

Summary

I am a professional consultant and researcher with more than twenty years' experience in the fields of gender, safety, organisational and workplace cultures, and international development. My areas of expertise are women's safety, masculinities, gender cultures in male-dominated industries, gender-based violence, and gender smart workplaces.

I have completed consultancy projects for government, private, and international non-government organisations to inform programming and training on gender-based violence, livelihood solutions for refugees, sexual health, sexual harassment in workplaces, intimate partner violence, women's safety, organisational development, and safety cultures in male-dominated workplaces. I have completed extensive primary research to explore the links between gender and safety, and have developed ground-breaking responses

to promote women's safety and gender culture change in communities and workplaces.

I hold a PhD in cultural studies in the field of gender, and a Masters' degree in international peace and conflict studies. I am widely published in academic journals across multiple disciplines. I also have an extensive list of published articles in industry publications and the media, with a significant public profile in discussing gender and safety in extractive industries and other male-dominated industries.

My work has taken me all over the world, including periods of employment and research in Australia, Canada, China, Costa Rica, Germany, Japan, Myanmar, Papua New Guinea, Taiwan, the United Kingdom and Vietnam, in both regional and urban settings. I am a principal consultant with the consultancy Factive and the senior safety advisor to Hawke Extreme Situation Training (hawke-est.com).

Education

- Master of Arts. 2015. Sustainable Peace in the Contemporary World. University for Peace, Costa Rica.
- Doctor of Philosophy. 2005. Department of Communication and Cultural Studies, Curtin University, Australia.
- Master of Arts. 1998. Theatre Studies. School of Film, Theatre and Dance, University of New South Wales, Australia.
- Bachelor of Arts Joint Honours. 1993. Chinese and Japanese Studies. Department of East Asian Studies, University of Leeds, United Kingdom.

Skills and expertise

- Expert in gender analysis to inform programming in areas of women's safety, gender-based violence, men's behaviours, workplace cultures, and community safety.
- Specialist in safety communications and gender cultures in male-dominated industries.
- Project management of primary research projects, including literature reviews, team communications, quantitative and qualitative investigations, and publication of findings.
- Knowledge and applied practice of qualitative research theories and methods, including discourse analysis, action research, field research, case studies, and ethnography.
- Experienced in management of large scale business projects, including planning, budgeting, resource allocation, learning and development, and change management.
- Development and delivery of training modules and educational courses, for both online and face-to-face delivery within corporate, academic, and community contexts.
- Extensive knowledge of gender and sexuality in diverse historical and cultural contexts.
- Extensive experience in public speaking, delivering lectures, facilitation, and group consultation work.
- Expert writing and editing skills, with extensive academic and professional reports and publications.
- Language competencies in English, Mandarin Chinese, German, Latin, and Japanese.

Training and positions

- Adjunct Senior Lecturer at the University of New South Wales (Australia).
- Approved trainer for gender equality with the United Nations.
- Qualified gender audit facilitator through the International Labour Organisation.
- Accredited safety auditor to international OHSAS 18001 standard.
- External Expert for the European Institute of Gender Equality.
- Honorary Graduate School Teaching Associate at the University of New Brunswick (Canada).
- Certified in basic and advanced security in the field training.
- Current studies in humanitarian and development responses through UNITAR.

Contact

Telephone +61 415 147 863 (Australia)
+1 778 938 1520 (Canada)

Email dean@factiveconsulting.com

LinkedIn ca.linkedin.com/in/deanlaplonge

Skype [deanlaplonge](#)



Factive

Director and Principal Consultant

February 2009 – current

Responsibilities

- Consulting
- Research
- Workplace training
- Marketing
- Budgeting and finances
- Client development
- Program development
- Communication materials

