

Stronger Together: WA's Plan for Gender Equality



Implementation and Action Plan

Over the next ten years, the State Government will continue to provide the enabling environment required to bring long-lasting cultural change in WA. To do this, we will:

- **Engage** with our existing private and community sector partners and forge new partnerships that support innovation and investment in initiatives designed to shift systemic gender inequalities.
- **Act** by listening to individual and community needs, respond with targeted supports and programs and create and pursue opportunities that result in better outcomes for women.
- **Deliver** evidence-based actions and interventions, activate cultural change by continuing to shift existing norms and progress our gender equality agenda in WA.

Making the vision reality

WA's Plan for Gender Equality will be implemented in phases that enable fluidity and responsiveness to current and emerging priorities. Implementation of WA's Plan for Gender Equality will commence with an initial 12 month action plan, followed by the development of two four-year action plans and a final 12 month action plan as follows:

Phase 1: Leading the way

The State Government of Western Australia will drive the changes needed at the systemic level to address existing and persistent gender inequality in the public sector and will apply a gender equality lens when reviewing and renewing all future policies and practices.

Phase 2: Paving pathways

Long-lasting cultural change cannot be achieved by the State Government alone and will require ongoing engagement in mutually beneficial partnerships with public, private and community sector organisations to develop accessible and effective pathways to progress gender equality.

Phase 3: Consolidating and embedding

Guided by a community of practice, learnings from evidence-based actions will be consolidated and embedded across public, private and community sector organisations.

Phase 4: Reflecting and informing the future

Recognising and evaluating actions taken to address gender inequality over the life of WA's Plan for Gender Equality, challenges will be acknowledged, and successes celebrated. Experiences will inform ongoing planning and guide future actions to maintain and advance progress made towards gender equality in WA.

Staying accountable

Data collected from the outcomes of actions undertaken will contribute to the evidence-base for, and reflect the status of, progress made to advance gender equality. Progress and achievements will be made available to the community to hold State Government accountable and ensure public, private and community sector organisations remain focused on gender equitable policies, practices and initiatives.

The Women's Report Card will be used as a baseline for comparative analysis, and evaluation will be undertaken to measure and report on the overall progress of outcomes under each priority area: health and wellbeing, safety and justice, economic independence and leadership after the end of each action phase.

Action Plan Phase 1: Leading the Way 2020–2021

The State Government will lead the implementation of actions to address systemic gender inequalities across its public sector workforce.

Action	Government agency	Priority area
<p>Implement the Workforce Diversification Strategy – Action Plan for Women</p> <p>This whole-of-sector strategy has twin goals of increasing the representation of people from different backgrounds at all levels across our sector and ensuring they experience an inclusive work environment. The Action Plan for Women aims to increase the representation of women in the Senior Executive Service to 50%.</p>	Public Sector Commission	   
<p>Leading national efforts to pilot a project to test voluntary reporting of public sector gender equality data to the Workplace Gender Equality Agency</p> <p>Western Australia will be leading participation in the Workplace Gender Equality Agency's voluntarily reporting of workforce gender data. Reporting will be aligned to mandatory reporting requirements for non-public sector employers with 100 or more employees. The public sector is one of the largest employers in WA and reporting workforce gender data not only holds individual government agencies to account, but the State Government as a whole to ensure women are offered every opportunity to progress their careers and given leadership development opportunities when they arise.</p>	Department of Communities	   
<p>Explore development of whole-of-public sector gender equality data disclosure in procurement</p> <p>The State Government is committed to raising awareness of the importance and benefits of gender equality and taking action to change systemic and structural barriers that women face in reaching their full potential.</p> <p>The Government will develop gender ethical procurement policies through the development of a procurement direction. This will ensure that the State Government awards contracts to organisations who demonstrate their support and promote gender equality through workplace practices.</p>	Department of Communities	 

Stronger together, we will progress gender equality in WA

Driving Change

Current and future actions being undertaken by the McGowan Government



Health and wellbeing

Women are healthy, active and lead fulfilled lives



Safety and justice

Women live safely and have appropriate access to adequate legal protections



Economic independence

Women can be financially independent across all life stages



Leadership

Women's skills, achievements and strengths are valued, enabling them to participate equally in the community, including at leadership levels

The actions identified below aim to deliver benefit to the broader community, while supporting and empowering women to fully participate in all aspects of society. These actions are in addition to the initiatives and actions of individual agencies to provide a workplace environment that drives change and promotes gender equality for the benefit of all their employees. Individual agencies submitted their actions as part of their contribution to Stronger Together.

