



UNIVERSE

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OPENING REMARKS

For most of us, each new year marks a chance for redemption, and 2021 is no exception. Every article in this issue speaks to challenge, opportunity, and the transformative power of hope despite the current pandemic.

Every single one of these articles speaks to the people who are passionate about the modelling industry and I'm definitely excited to share them with you.

Please keep your eyes on our magazine in the coming years because whatever challenges 2021 may hold, one thing still remains constant: our commitment to you, our readers and friends. God bless.

Maryrose Salubre Editor-In-Chief

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Gender equality and women's empowerment





EMMA HEALY

Emma Jane Rose Healy is a lighting technician and stage manager for major films, musicals, operas, ballets, and theatre shows. Modelling was something Emma kind of fell into, almost as a natural progression within her career. She studied Bachelor of Fine Arts at QUT, and has spent many years performing – most recently as a Disney Princess for children's parties. Photoshoots and videography have always been a big part of her work; she was just used to being behind the camera, not in front.

Her first official photoshoot was actually with a work colleague, Lachlan Cross, who has an extensive background in architectural photography and wanted to try out portrait photography. From there she began freelancing, working with companies such as Sea Skin Australia and Lifeline, and amazing photographers like Jess Clowes Photography. Model & Mode Magazine recently caught up with Emma and here's what went down:

What are your favourite downtime activities?

Picnics, D&D, puzzles, ice skating, drinking jasmine tea, dancing, reading, and archery – just to name a few.

How did you start with modelling?

My first official photoshoot was actually with a work colleague, Lachlan Cross, who has an extensive background in architectural photography and wanted to try out portrait photography. He's incredibly talented, and the shots are still some of my favourite images today. From there I began freelancing, working with companies such as Sea Skin Australia and Lifeline, and amazing photographers like Jess Clowes Photography.

What do you like most about the modelling industry?

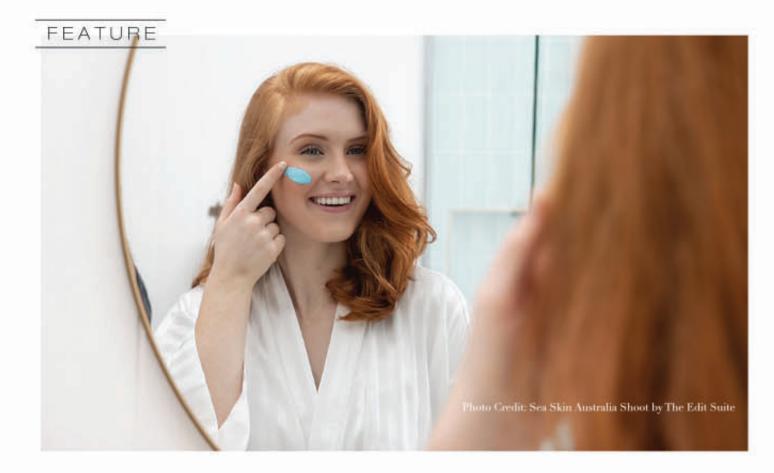
The modelling industry has always been a double-edged sword for me. On one hand, I love meeting new crews, making new friends, and seeing an ordinary scenario becoming an extraordinary image. It's joyful, beautiful, and never the same experience twice. In that respect, modelling is an unparalleled outlet for self-expression, artistry, and confidence.

On the other hand, it's an industry that is built around appearance, and there can be an incredibly harmful culture developed when people unconsciously tie self-worth to an image. Fortunately, there are many amazing initiatives and brands that actively promote diversity and inclusion (not tokenisation, but representation), despite the fact that we still have a long way to go in achieving an ethically sustainable modelling industry.

What has been the most memorable experience of your life as a model so far?

Well, it's still in progress, but it would have to be competing in Miss World Australia this year, I'm usually working as a technician, lifting heavy lights in steel caps, and walking the stage in a sequinned gown and heels is very different! And that's the point.

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For me, Miss World Australia is about challenging limitations on female strength and identity - and I've talked about this before on my social media. I know my ripped, faded, black work jeans are very different from my photoshoot outfits. But I'm versatile, and steel caps don't compromise my ability to be feminine. I can be a technician and compete at Miss World Australia. Femininity and strength are not, and have never been, mutually exclusive.

That's why this experience is so memorable for me, even though it's still going. It's been a lot of self-reflection, research, and analysis around how I can use my voice to help build a better world, And ultimately, I want to reinforce a positive, healthy and inclusive environment - whether that be through modelling, Miss World Australia, or as a technician.

What has been the most valuable lesson you've learned? This can be about the industry or yourself. Or both!

