The “EOW Book” project

Stories about the way in which our school culture and employment have been changing

It is now over twenty years since the introduction of the NSW Anti Discrimination legislation. For this reason the EOW Committee for Catholic systemic schools in the Diocese of Wollongong is gathering a book of stories about the way in which school culture and employment has been changing. This EOW Book project aims to promote equal opportunity in our school workplace.

We are seeking one or more personal interest contributions from individuals, groups or schools to share the great and small aspects of the journey.

You or your school may like to consider the changing workplace and the challenges for the future i.e. how the workplace can further evolve to be more flexible and help create equal opportunity and work/life balance and family friendly practices.

The list below gives some examples of issues/topics:

- Work/life balance
- Paid maternity leave allowance
- Flexible work practices
- Social/community expectations on women and child bearing
- A comparison of women in the workplace 1984 to 2005
- Re-entry into the workplace after child birth
- Leadership and children
- Balancing work and carer responsibilities …, parenting, single parent
- The impact on men in the workplace as an outcome of this legislation
- Men & women share carer responsibilities and encouraging successful careers
- An issue from the staff, student & parent perspective
- Technology changing the workplace

Did you know …?

Women twenty years ago could not take out a loan if they were married. It had to be taken out in the husband’s name and the husband had to sign the paperwork.

Some suggestions for contributions:

- A hard luck story
- Successful student story
- Role of support staff in schools
- Mothers’ roles eg parent helper to school bursars
- Young person’s story
- A child with a working mother/father
- Husband/wife or Mother/father and daughter/son working in our schools – perhaps the mother’s/father’s reflection on changes over the last twenty years and the daughter’s/son’s reflections on their experience

What medium can be used for contributions? Anything able to be printed in a book, for example:

- Written
- Poem
- Painting / Drawing / Cartoon
- Newspaper articles/magazine articles
- Photographs / Collage
- Reflection

All contributions will be acknowledged and considered for inclusion in our publication. Please be aware that the Catholic Education Office may need to apply editing rights.

For further information contact a member of the EOW Committee Marg Chittick or Leah Crawford at CEO.

Please send EOW Book contributions (even if only a 1st draft) the earlier the better …!

to Margaret Chittick or Leah Crawford. Mail to Leah at the CEO in Wollongong or email: leah.crawford@ceowoll.catholic.edu.au
Equal Opportunity for Women in the workplace (EOW)

Refer to our website. Ctrl click here

EOW Committee - Statement of Intent:

EOW Committee members work from a belief that women and men have the right to equal employment and career opportunity, recognising that work is an important part of the pursuit of meaning and fulfilment in life for all people, men and women alike.

The EOW Committee aims to work with awareness of the differences between man and woman in the workplace and is particularly mindful that many of the practices to promote participation and involvement will also enrich our workplaces as places of best practice for all employees and contribute positively to the quality of learning and teaching.

The EOW Committee will work to ensure that work practices support family life, that the role of work as important to personal growth is recognised and supported, and that all roles promote a sense of growth and development of individuals.

Students are our reason for existence. Within a framework of ensuring that the needs of students are met, the EOW Committee seeks to ensure that work practices and policies support women and men with carer responsibilities in their family/caring aspirations and in their careers, and value the commitment and work performance of employees

An Added Dimension:

As a Catholic School System, we are a “genuine instrument of the Church, a place of real and specific pastoral ministry.” We have a unique role in being the stewards for our next generations, having the ability to promote attitudes, beliefs and practices that will be foundational for our society in the future. The EOW Committee will continue to work within the culture of our schools to ensure that our students are engaged in dialogue around issues significant to equality in society and to ensure that in their treatment of each other, students respect the dignity of each individual and create environments free from harassment.

The EOW Committee will work to ensure that as a school system, we will provide best practice for our employees and the families we serve.

Catholic Education Office Wollongong EOW Committee – May 2004

The “EOW Book” project

The EOW Committee has initiated the “EOW Book” project. This is to gather stories and images from our schools and CEO that display some of the ways in which our workplace and work environment has been evolving and adapting over the last twenty or so years.

We are particularly seeking stories that show the way to more flexible work practices, how we can support work/life balance and enable staff (both women and men) with carer responsibilities. We are also gathering stories that reflect issues to do with women and men in the workforce. This is intended to both celebrate the achievements and highlight the challenges. Also in this area we want to recognise the unique nature of schooling in shaping the future generation.