Government agency	Action	Priority area	Government agency	Action	Priority area	
Department of Biodiversity, Conservation and Attractions	Aboriginal Ranger Program Women in regional and remote communities across WA are participating in greater numbers in this program which delivers employment opportunities in land and sea management activities. The program brings social, cultural and economic benefits and contributes to improved community wellbeing.	  	Department of Education	Western Australian Public School Leadership Strategy 2018–2021 This strategy supports gender equity at all tiers of school leadership and at all points of the leadership 'pipeline', from identification and selection to development and support.	 	
	Women in Fire Management action plan has been developed to improve gender diversity in fire management.	 		Department of Health	WA Health and Wellbeing Policy This policy provides a strategic, coordinated, and gender-responsive approach by the WA health system and its partners to drive equitable, accessible and appropriate services that optimise the health, safety and wellbeing of women and girls in WA. A policy action plan is currently in development.	 
Department of Communities	Respectful Relationships This program supports school staff to teach students about health and positive relationships in the context of family and domestic violence prevention, and the implementation of a whole-of-school approach to violence prevention.	 	Department of Health	Policy for Publicly Funded Homebirths This policy applies to qualified health professionals funded either wholly or in part by the Western Australian public health system who are providing continuity of care for women who are eligible and enrol to have a planned home birth.	 	
	Communicare Breathing Space This is a residential therapeutic men's behaviour change program to assist male perpetrators of family and domestic violence to be accountable for their behaviour.			Fiona Stanley Family Birthing Centre Care provided to women with low-risk pregnancies in a home-like replicated environment, offering a holistic birthing experience.		
	Culturally appropriate programs to provide support to people from Aboriginal and culturally and linguistically diverse backgrounds who are experiencing family and domestic violence.			Culturally Secure Maternity Services for Aboriginal Women in WA A review of maternity care provision for Aboriginal women in WA will be undertaken to understand current services and inform the development of culturally safe and secure maternity care services for Aboriginal women and their families.	 	
	Sponsoring events to celebrate the contribution of all women including International Women's Day, Grace Vaughan Lecture series, CEDA Women in Leadership and WA Women's Hall of Fame.	  		Safe Access Zones proposal Legislation is currently being drafted to establish safe access zones at organisations that provide abortion services in Western Australia.	 	
	Grants for Women program , supports initiatives and projects that address unique issues faced by women.	 		Department of Justice	Residential tenancy rights program for family and domestic violence victims delivered through Tenancy WA In partnership with Tenancy WA, victims of FDV will have access to support to ensure their safety and rights under the new Residential Tenancies (Family Violence) Amendment Act 2018 (WA).	  
	Sponsorship of Women in Technology WA Tech Trails projects delivered in schools to encourage more young girls to consider a career in technology.	 				
	Scholarship programs and awards to support women undertake mentoring and entrepreneurship and raise awareness of STEM career opportunities including: Women in Mining mentoring program, Curtin University Ignition Program, Women in Technology projects and awards and the Skills West Careers Expo.	 				

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Department of Justice (continued)	<p>Family Violence Legislation Reform Bill 2019</p> <p>This Bill will deliver a package of reforms to improve the safety of victims of family violence, ensure accountability of perpetrators of family violence, and increase responsiveness of the justice system.</p>	
	<p>Additional suite of legislative reforms that will contribute to greater gender equality in WA include:</p> <p>Criminal Code Amendment (Child Marriage) Bill 2018</p> <p>Criminal Law Amendment (Uncertain Dates) Bill 2019</p>	
	<p>Wandoo Rehabilitation Prison for Women</p> <p>Wandoo Rehabilitation Prison is WA's first dedicated alcohol and other drug rehabilitation prison for women in custody.</p>	 
	<p>Family and domestic violence services</p> <p>The Department of Justice, Corrective Services division, and external service providers deliver evidence-based and culturally responsive program interventions to perpetrators of FDV to increase safety to victims of FDV.</p>	
	<p>Deputy Commissioner Women and Young People</p> <p>This position will be responsible for strategic leadership of custodial operations for women and young people and youth rehabilitation services across the State.</p>	  
	<p>Electronic monitoring trial for family and domestic violence offenders</p> <p>A two year trial that will track FDV offenders who have breached violence restraining orders and considered high risk to the safety of family members.</p>	
	<p>Financial counselling outreach program for family and domestic violence victims</p> <p>In partnership with Jacaranda Community Centre, financial counselling services are provided to FDV victims in refuges.</p>	
<p>Respondent duty lawyer services for restraining orders through the Northern Suburbs Community Legal Centre</p> <p>This is the only service of its type in Western Australia. The service supports victims by minimising potential breaches and preventing meritless court application proceedings, reducing further trauma to all parties.</p>		

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Department of Jobs, Tourism, Science and Innovation	<p>Sponsorship of Women in Technology WA Awards</p> <p>Women in Technology Awards celebrate female role models in STEM and entrepreneurship in Western Australia.</p>	 
	<p>State STEM Skills Strategy</p> <p>This strategy aims to build a globally competitive workforce with the skills to drive Western Australia's technological future and create new job opportunities with a focus on increasing women's participation in the STEM industry workforce.</p>	
	<p>FameLab is a live communication competition which aims to discover early career scientists. A particular focus on women in STEM and a 2020 FameLab Academy Pilot project to increase girls' participation in STEM.</p>	 
	<p>Investment in the Future of Work Institute's public policy research on Western Australia's STEM growth industries and related workforce, skill and talent issues. This includes investigating perceptions of STEM education and careers among female students and women in the existing workforce.</p>	 
Department of Local Government, Sport and Cultural Industries	<p>Contemporary Music Fund's Safe Venues project</p> <p>Safer Venues WA is developing and delivering a pilot program across a range of live music venues in Perth, with a key focus on increasing training, education, and changes to procedural response to sexual harassment and assault.</p>	
	<p>Gender Diversity Case for Change initiative to improve gender balance with the sport and recreation sector. Includes women in leadership targets for sporting bodies and upgrade of sporting change facilities to increase women's participation.</p>	 
Department of Training and Workforce Development	<p>Western Australian Group Training Program identifies women in non-traditional trades as a priority group. Financial incentives are offered to group training organisations when they employ female apprentices in traditionally male dominated roles, such as oil and gas, engineering, chefs, electricians and construction.</p>	
Equal Opportunity Commission	<p>Review of the Equal Opportunity Act 1984 (WA)</p> <p>The Equal Opportunity Act is currently being reviewed by the Law Reform Commission of Western Australia.</p>	
Ombudsman	<p>Review of Certain Deaths</p> <p>By undertaking reviews of family and domestic violence fatalities the Ombudsman:</p> <ul style="list-style-type: none"> • Reviews the circumstances in which and why the deaths occur; • Identifies any patterns or trends in relation to the deaths; and • Makes recommendations to departments or public authorities. 	 