Be prepared, be positive and be kindl

Working in an industry whose only emphasis is on the outside characteristics of a person, how have you stayed grounded?

At the end of the day, I think it's about staying grateful. I'm incredibly blessed with a strong network of family, friends, and colleagues, and I know I'm supported and loved. I get to meet amazing people, have magical experiences, and bring joy to the world around me. I know it sounds a little corny, but I love making the world a brighter place.

Is your family supportive of your career?

I have an incredible relationship with my family, and they support me in everything that I do. I'm honoured to have them by my side.

What are your future plans? Inside your career or out of it.

If there's one thing I've learned about making plans by now, it's that they're always going to change! I never imagined I would be a published model and a Finalist for Miss World Australia in the middle of a global pandemic, but here we are. In the long run, it's more important to have strong relationships, a positive outlook, and a determined attitude. As long as I maintain those, I'm excited to see what the future holds.

The "Lightning Fast" Round:

Last good movie I've seen: The Dressmaker.

What do you consider beautiful and why? I believe beauty is a matter of perception, and the best way to sum it up is: "Comparing women is like holding a flower to fairy lights - both are beautiful yet neither are alike".

What haven't you done yet that you wish you could? Acrobatics

Complete this sentence: If I had no fear, I'd: be... an actor!

What is the one "flaw" you wouldn't change about yourself? My hair - it received incessant teasing when I was younger, and I wanted to dye it blonde! I'm forever grateful my mother stopped me, as now I wouldn't change it for the world.



STATEMENT MAKER: GET TO KNOW ACTRESS JACQUELINE PINOL

STATEMENT

Multi-lingual, Latinx firecracker actress and video game veteran, Jacqueline Piñol recently played 'Rio Morales,' the mother of Miles Morales in "Marvel's Spider-Man: Miles Morales."

Picking up a year after the events of Marvel's Spider-Man: The City That Never Sleeps, superhero hopeful Miles Morales has gained spider-like powers himself and looks to become the newest web-slinger of New York City under the guidance of his mentor, Peter Parker. Later after his training with Peter is complete, Miles has fully integrated himself into the black and red suit as an experienced Spider-Man while defending both his new home in Harlem and the rest of New York City from a gang war between the energy corporation, Roxxon and a high-tech criminal army, known as the Underground, lead by the Tinkerer. Parker tells Miles that he has to be like his late father and walk on the path to becoming a hero for the city of New York. Jacqueline brings to life 'Rio Morales,' the mother of protagonist and hero Miles Marales. She's a strong and encouraging presence in Miles' life whose support helps Miles keep his head above water when he feels overwhelmed. In this new story, 'Rio' has entered the political race, and is campaigning for office in Harlem against the nefarious power company Roxxon, which opens her up to a whole new world of attacks and danger.

Amazon Prime's hit series "Bosch" follows the life of Los Angeles police detective 'Harry Bosch' who works to solve the murder of a thirteen-year-old boy while standing trial in federal court for the murder of a serial killer. Jacqueline brings to life 'Detective Julie Espinosa' a detective that works in the Robbery-Homicide Division of the LAPD.

The Latin beauty was born in Queens and moved to Los Angeles at a young age with her parents and 2 sisters. A determined child, Piñol always knew she wanted to be an actress. While attending Beverly Hills High School, she was busy early on with commercial jobs and landed her first television role as Ricky Martin's younger sister on "General Hospital." She went on to attend college at Loyola Marymount University in Los Angeles and continued to pursue her dreams. Her resume grew quickly, landing major roles on popular shows including "Ponderosa," "Resurrection Blvd," "CSI: New York," "Lincoln Heights" and many more. A woman that can do it all, Piñol has also excelled as a voiceover actress in feature films such as BRIDE WARS (Anne Hathaway & Kate Hudson) and in some of the most popular video games including "Transformers: The Game," "Unchartered 3," "Quantum Break," and much more.

Not just a multifaceted actress, Jacqueline is a jack of all trades in her personal life. Most don't know that Piñol fluently speaks 4 languages: English, Spanish, French and Italian. She is also a passionate animal advocate and works with various charities throughout the states and is currently working on a documentary about saving abandoned animals across the country.

Now a mother, when Jacqueline isn't busy in front of a camera acting or working with motion capture experts on a new video game, she can be found spending time with her family. She is also a fierce advocate for dogs in the United States which lead to her creating THE CANINE CONDITION: A Dogumentary Series.

Model & Mode Magazine recently caught up with Jaqueline and here's what went down:







Can you tell us more about yourself? How did you get started in the entertainment industry?

