTH CARE AND EDUCATION, IN ADDITION TO UNEQUAL ACCESS TO ASSETS, IT IS IMPORTANT TO DESIGN PUBLIC POLICIES THAT CONSIDER THEIR SPECIFIC NEEDS.

# APEC AGREED TEXT 2016 - FINAL PARAGRAPH

WE RECOGNIZE THE IMPORTANCE OF INCORPORATING AN INTERCULTURAL APPROACH ON POLICIES TO ENCOURAGE THE PARTICIPATION OF WOMEN IN THE ECONOMY AND THEIR FULL EMPOWERMENT. AN INTERCULTURAL PERSPECTIVE IS ESSENTIAL TO ADEQUATELY ADDRESS THE DIFFERENT SOCIAL AND POLITICAL NEEDS OF WOMEN LIVING IN MEMBER ECONOMIES OF APEC. TO THIS EXTENT, WE COMMIT TO ADVANCES IN RECOGNIZING AND INCORPORATING WOMEN'S DEMANDS FOR EMPOWERMENT THAT SUPPORT PARTICULAR VALUES REGARDING THE ORGANIZATION OF THE ECONOMY, AND ITS RELATIONSHIP TO THE ENVIRONMENT.

# BI-LATERAL MEETING INDIGENOUS WOMEN



# GOOD PRACTICE EXAMPLE

## **“INDIGENOUS WOMEN DEFENDING THE MOTHERLAND”: ECONOMIC RIGHTS AND EMPOWERING IN LATIN AMERICA.**

- THIS PROGRAM SHOWS THE RESOURCEFULNESS AND RESILIENCE OF INDIGENOUS WOMEN.
- THROUGH THE COMBINED USE OF COLLECTIVE ECONOMIC STRUCTURES AND APPROPRIATE TECHNICAL SUPPORT, THEY HAVE MANAGED TO MITIGATE THE IMPACT OF CLIMATE CHANGE AND EXPAND ECONOMIC OPPORTUNITIES, USING ENVIRONMENTALLY SUSTAINABLE MEANS OF PRODUCTION AND CONSUMPTION.
- THIS INITIATIVE HAS NOT ONLY BOOSTED WOMEN’S INCOMES, BUT ALSO THEIR SELF-ESTEEM AND SENSE OF EMPOWERMENT.
- BETWEEN 2013 AND 2015, THE PROGRAM HAS IMPACTED MORE THAN 400 WOMEN IN PERU, INCREASED WOMEN’S PARTICIPATION IN PUBLIC SPACES AND THEIR CAPACITY TO INFLUENCE POLICIES ON INDIGENOUS WOMEN’S ECONOMIC RIGHTS AND ENDING VIOLENCE AGAINST WOMEN.

# TAKING HOME A SMALL PIECE OF WOMEN'S EMPOWERMENT FROM PERU





# INDIGENOUS WOMEN IN BUSINESS WORLD VIEW

- MSME POLICY SUPPORT
- GENDER AND RACE PROCUREMENT TARGETS
- BETTER SUPPORT MECHANISMS FOR UNDERSTAND POVERTY FOR INDIGENOUS WOMEN
- BETTER PREVENTION OF BARRIERS TO PARTICIPATION IN THE WORKFORCE
- UNDERSTANDING THE GAPS AND EMERGING ISSUES
- STRENGTHS BASED – CHANGE AGENTS

# APEC SEPTEMBER 2018 – PAPA NEW GUINEA

“HARNESSING INCLUSIVE OPPORTUNITIES, EMBRACING THE DIGITAL FUTURE”

THREE PRIORITY AREAS ARE;

- (I) IMPROVING CONNECTIVITY, DEEPENING REGIONAL ECONOMIC INTEGRATION;
- (II) PROMOTING SUSTAINABLE AND INCLUSIVE GROWTH; AND
- (III) STRENGTHENING INCLUSIVE GROWTH THROUGH STRUCTURAL REFORMS.

# CSW 2019

2019: PRIORITY THEME: SOCIAL PROTECTION SYSTEMS, ACCESS TO PUBLIC SERVICES AND SUSTAINABLE INFRASTRUCTURE FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS.

REVIEW THEME: WOMEN'S EMPOWERMENT AND THE LINK TO SUSTAINABLE DEVELOPMENT, FROM THE 60TH SESSION OF THE CSW.

# HARNESS THE ENERGY TO BUILD AND SUSTAIN MOMENTUM



# WHAT'S REQUIRED TO MAKE IT HAPPEN

- ADVOCATES AND CHAMPIONS
- ORGANISATIONS THAT HAVE CULTURAL CAPABILITY INCLUDING GENDER SPECIFIC TARGETS FOR IN THE POLITICAL LANDSCAPE
- NETWORKS OF SUPPORT AND EMPOWERMENT – LOCAL, STATE, NATIONAL AND INTERNATIONAL



**BE BOLD, BRAVE AND CLEAR WITH YOUR INTENTIONS,  
THOUGHTS AND ACTIONS**

# CONTACT DETAILS

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