Key achievements

- Lead researcher for ILO study on gender equality in Myanmar's garment sector.
- Contracted by UNFPA to assess context and responses to gender-based violence in Myanmar's Mon State.
- Consultancy projects for the Danish Refugee Council and the International Rescue Committee to research gender issues in Myanmar's Rakhine state, to inform programming and training for staff, community leaders and beneficiaries.
- Engaged by the International Finance Corporation to research and develop business tools to improve the safety of women working in remote locations in Papua New Guinea.
- Lead researcher for studies on safety for women and intimate partner violence in Ho Chi Minh in Vietnam.
- Provided training and support for IFC environmental and social specialists to improve clients' responses to sexual harassment and gender-based violence linked to workplaces.
- Completed a research project to investigate the link between gender and safety in the mining industry, in conjunction with the Australian Federal Government and the University of New South Wales.
- Developed the world's first workplace training and mentor program to help address practices of at-risk gendered behaviours on mine sites.
- Designed and implemented comprehensive leadership training programs for BHP Billiton, including assessment of existing training workshops, development of new content, and delivery of training modules on site.
- Developed and implemented an extensive plan for Worsley Alumina to help improve safety communications on site and to reduce incident rates across the company.
- Facilitated the annual road show for the Department of Mines and Petroleum (WA) to research the impacts of gender on workplace safety.

Media Panic!

Manager

November 2006 – November 2011

Responsibilities

- Management of staff
- Marketing
- Budgeting and finances
- Client development

Key achievements

- Designed and executed marketing strategies to assist a wide range of financial and retail businesses with their employee and client engagement projects.
- Designed and produced marketing materials for businesses seeking to develop new markets or expand existing markets, including advertising, websites, and newsletters.
- Organised and managed the inaugural tour of a Perth-based theatre production to China, in collaboration with Mondo Di Corpo Productions.
- Developed a unique methodology for conducting competitor analysis to help business development.

Academic employment

Lecturer

2001 – 2015

Locations

- University of New Brunswick
- University of Tasmania
- Murdoch University
- Curtin University
- Edith Cowan University

Responsibilities

- Supervision of postgraduate research
- Organising conferences
- Writing and developing course content, including lectures
- Delivering tutorials and lectures
- Organising part-time and contract teaching staff
- Student consultation
- Writing and supervising student exams
- Marking and submission of results

Key achievements

- Developed new courses in the fields of education, organisational behaviours, feminism, international development studies, gender studies, communications, and popular culture.
- Coordinated cross-institutional discussions to initiate a shared research project between Curtin University, Yale University, and the University of Leeds.
- Introduced new methods of assessment for students majoring in the creative arts, to promote better recognition of the link between their artistic practices and academic theory.

Other employment

- Customer Service Representative, Fairfax Media, Australia
- Tour Guide, Sydney Opera House, Australia
- Learning and Development Officer, Matsuo Kensetsu, Japan
- English Language Teacher, HESS Language School, Taiwan
- Tour Guide, Kamari Tours, Greece
- Hausmann, Sheraton Hotel, Germany
- Customer Service Representative, American Express, United Kingdom

Business development and entrepreneurship

- Factive. A cultural research consultancy. www.factiveconsulting.com (Australia/Canada).
- Media Panic! A marketing and design business. (Australia).
- Hawke Resources. Survivability training for mining employees. www.Hawke-EST.com (USA).

Summary

Throughout my academic and professional career, I have explored how understandings and practices of gender impact on lived experiences, decision-making, programming, and behaviours.

I am a highly skilled researcher at the post-doctorate level. I am frequently engaged in projects where information gathering and analysis are vital components of my role. I have extensive experience conducting research in different cultural contexts; engaging stakeholders through interviews, surveys, and group discussions; and analysing evidence-based research to support program reviews and methodologies.

I have completed focused research to explore how gender informs human involvement in resource extraction. To understand contemporary debates about mining and the practices of the mining industry, it is important to view resource extraction and usage within a cultural context. Mining is a technological process; but it is also a social practice, an ideological map, a mental landscape, and a relational process.