I was born in Queens, NY to Guatemalan and Colombian parents. Harsh winters drove them to Los Angeles when I was 5 and I grew up an L.A. kid. I always loved being in plays and choir and orchestra (I played the violin). All through school I was involved in the arts. I got my first agent by looking in the Yellow Pages. (I'm definitely dating myself here. LOL) I had my parents take 4×6 shots of me "posing" and I mailed them myself with typed letters and "my autograph" to about a dozen agents. I got my first agent at 13 and started to dabble in commercials and auditioning for TV and film. There wasn't too much opportunity back then for a Latina kid but I had fun. Going to university was very important to me and the money I made from booking commercials helped me pay for 4 years at Loyola Marymount University. It was after college that I pursued my acting career full force.

What do you like most about acting?

Hove immersing myself in a fantasy written by others. It's like when we are kids playing house, or doctor or flight attendant. It is an escape into another reality and to me that is thrilling.

How different is it to act in a video game and to act in a TV series? And which one do you prefer?

Very different. For me, a video game is more challenging. We film motion capture on a stage in special suits with camera equipment on our bodies and all of what we see or touch lives in our imagination. It gets brought to life on a screen by animators and the creative design team. We record the dialogue in a voice-over studio. Having to emotionally recreate the character's journey from the motion capture shoot days is essential in the voice over recording is another challenge. I guess you can say it feels more fragment ed to bring to life a character

like Rio Morales in Spider-Man; Miles Morales, When we film TV shows and films, it is all happening in the moment and captured on film that way. It's a much smoother experience to live through. I don't prefer one over the other. For me, it's about the story and the character. Rio Morales has been one of my absolute favorite characters to play. She has so much heart and strength and vulnerability. I couldn't have asked for better writing. What a gift.

What are your strong points as an actress?

Hmm. It's funny, I don't often think about my strong points. I get caught up trying to perfect my imperfections. LOL. But I would say being multi-lingual has been one of the best things for my acting career. I speak French, Spanish and Italian with a perfect accent so that has allowed me to portray characters using those languages and/or speaking English with a French or Italian, or Spanish accent. I have had a lot more work opportunities in various mediums because of my hobby which is learning foreign languages. I speak conversational Mandarin Chinese now too. I love it!

What have you learned from the directors that you have worked with throughout your career?

There are so many ways to direct. That is what I have learned. And the ones that get the best performances out of me are the ones that know how to communicate with actors. They know how to get what they want from an actor because they speak the actor's

What are some of the difficulties of the acting

The biggest difficulty has always been "when will I book my next job?" Unless you are a superstar and being thrown scripts at you to choose from, an actor is always hungry for more. The ups and downs of that part of the journey are a challenge which is why I always have hobbies and other things to fulfill my life. I need to live a full life outside of acting otherwise I would feel too dependent on it for my happiness and that is no way to live.

What's challenging about bringing a script to life?

Filling in the missing pieces. But it is that very challenge that makes the work so much more fun and gratifying. A character is so much more than what is written on the page. Doing the work of what happens between the lines, that is the sweet spot. That is what brings the character to life.

What do you do when you're not filming?

I have 6 dogs and a 4 1/2-year-old son. And a husband, Do I need to say more? I need a spa day (laughs). Prior to Covid times, road trips were our thing, Everyone piles up in a van or RV and we hit the road. We have driven across and around the U.S. several times. My hubby and I love to travel overseas as well. We can't wait to get back to that. We have so much to explore and show our son about the world. I help rescue homeless dogs and find forever homes for them through licensed dog rescues.

Who have been the most interesting people you've met so far?

Steven Spielberg. In my 20s he cast me in a small role in A.I. as a Tango Dancer. He is such an incredibly talented and visionary man. I was truly inspired to watch him work. He knows every aspect of every part of the whole. That production was massive and I was in awe of the flow with which it was run. Steven doesn't miss a beat and runs his show like a Tango. Sharp, precise, and to a beat that delivers perfection. I am not even a Tango dancer but he turned me and Jude Law into a Tango dancing couple in a week! And to top it off, Steven learned the routine himself and danced it with me before the shoot. He is a true artist.

If someone is going to make your life into a movie, who would play you?

Sarah Edmondson. She was one of the main women in the cult documentary The Vow. I have been told so many times that I look like she or she looks like me. Or maybe I can play her in the film adaptation of The Vow...if there is one (laughs). Ya never know.

What are your future plans? Inside your career or out of it.

