



# Women's Voices

## Definition of terms

- **Women** in the context of Women's Voices includes anyone who identifies and lives as a woman.
- **Sex** identifies biological differences, typically categorised on the basis of reproductive organs.
- **Gender** refers to socially constructed differences between women and men. These social differences are learned, changeable over time and vary within and between contexts and cultures. Gender is learned through social systems, cultural beliefs and attitudes.
- **Gender equality** means that all people have the same rights, resources, opportunities and protections, regardless of gender. Gender equality also means that attributes which have been socially constructed as intrinsic differences between women and men, for example nurturing qualities or assertiveness, are equally valued and rewarded.
- **Gender equity** recognises that, because of historical disadvantages, different steps may need to be taken to create fair and equal outcomes.
- **Sex-role stereotyping** refers to entrenched and pervasive expectations and beliefs about the roles of women and men.
- **Intersectionality** means taking into consideration the many ways that different social categories can overlap or intersect resulting in some people experiencing multiple layers of discrimination or disadvantage.
- **Family and domestic violence** refers to the intentional and systemic use of violence and abuse to control, coerce or create fear. It most commonly refers to violence and abuse against an intimate partner but can also occur between other family members. It may include emotional/psychological abuse, physical assault, sexual assault, social isolation, financial abuse and spiritual abuse.
- **LGBTIQ+** is used to refer to lesbian, gay, bisexual, trans, intersex, questioning and queer identifying people. It is recognised that this acronym has limitations in accurately representing the diversity of identities, sexualities, genders and lived experiences.

## Further information

More information is available at:

- **Web:** [www.communities.wa.gov.au](http://www.communities.wa.gov.au)
- **Email:** [women@communities.wa.gov.au](mailto:women@communities.wa.gov.au)