I have also researched the links between gender and safety. Safety is often viewed as gender neutral. In fact, contemporary management and practices of safety (in communities and workplaces) are closely aligned with historically produced understandings of normative masculinity and femininity. Women often experience space differently to men. The risks they face are therefore not the same. Men's perceptions of risk are informed by cultural norms about what it means to be a "real man", and men's safety is therefore often compromised by an internalised need and an external demand for all men to act tough.

I adopt a multi-disciplinary approach in my research, drawing on ideas from gender studies, organisational studies, management studies, peace studies, and cultural studies. I apply my thinking and research to promote better integration of ideas about gender, safety, communications, and the environment in workplaces, communities, and organisations.

Publications

- Laplonge, D. (2018, pending). "Child sexual exploitation and mining". *World Development Journal*.
- Laplonge, D. (2018). "Responding to paternalistic protection: Gender-smart safety for women working in remote locations in Papua New Guinea". *Journal of New Zealand and Pacific Studies*.
- Laplonge, D. (2017). "The 'un-womanly' attitudes of women in mining towards the environment". *The Extractive Industries and Society Journal*.
- Laplonge, D. (2017). *Empowering gender solutions in Rakhine*. Written for the Danish Refugee Council.
- Ciscar Blatt, M., Laplonge, D. & Yamada, M. (2017). *Powerful secrets, damaging myths: Gender-based violence assessment in SouthEast Myanmar*. Edited by UNFPA.
- Laplonge, D. (2016). "Exploring the distance between ecofeminism and women in mining". *The Extractive Industries and Society Journal*. Vol. 3, No. 3: 843-849.
- Laplonge, D. (2016). "A toolkit for women: The mis(sed)-management of gender in resource industries". *Journal of Management Development*. Vol. 35, No. 6: 802-813.
- Laplonge, D. (2016). *Empowering safety, empowered women: A study into businesses responses to ensure safety for women working in remote locations in Papua New Guinea*. Edited by the International Finance Corporation.
- Laplonge, D. (2015). "The absence of masculinity in gender training for United Nations' peacekeeping personnel". *Peace Review: A Journal of Social Justice*. Vol. 27, No. 1: 91 - 99.
- Laplonge, D. (2014). *So you think you're tough: Getting serious about gender in mining*. Perth, Factive.
- Laplonge, D. (2014). "The stifled expertise of safety communications". *International Journal of Oil, Gas and Coal Technology*. Vol. 8, No. 3: 291 - 303.
- Laplonge, D. (2014). "Telling tales of safety to men in mining: How understandings of masculinity affect the readings of safety messages". *The Journal of Health, Safety and Environment*. Vol. 30, No. 3: 300 - 322.
- Albury, K. & Laplonge, D. (2013). "Doing safer masculinities" *m/c Journal*. Vol. 16, No. 2.
- Laplonge, D. (2012). *Workshop planner series: Gender and safety in mining*. Perth, The Department of Mines and Petroleum.
- Albury, K. & Laplonge, D. (2012). "Practices of gender in mining". *AUSIMM*. February issue: 80 - 84.
- Laplonge, D. (2011). *Toughness in the workplace*. Perth, The Department of Mines and Petroleum.

Key work

- Recipient of funding under the Australian Federal Government's "Researcher in Business" grant program, to develop workplace responses to at-risk gendered behaviours.
- Development of workplace program to respond to the impacts of gendered behaviours on employee safety in male-dominated industries, including associated gender smart safety risk assessment and measurement tools.
- Development of a "MySafe" workplace program, providing skills and training for safety professionals to ensure better use of communications on safety in high-risk workplaces.
- Writing a book which offers an in-depth exploration of the relationship between gender and resource extraction. The book offers a multi-disciplinary analysis of this relationship in respect to the different ways gender and "mining" interact. Chapters will include an exploration of the relationship between ecofeminism and women in mining, the emergence of post-gender cyborg bodies in mining, child sexual exploitation linked to mining operations, and the role of masculinity in responding to mining disasters. This book will be completed in 2018.