I want to continue to pursue film and TV roles as they come, I am immersed in my own project right now as a film documentarian. It is called The Canine Condition – a DOGumentary series. I bring awareness to dog adoption for homeless, abused, and neglected dogs around the United States while also focusing on the people and places that work/volunteer tirelessly to improve the canine condition. I hope to continue my journey as a producer and get this project seen wherever I can because the cause is very important to me.

I just launched a new podcast called The Canine Condition where I share conversations with dog lovers and dog experts who are making a difference every day to improve the canine condition. No dog topic is off the table!





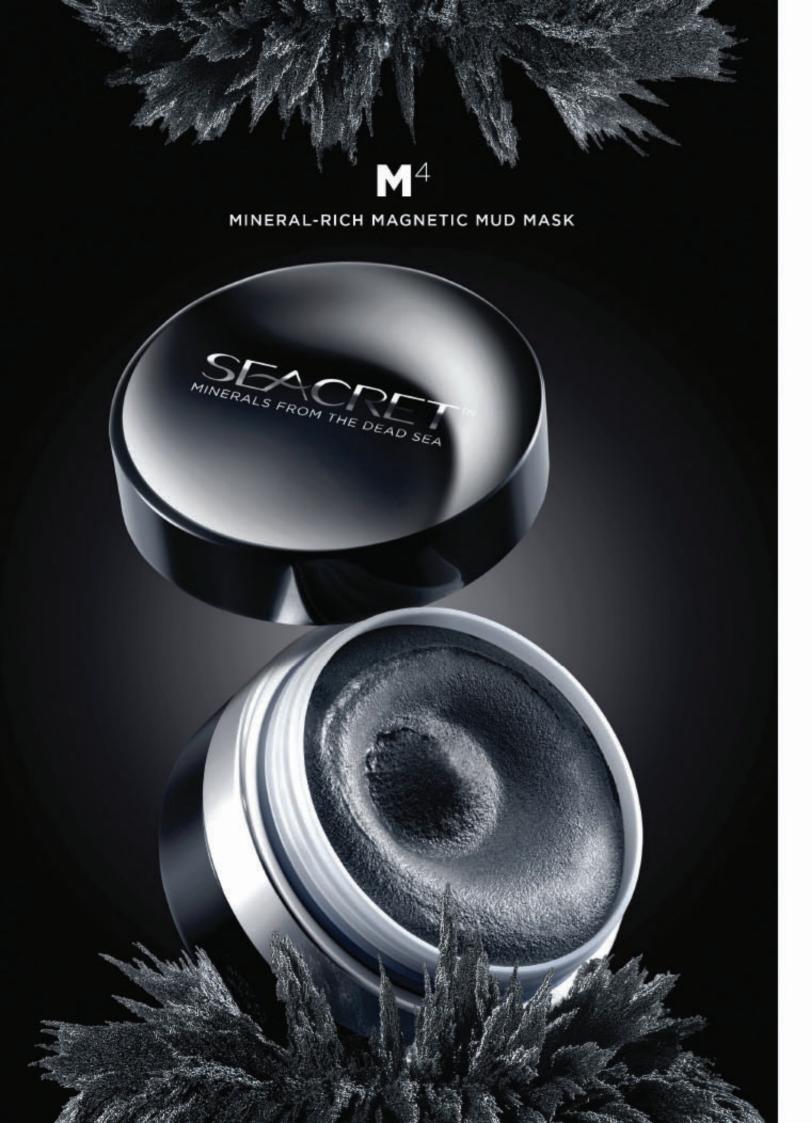


TV1 is an entertainment and lifestyle global streaming platform offering Australian content. TV1 promotes the most exhilarating events, the most glamorous and successful people, the most in-demand celebrities, the hottest rising stars Ø, and the most exciting trends down under. TV1 may be new but it's most certainly in demand and 100% Australian. We are committed to making Aussie local talents, events, and entrepreneurs easily accessible to both our local and international audiences via the highest quality streaming technology.

Co-founded by the StarCentral Media Group and the Australian Millionaire Business Network, the TV1 channel is the home for independent Australian Screen content. We very much welcome our local screen practitioners from emerging through to the established to make TV1 their home. By streaming your content on TV1, you join a family of rising stars, entrepreneurs, celebrities, and various artists.

MISSION: Our mission is to present the most unique and compelling original Australian content by tapping into the hottest local talents and events.





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Photographed by JESSICA CUDA Model MARONA TANNER Hair ANDI ASMARO Makeup MAKEUP BY DREW INTRODUCING 22 MODEL AND MODE

How did you get into the modeling industry? How were you actually 'discovered'?

