

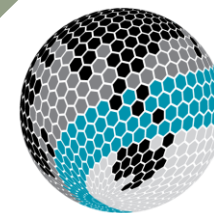
# Women in Native Title Anthropology (WiNTA)

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**Australian Government**  
**Attorney-General's Department**

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WiNTA Director: Dr Cameo Dalley

WiNTA Research Fellow: Diana Romano

### WiNTA Reference Panel

- Dr Belinda Burbidge (AIATSIS)
- Dr Anna Kenny (consultant)
- Emma King (Northern Land Council)
- Dr Pamela McGrath (Land, Rights, People Consulting)
- Susan Phillips (Barrister)
- Amy Usher (Yamatji Marlpa Aboriginal Corporation)

## Year One: Research



AIM: To explore the role of gender in structuring the native title anthropology sector.

Analyse existing data collected during surveys

- Anthropos survey (2003)
- ANTS survey (2013)
- AAS survey (2016)

Semi-structured interviews on gender (Jan to August 2020) Melbourne, Adelaide, Perth, Broome, Darwin, Cairns, Brisbane, Canberra, Sydney, Alice Springs

Report with findings Nov 2020

# Anthropos 2004

- survey run in 2003
- 55 respondents
- baseline research to understand size of sector
- most anthropologists employed in NTRBs are women aged under 30
- ‘greybeards’
- native title as applied/academic

# ANTS 2014

- survey run in 2013
- 87 respondents (74 completed all questions)
- 41 phone interviews
- more women than men worked in NTRBs
- capacity deficit – training and education needed

# AAS 2017

- survey distributed via AASNet in 2016
- 432 respondent anthropologists
- 141 respondents with expertise in 'native title and land rights'
- 'fewer women working in the area of native title at the later stages of their career'
- 'equal proportions of men and women...are employed in Indigenous corporations and NGOs'
- '38 per cent of female respondents had casual or non-ongoing contracts compared to 25 per cent of male respondents'
- '61 per cent of women reported incomes of less than \$80,000 compared to 38 per cent of men'
- 'female anthropologists with expertise in land rights and native title tend to be less senior, less well remunerated and experience greater levels of precarious employment than male counterparts'
- 'the findings suggest the need for greater professional development opportunities to support early and mid-career female anthropologists'

# Interviews

- approx. 50 interviews, semi-structured, 45-60 mins
- strong preference for face-to-face, otherwise phone/Skype
- native title anthropologists – majority must be women
  - practitioners - consultants, Rep body staff, government employees
  - decision makers - Research Managers, CEOs, PLOs
  - women who have left the sector

# Considerations

- gender bias in NTRBs/NTSPs – women staff and men consultants
- pay and progress
- experiences of career interruption, fieldwork and family commitments
- gender-restricted ceremonial knowledge vs gendered participation for Indigenous people
- kinds of labour involved in claims - emotional and administrative
- sexual harassment and discrimination by male anthropologists and Indigenous claimants

# (very) Preliminary Findings

- ‘balance’ of men and women anthropologists employed
- presumptive thinking – ‘presume that claimants won’t work with a woman anthropologist’, ‘presume that claim will involve gender-restricted ceremonial knowledge’, ‘presume that for a difficult claim, only a male anthropologist’s opinion will be accepted by claimants’
- inclusion of gender-restricted ceremonial knowledge in claims performs authenticity rather than being necessary to the proof of continuity
- zero tolerance policies
- disciplining of women anthropologists’ bodies and behaviour - ‘culturally appropriate clothing’ without due care and attention to ensuring safety
- hierarchies of relationships – claimants are more important than staff (but not more than consultants?)
- unequal pay, no transparency about salaries and consultant fees



## Year Two & Three: Workshops



Susan Phillips, BWW Elder Mrs Maher, and Justice Mortimer at the BWW determination on Moonah Creek west of Mount Isa

AIM: To provide research-driven, women-only opportunities for professional development.

Two workshops run in early 2021 and early 2022 on issues identified during the earlier phase of research.

- Travel bursaries 5 x \$1,000
- Presenter honorarium 8 x \$1,200
- Presenter travel 8 x \$1,200

# Interested in participating?

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