Summary

I have extensive experience completing consultancy work to explore the links between gender and safety, including how constructions of gender impact on conflict, violence and risk-taking.

Since 2005, I have worked with a wide range of government agencies, research institutions, industry bodies, private organisations, as well as non-government and civil society organisations.

My projects have included developing and implementing large-scale and multi-location safety and gender programs; completing baseline studies on women's economic empowerment and gender based violence; conducting evaluations of gender programs; designing and implementing best practice

gender-smart safety tools; and developing training and communications to encourage attention to the impacts of masculinities on women's positions and roles.

I have completed consultancy work in many global settings, including Australia, Canada, China, Costa Rica, Japan, Myanmar, Papua New Guinea, and Vietnam.

To support my consultancy work, I have trained as a Gender Audit Facilitator with the International Labour Organisation. I am an approved Gender Auditor for the United Nations and an External Expert for the European Institute of Gender Equality. I am a native speaker of English, with language skills in Chinese, Japanese, and German. I am currently studying Burmese.

Recent consultancies

- Researcher for the International Finance Corporation's investigation into safety for women working in remote locations in Papua New Guinea.
- Developer and trainer for an innovative program to improve survivor-centered approaches to intimate partner violence in Myanmar's Rakhine state, for the International Rescue Committee and the Danish Refugee Council.
- Auditor and developer of a new leadership program for BHP Billiton.
- International consultant to support the baseline study for UN Women's safe cities programme in Viet Nam.
- Lead researcher for a study on the links between women's empowerment, access to livelihood opportunities, and gender-based violence in Myanmar's Rakhine for the Danish Refugee Council.
- International consultant for the International Labour Organization's assessment of gender equality in Myanmar's garment sector.
- Team member for UNFPA's assessment of gender-based violence (context and responses) in Myanmar's Mon State.
- International consultant to manage research into the prevalence of and responses to intimate partner violence in migrant communities in Ho Chi Minh City for Planète Enfants & Développement.
- Team member to investigate and propose durable solutions for internally displaced persons in North Shan and Kachin in Myanmar.
- Consultant to provide support and training for environmental and social development specialists to ensure gender mainstreaming in International Finance Corporation projects.

Sample consultancy summaries

- I worked with the International Finance Corporation to research women's safety on worksites in remote locations in Papua New Guinea. My responsibilities included a desktop review of existing research; an ethnographic research methodology to explore the experiences of women working in remote areas; an online survey; a research report including gap identification and recommendations; and development of program tools.
- I was engaged by the Japanese resource company INPEX to implement a new safety communications program to support safety for their new operations in Australia. Over a period of 18 months, I completed research to inform the program, liaised with key stakeholders to explain proposed outcomes, and developed all communication materials to support the program's implementation.
- I managed a research project for Planète Enfants & Développement to explore intimate partner violence in poor and migrant communities in Ho Chi Minh City. The research included focus group discussions with local migrant women and men to explore attitudes and perceptions, and in-depth interviews with survivors of intimate partner violence using participatory techniques to develop storyboards of experiences.
- In 2016, I was contracted by UNFPA to carry out an assessment of the context of gender-based violence in Myanmar's Mon State. I worked as part of a team of three national and three international consultants. I spent four weeks in the field conducting interviews with service providers, law enforcement personnel, health officers, community representatives, and government officials. I completed focus group discussions to assess community attitudes to gender-based violence; and assisted with training police officers and health officials in best practice responses to gender-based violence.
- In 2017 I completed a consultancy in Myanmar's Rakhine state with the Danish Refugee Council to explore opportunities for women to engage in new income generating activities, linked to reduced risk of gender-based violence. I spent a month in Mrauk-U and Kyauk Taw visiting 15 villages to conduct focus group discussions and key informant interviews. My report included an analysis of gaps in services, a discussion on the threat of masculine norms to women's empowerment in the communities, and recommendations for pragmatic responses to improve women's access to safe and meaningful work.