Since I've moved to Australia, I feel like I have been guided by almost every person I come across to do modeling as a full-time

What do you like most about being a model?

Getting to meet creative people from all around the world. I've modeled for a lot of overseas brands so it's been absolutely amazing dealing and working with many creative minds.

The downside to being a model?

I guess modeling in Australia can be a bit challenging which is why it's very important for professional models to broaden themselves and have agencies in different countries.

What do you like most when it comes to partnering with variou-

Networking and building strong relationships with small and big

What do you post on Instagram the most?

Mostly about fashion and style.

What's your favourite part about being a model/influencer?

Being able to promote the latest trends in the fashion world.

What advice would you give emerging influencers when it comes to the importance of quality and original content?

Most brands these days prefer real-life images of people, not necessarily from your typical skinny models with long legs. Nowadays, what's really working well are real people with beautiful curves. That's what I call being original.

Working in an industry whose only emphasis is on the outside characteristics of a person, how have you stayed grounded?

I appreciate people who put effort into their appearance. However, real beauty is what comes within and nothing can beat that!

Is your family supportive of you being in the modeling industry?

What are your future plans? Inside your career or out of it.

Star in a movie at one point, buy a new house and a boat.

The 'LIGHTNING FAST' Round:

- 1. Last good movie I've seen: Brain on fire. I also appreciate Hot Fuzz and the Dress Maker.
- 2. What do you consider beautiful? A good soul.
- 3. What haven't you done yet that you wish you could? We all have dreams. However, I like to take one step at a time.
- 4. Complete this sentence: "If I had no fear, I'd..." swim far/deep in the ocean
- 5. What is the one "flaw" you wouldn't change about yourself? How stubborn I am, guess I'm stubborn about that too.

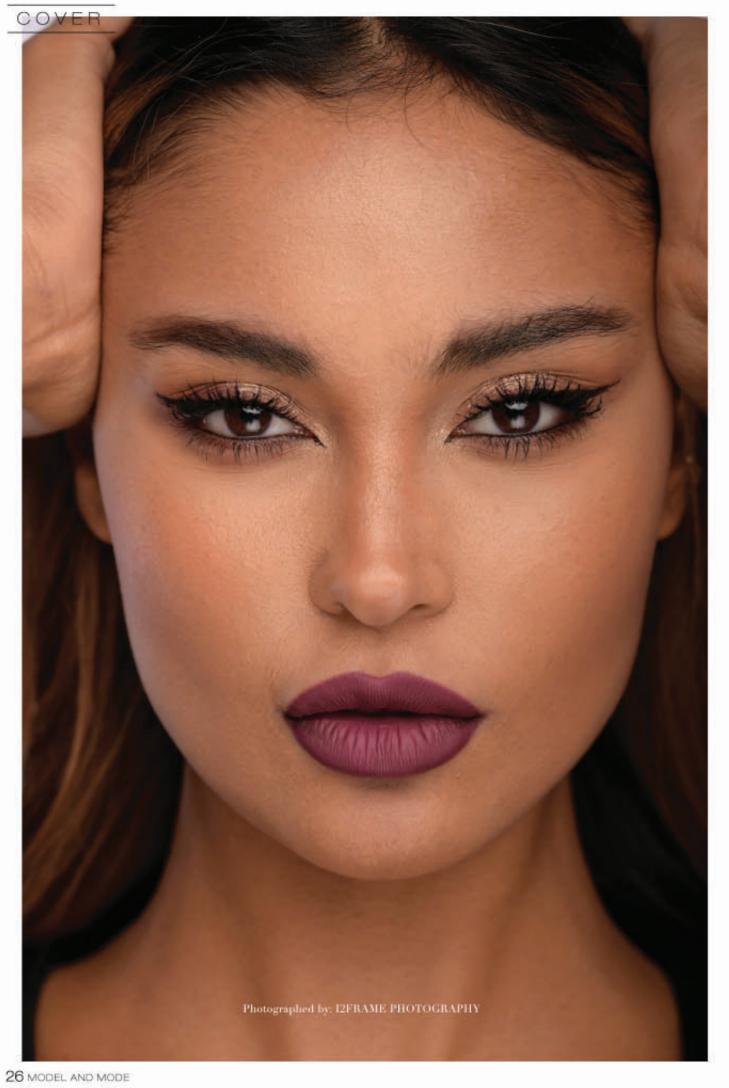
lar's degree in Visual Communication majoring in 3D Animation and Graphic Design, as well as certificates in both Screen Acting and Finance. It was her family's move to Australia that kickstarted Marona Tanner's successful modeling career. Her stunning beauty, a result of her Egyptian heritage, drew the admiration of anyone she came across with, and for good reason. Besides being a full-time model and a high-profile Instagram star with more than half a million followers, Marona also possesses an acting degree, she's a sculptor and animator, as well as an accomplished belly dancer who can speak 3 languages: English, Arabic, and French. She has worked with high profile brands such as Fashion Nova, L'Oréal, and Lonsdale so it's safe to say that Marona is a force to be reckoned with in the fashion industry.

