# Video: David Peres’s podcast

## Transcript

## David Peres, Community Programs Manager of Gentown Community and Business Hub speaking

**Gender equity, migrant perspectives**

Hi my name is Paul Sorokin and I’m the Employment and Training Manager here at GCBH.

Throughout my 20 years working in Employment Services, I’ve had the pleasure of working with so many bright young people at the start of their careers. And as a Dad of two teenage daughters I’ve also seen what it’s like these days for young women coming up in the world.

In many ways, I reckon life is tougher for young people than it was in my day. But I also think that I grew up in an era that unfortunately didn’t teach us to treat girls and women as equals.

I’m from that generation of men who are being challenged to change the way we think and act to make things fairer for women, men and gender diverse people.

I admit it can be hard to change the habits of a life time, but I’m lucky to have the chance to learn from the younger generation. Both at work and at home.

I used to tell my daughters that they needed to think like a man to get ahead in life. When I watched them play sport I’d tell them to show no mercy. And I’d think that you needed to shout to have your voice heard and to succeed in business.

Now I think that’s an old-fashioned way of thinking. And it’s harming our society and our workplaces.

According to the Australian Human Rights Commission’s 2012 national telephone survey, workplace sexual harassment affects around 21% of people aged 15 years and older. I don’t want my daughters to be working in places like that.

And workplaces that have gender equity tend to do better in business. A study by Credit Suisse says one reason for this fact is that well managed diversity brings together varied perspectives, produces a more holistic analysis of the company’s issues, which spurs greater effort, and leads to improved decision-making. I’d much prefer my daughters to be working in those places!

By the way, I’ll put links to those studies in the podcast credits.

Like I said earlier, I’m lucky to work with a lot of young women, men and gender diverse people who are helping me to think differently about gender equity in the workplace. As a male leader, I am listening more. I’m letting different voices speak up and share their new ideas. And I’m learning every day. There are more tricks in this old dog!

I’m excited about how gender equity can transform this organisation and our community.

**Links for credits:**

Australian Human Rights Commission, Working without fear: Results of the Sexual Harassment National Telephone Survey, 2012: <https://www.humanrights.gov.au/our-work/sex-discrimination/publications/working-without-fear-results-sexual-harassment-national>

Credit Suisse, CS Gender 3000 Report, 2019: <https://www.credit-suisse.com/about-us-news/en/articles/news-and-expertise/cs-gender-3000-report-2019-201910.html>