Marona Tanner is a Sydney-based Model. She has a Bache-

Model & Mode Magazine recently caught up with Marona to discuss her journey in the modeling industry and here's what went down:









Maryrose Salubre joins forces with Australias oldest business secretarial college

Mrs Universe Australia 2020, Mary Rose Salubre has joined forces with Patrick's College Australia (PCA) to support Australia's up and coming pageant queens in their tertiary education and employment.

Salubre has set-up a Scholarship Scheme and Flexible Study Program with PCA to make study affordable for beauty queens whilst juggling their busy and expensive pageantry commitments. Young women who have chosen to leave school in either Year 10, 11 or 12 will be able to take advantage of this offer.

PCA was founded in 1923 as St Patrick's Business College and is Australia's last traditional business secretarial college. It is centrally located at Level 7, 451 Pitt St, Sydney in the Manning Building. For 97 years, the College has been training young women and men to become Sydney's most sought-after Personal Assistants (PAs), Executive Assistants (EAs), and Legal Secretaries.

Their intensive 40 Week Diploma program has a high graduate success rate with students securing paid work in Sydney's top law firms, accounting practices, consultancies, government offices, and other companies.

"We do everything we can, in every way we can to make sure our students secure paid employment. This is, and always will be, our top priority. We're blessed with a 97-year history which has meant we've been able to build up an enviable list of career partners in Sydney's corporate world". Said Dominic Buchta, College Principal.

Patrick's students also graduate with an edge over their competition in the job market as they are prepared in the timeless necessities

of department, etiquette, communication, dress sense and professional prestige. These skills are held in high esteem by prospective employers and complement pageantry well.

Maryrose Salubre knows how hard it can to be to balance a day job with pageant life and just how important it is to get qualified and into paid employment.

"I studied business secretarial when I first left school and I am so glad that I did as it has been the backbone of my success in life. Without these skills I would have found it hard to secure a job and enjoy the lifestyle I do today with modelling and pageantry". Said Salubre.

"....This is why I decided to set-up this Scholarship Program with Patrick's College, to make sure our pageant queens are well looked after in their education and employment outcomes....I believe pageant queens would make excellent PAs and Legal Secretaries." Salubre went on to say.

The College has committed to drawing up a special study program for each scholarship recipient which allows flexibility during the course for pageant queens to fit in study with their busy schedules.

For more information about the Mary-Rose Salubre Scholarship Scheme and Flexible Study Program, please contact the Director of Recruitment, Mr Jacob Munday; jacobm@pca.edu.au or 02 8252 9963.

--- Places are Limited --



FASHION

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EIGHT TIMELESS FASHION TIPS FROM EIGHT AMAZING

FASHION DESIGNERS

Does your fashion sense make you look dowdy?

Today's fashion world is a truthful combination of elegance and hard work. Often, with emerging trends and old-school comebacks, finding the right balance and sophistication can be as confusing and demanding as your real day job and yet, we wake up every day and participate in an endless sartorial display of fashionable clothes and dresses as we make the streets, a runway of reality and glamour.

Fashion is power. There's Beyoncé, Kate Middleton, Tory Burch, Anna Wintour and Miuccia Prada who all shine equally fierce and bright as they reign the fashion industry without batting an eyelash. Their styles are luxurious and admirable that most of the time, the same fashion, the actual beauty and style that we see in them superseded our laidback approach in dressing up and becoming glamorous.

While the fashion industry may seem too shallow and dominating, we demystify the people behind designer clothes to see if fashion is only as famous as celebrities and personalities who represent it. Read on as some of the most famous designers dole out worthy fashion advice that matter.

"Wear who you really are and dress according to your own individuality and style. This is more important than the momentary trends."

-Donna Karan

"When it comes to men's fashion, going easy on colours are highly advisable. Invest on khaki, black, white or navy. No guy would want a colourful mix of outfits."

Tommy Hilfiger

"Know what suits you by creating and developing your individual style and stick to it. Don't appear like you're trying too hard."

-Giorgio Armani

"Wear clothes that make you feel comfortable. This will help you look confident and confidence attracts beauty."

-Diane von Furstenberg

"Following a trend just because it's in is dangerous. Trends should make you feel confident and glamorous in oble for you to be really fashionable."

-Donatella Versace

"Fashion is a means of communication where you listen to what other people say about how you dress. This will help you pinpoint how you get your message totally wrong and it's nice to have these people help you with it."

-Dries Van Noten

"Fashion is a form of self-expression. Every day, take time to think what you want to say to the world."

-Kenneth Cale

"Simplicity is true elegance."

-Coco Chanel

Clearly, there is more to fashion than beauty and elegance. When outer luxury has been established, everything will still boil down to one's personality and character. Falling into the trap of shallowness is easy but as what these designers believed, looking good and feeling good about one's self still demands a deeper understanding.

The culture of fashion is fast evolving. Trends come and go but what matters seriously are the people wearing the dresses and suits. Yes, these designer outfits can be a social indicator but whether you will look good in it or not depends solely on how you carry yourself.

So are you a fashion-inspired or a striving fashion-impaired?

FANCY LASH EXPERIENCE

By: Jill Antonio

We tried out Sydney's premier inner-city lash salon, and the result left our hearts in a flutter.

If you've been umm-ing and ahh-ing about whether to try eyelash extensions, you can't look past the Fancy Lash experience, in Sydney's Potts Point.

From the moment I walked in, I felt relaxed and at ease. Kathy and the team at Fancy lash are fully certified in all levels of Lash and Brow Artistry, so you can rest knowing you'll wake up feeling your best and most confident self.

The service at the salon is warm and inviting, and their premises are impeccably clean and comfortable. You'll start every appointment with a consultation to agree on the lash (or brow) look you want to achieve — then your Lash Artist will give their professional suggestion as to what best suits your eye shape and needs.

Kathy applied the 'Glamorous Hybrid Set' on me, which creates a dramatic effect by combining individual and state-of-the-art 3D lashes. Fancy Lash are the specialists in classic and Russian volume lashes too, and also offer eyebrow shaping and regular lash infills — to keep them peepers an point.

Fancy Lash customises their lash styling for every client that walks through the door, so you never feel that "production-line" vibe. The standout at Fancy Lash is their private treatment room, which means you'll never overhear noisy conversations, or be embarrassed when you're snoring in your sleep (hey, it happens). In fact, the aromatic scents and subtle soundtrack will lull you right into the best nap of your life.

There are plenty of lash places popping up in Sydney — but what sets Fancy Lash apart is their unmatched attention to detail, and only the highest quality products and customer service.

Gone are the days that eyelash extensions are only for the rich and famous. Whether it's to get dolled up for a special occasion, or for an everyday 'skip-the-mascara' routine, the team at Fancy Lash will leave you looking your best — all day, every day.

Plus, with a comparably affordable price point and various tiers of lash intensity, you'll be sure to find the look to hit your ultimate #lashgoals.

Be sure to make booking, as appointments here fill up faster than you can bat a (flirty) evelid.

Fancy Lash salon is an easy 1-minute walk from Kings Cross station, NSW.

Location: 185 Victoria Street, Potts Point, NSW 2011





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FOUR INDUSTRY SURVIVAL TIPS FOR

ASPIRING MODELS

There are no better people to advice you on what to do than those who have walked the path before. Professionals who have modeled before have their fair share of making mistakes and learning from them. These people have taken time to study the industry and develop strategies that work.

The following are tips from professionals who have made it before. Learning their secrets today will improve your chances of making it big in the modeling industry or increase the possibilities of gracing famous magazines as a top model.

There Are Do's and Don'ts in the modeling industry - Master Them!

There are things in the beauty and modeling industry that you must learn if you want to succeed. You need to make friends with other models that are thriving especially if you are just starting out so you can learn from them. Avoid getting comfortable and playing it safe by staying in the same position during a photoshoot the whole time since the client won't be happy with that and avoid showing up for photoshoot looking like you haven't had a shower in weeks! You need to be have neat hair and skin because if you look healthy then you'll look and feel more self-confident.

Have Thick Skin

You need to build resilience if you want to build a career in the modeling industry, Just because you do not like how something is done like for instance, your hair or makeup, it does not mean that your performance should be affected. Keep smiling and walk the runway like a boss as if everything is perfectly in place. You need to convince the client and your audience that you are at your very best for them to believe you.

Look Presentable - Not Overdone

Make sure that your makeup is not too heavy to emphasize your natural features. Always carry extra shoes to the catwalk and avoid bright nail polish. Make it nude or sheer. Dress appropriately for your casting calls or according to what was requested by the client.

The Modeling Industry Waits For No One

Never be late for any appointment. It is important that you keep time and ensure that you are giving the very best of who you are out there. You are likely to be spotted easily if you bring your 'A' game to the auditions. Getting a specific gig may not be as easy as most people imagine. Modeling takes work, and you have to be willing to go the extra mile.

Making a mark in the modeling industry is not an easy one, you need to learn how to always stay relevant and always be on your toes. This will help you get more opportunities, and your career may elevate to standards you couldn't ever imagine.

INDUSTRY

GLOBAL ISSUES: GENDER EQUALITY AND WOMEN'S EMPOWERMENT

Earlier this year the world celebrated International Women's Day (IWD). If you missed it, you're not alone - IWD isn't hugely recognised in Australia compared to other countries. I have workmates who grew up in Serbia who've told me every year on 8th March kids would deliver gifts or write essays to recognise the importance of their mothers, sisters, aunts and other female role models. What started as a socialist political event in the early 1900s is now a global celebration of the contribution women make to the world. So important is this day in Eastern Europe that last year one of the Serbian men in our workplace brought in flowers and delivered one to each woman on our floor. Most women greeted the flowers with surprise, completely unaware that 8th March was meant to be a special day.

In a progressive country like Australia, one might wonder why women even deserve a special day of recognition. "I thought we were equals?" One of my male colleagues joked, as a group of female staff gathered near the office door to attend an IWD morning tea, leaving him to continue business as usual.

Though he was joking I knew there was something genuine in his query; a byproduct of the mixed "feminist" messages that we've both grown up hearing in Australia. One message is that men and women are equal in all things - gender is simply a social construction and we are no different from each other. The other message is that women are unique and possess qualities markedly different to men.

Both these messages have good intent: based on our equality women shouldn't be treated as an inferior class and instead should be treated with the same respect and opportunities available to men, Based on our uniqueness, a woman's qualities should be recognised and upheld as vital to society.

There is a subtle (but confusing!) conflict - how can women be equal to men and unique at the same time? This conflict is the reason why so many of my male friends are unsure if standing up to offer a female passenger a seat on the train makes them look like a gentleman or a misogynist.

The fact that we have International Women's Day confirms one thing: women are different to men. Trying to argue otherwise is naive and insulting. The differences are apparent anatomically, physically, relationally, emotionally and spiritually - if there were



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no differences then women would have nothing new or valuable to bring to the social, political or economic table and the argument to increase their participation in these areas would be moot. In his opening address at an IWD seminar, Dr Michael Spence, Vice Chancellor of The University of Sydney referenced a study that suggests the best business decisions are made when there has been active (ideally equal) participation from both genders. The basis of such a finding is the argument that there are some things women have that men don't, and vice versa. There are also some things that women don't have that men do, which is why an all-female executive would suffer from decisions just as bias as decisions made from an all-male executive. The ideal world would recognise one gender balances the other.

IWD is my annual reminder that differences between women and men are not a bad thing; if we live in as accepting a society as we'd like to think, these differences would be celebrated, not quashed (my Cultural Studies 101 lecturer would die reading this). I, unlike some of my other female colleagues, appreciate being referred to as a 'lady' or 'she' or 'woman' and to be treated as such, I don't like unisex toilets or change rooms. And when someone offers a seat on the train, to carry something heavy or to open a door for me, I don't find it derogatory nor do I think it's a passive remark about my lack of strength or capability. I think there is something terribly wrong and ungrateful about a person who can look at these acts of kindness with disgust and an upturned nose. Some people will reference a era long ago when these things were done for women because it was believed we couldn't do it ourselves. I'd like to think we're past that, and I'll be encouraging my son to do them not because women have less dignity, but because we have dignity and any person with dignity - irrespective of gender - deserves kindness.

If there is anything we are truly equal in, it is dignity. That dignity is the basis for all humans to be treated with equal respect and quality of life. It makes me grateful that in Australia we've come so far from the time when women were deliberately being paid two thirds the wage of a male in an equivalent position, the time that there were no female toilets on building sites because there was no such thing as a female engineer, and the time when getting pregnant meant having to quit your job because there was no such thing as maternity leave. Not all women around the world are so lucky. We all still have to do a lot of work to remedy that.

For me this will start at home, I will teach my son that women are both different and dignified, and that it's vital to recognise this, despite what other people will tell him. I hope he isn't tricked by the messages that are disguised as "feminism" and "liberalism" but actually confuse women into either acting more like men or acting like she is the sum of all the products she buys. My hope is that he's the type of man who accepts that women bring something unique to the world; something that the world is missing dearly and needs back.





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