



Stronger Together: WA's Plan for Gender Equality

First Action Plan Report

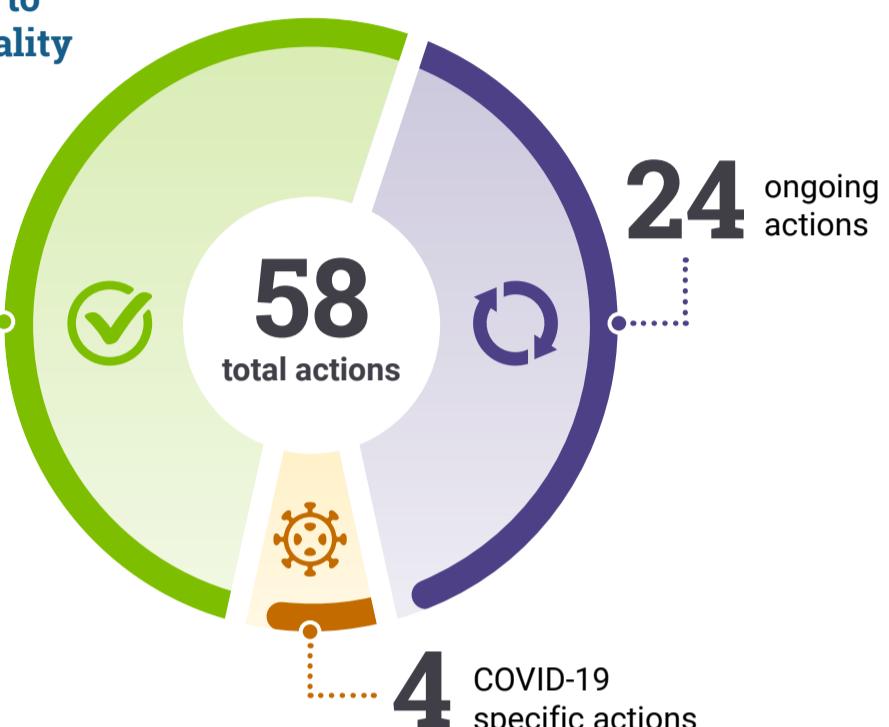
The first Action Plan under Stronger Together: WA's Plan for Gender Equality (Stronger Together) was released in March 2020 and outlined initiatives that the State Government has implemented to drive gender equality in Western Australia (WA).

We recognise that long-lasting cultural change takes time and commitment across all sectors of the community. Change is everyone's responsibility and Government is leading the way by creating change within the public sector and also through actions and initiatives to influence our stakeholders and the communities we support.

This report provides an update on WA State Government actions and initiatives that were included in the first Action Plan, or have been delivered since the release of the first Action Plan, including some actions that were developed in response to impacts of the COVID-19 pandemic.

Government actions to advance gender equality 2020–21

30 actions commenced and/or completed during 2020–21



Stronger Together Priority Areas



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

Updates on Government actions 2020–2021

Government Agency	Action	Priority area/s	Update 2021	Status
Public Sector Commission	Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020–2025 – Action Plan for Women This plan sets an aspirational target for increasing the representation of women in the Senior Executive Service (SES) to 50 per cent, and provides guidance on actions for supporting more women in leadership positions and inclusive work environments.		At June 2021, representation of women in SES had increased to 43.6 per cent. Resources released include: <ul style="list-style-type: none">Family and domestic violence support;Recruiting for and developing diverse talent in the public sector; andPsychologically Safe and Inclusive Workplaces.	
Department of Communities/ Department of Finance	Procurement Practices to Support Gender Equality Public sector procurement presents an opportunity for the WA Government to leverage its role as a major capital investor, asset manager and purchaser of goods and services. A Social Procurement Framework was released in 2021 as part of broader procurement reform to improve efficiencies across the public sector.		Work is continuing to develop resources that will contribute to the Social Procurement Framework. The resources will be trialled by the Department of Communities in a phased approach.	



Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Communities	<p>Pilot Voluntary Reporting to the Workplace Gender Equality Agency (WGEA)</p> <p>Department of Communities is leading WA's participation in a pilot of voluntary reporting to WGEA. Under the <i>Workplace Gender Equality Act 2012</i> (the Act), private sector organisations with more than 100 employees are required to report on a range of measures that improve gender equality outcomes. Currently, public sector agencies are not required to report to WGEA.</p>	   	Reporting of gender equality data to WGEA under the voluntary pilot closes at the end of November 2021. Department of Communities will submit its report through WGEA's online portal by that date. Qualitative assessment will be undertaken by WGEA in early 2022.	
	<p>Respectful Relationships</p> <p>This program is delivered to school staff and supports them 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.</p>	 	The Respectful Relationships program has been delivered to approximately 10 public schools each year. In 2021, the fourth cohort of schools participated in WA Respectful Relationships, with the program being delivered to 39 staff at 11 schools, attended by a total of more than 6000 students.	

Priority Areas



Health and wellbeing



Safety and justice



Economic independence



Leadership

Status



Commenced or completed in 2020–21



Ongoing



COVID-19 specific

Case Study

WA Respectful Relationships Teaching Support Program

The WA Respectful Relationships Teaching Support Program provides professional learning, resources and support to schools to implement a whole-of-school approach to respectful relationships education. This program is a primary prevention initiative, delivered as part of the State Government's 2017 election commitment to reduce family and domestic violence. The rollout of the program is identified as Action Item 18 of [Path to Safety's First Action Plan 2020–2022](#).

Schools are identified as valuable spaces to foster and model respectful relationships for young people. The program supports education staff in WA public schools to implement a whole-of-school approach to respectful relationships and gender equality. Building on the existing curriculum, the program is individually tailored to each school and aims to give teachers the skills to support students with building future

relationships characterised by non-violence, equality, mutual respect and trust. In early feedback, participants reported that, "the program increased their confidence to address issues of violence and abuse and gave them a better understanding of the role they, and their school, play in fostering respectful relationships."

The pilot program has been delivered to approximately 10 public schools across WA each year in partnership with Starick Services, a local organisation which is recognised as an expert in the field of family and domestic violence. Implementation of the pilot was paused during the COVID-19 pandemic to accommodate the extra pressure teaching staff were facing. During this time, Starick liaised with all participating schools to provide individualised service guides including a list of national, state and local family and domestic violence support



Karratha participants

services to and resources that teachers could use to communicate with students to address feelings of anxiety and/or other consequences of being in isolation at home.

In 2021, the Government committed to maintaining the program and expanding it to an additional 12 schools each year from 2022–23. A further commitment was made to undertake consultation and co-design with relevant specialist organisations to develop and deliver a program similar to WA Respectful Relationships Teaching program but specific to sport and recreation clubs and organisations across WA.



Respectful Relationships workshop.

Gail Connor – Communities; Sara Browne – Respectful Relationships Teaching Support Program Manager, Starick Services; Leanne Barron – Chief Executive Officer, Starick Services; Stacey Van Der Velden – Education Officer, Curriculum Support, Department of Education; Amanda Muir – Principal Consultant, Curriculum Support, Department of Education; Joel Levin – Principal Consultant / Managing Director, Aha! Consulting (Facilitator); Mark O'Hare – Operations Manager, Stopping Family Violence

Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Communities	<p>Communicare Breathing Space</p> <p>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.</p>		<p>Breathing Space operates across two metropolitan locations. Since commencement in July 2019, the service has assisted a total of 35 men, with 27 men participating in the residential program. Nearly half of these men have identified themselves as Aboriginal.</p> <p>Evaluation of the program indicates that both participants and their partners/ex-partners report decreased abuse and improvement in participants' level of control of anger expression.</p>	
	<p>Culturally appropriate programs to provide support to people from Aboriginal and culturally and linguistically diverse backgrounds who are experiencing family and domestic violence.</p> <p>The state-wide Free from Family and Domestic Violence program's cultural competence training for family and domestic violence service providers; and</p> <p>The Aboriginal Family Safety project in metropolitan and regional locations, improving the safety and wellbeing of Aboriginal women and their children experiencing family violence.</p>		<p>Grant recipients Ishar Multicultural Women's Health Service and Langford Aboriginal Association continue to progress and deliver the programs, although some disruptions have been experienced due to the COVID-19 pandemic.</p> <p>Free from Family and Domestic Violence 2019–20 financial year:</p> <ul style="list-style-type: none"> • A total of 9 community workshops with a total of 174 participants • A total of 8 service provider workshops with 58 participants. <p>2020–21 financial year:</p> <ul style="list-style-type: none"> • A total of 21 Community workshops were held with a total of 807 participants. • A total of 9 service provider workshops were held with 140 participants. <p>Aboriginal Family Safety</p> <ul style="list-style-type: none"> • Between 1 July 2019 and 31 December 2020, a total of 14 metropolitan workshops have been held with a total of 104 participants to inform the project. <p>Regional and remote consultations are underway with consultations having taken place in Broome and Newman.</p>	
	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.	  	<p>Successful events were supported for International Women's Day, the WA Women's Hall of Fame and the Women in Technology WA Awards in 2020 and 2021.</p> <p>Due to COVID-19 restrictions, some sponsored events were cancelled or postponed in 2020 and 2021 but planning is underway for future events.</p>	
	Sponsorship of Women in Technology WA (WiTWA) Tech Trails projects delivered in schools to encourage more young girls to consider a career in technology.	 	<p>The WiTWA TechTrails program was delivered in 2019–20, with some minor changes due to the introduction of COVID-19 restrictions.</p>	
	<p>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 WA projects and awards and the Skills West Careers Expo.</p>	 	<p>Five women sponsored to complete Curtin University's Ignition 2020 program for aspiring entrepreneurs and innovators.</p> <p>Sponsorship of 100 women with low income to attend WiTWA's TECHXchange events.</p>	

Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Communities	<p>Grants for Women Program supports initiatives and projects that address unique issues faced by women.</p> <p>In 2020–21, the Grants for Women Program supported community initiatives aimed at the four priority areas of Stronger Together, along with assisting women during the recovery phase of the COVID-19 pandemic.</p>	 	Ten applications totalling \$84,847 (ex GST) were approved for funding in the 2020–21 round of the program.	

Priority Areas  **Health and wellbeing**  **Safety and justice**  **Economic independence**  **Leadership**

Status  **Commenced or completed in 2020–21**  **Ongoing**  **COVID-19 specific**

Case Study

Grants for Women program

The Barndi Nyarlu (Good Woman) project arose from community conversations with women in Mullewa in early 2019. The WA Centre for Rural Health (WACRH) led a Healthway-funded project to promote better health in Mullewa. The importance of starting where the people are and listening to their priorities was recognised. At that time, the community was reeling from many tragic deaths and the women's stories were about grief and loss. More talking and more listening uncovered long-held secrets and pain from so many sources: family violence,

abuse and addiction, losses of loved ones and unspeakable tragedies. An art therapist was engaged to help the women give shape and form to their experiences through creative projects. Using different approaches and materials, many of the women found strength in sharing their stories and learning that others are living with the same pain and sadness.

A grant from the Department of Communities encouraged the women to share their healing journey by showing their creative projects to the community.

Some of the women agreed to record their stories in words in a [booklet of stories](#) that accompanied the display. We celebrate the courage and strength of the women of Mullewa to give voice and shape to the experiences that have wounded them and which continue to bring deep pain and sadness. We admire their resilience and thank them for their generosity in sharing their healing journey.



Barndi Nyarlu (Good Woman) Project

Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Communities	<p>Job Retraining Scheme for Women in Refuges</p> <p>This program is available to women who have experienced family and domestic violence, including women from culturally and linguistically diverse (CaLD) backgrounds, Aboriginal women, women with mental health issues and women with drug and alcohol issues.</p> <p>Women in metropolitan refuges receive one-on-one career counselling, advice and pre-employment support including help with preparing resumes and interview skills. The culturally informed program also includes workshops and support to access education and training opportunities.</p>	 	The scheme commenced in November 2020. Since commencement, 29 women have participated in the program with 12 women either successful in obtaining employment or engaged in training.	
Department of Biodiversity, Conservation and Attractions (DBCA)	<p>Aboriginal Ranger Program (ARP)</p> <p>Women in regional and remote communities across WA are being provided greater employment and training opportunities through this program which supports individual and community capacity building in land and sea management, cultural site protection and traditional knowledge transfer. Ongoing case study evaluations are indicating the program brings social, cultural, environmental and economic benefits, and is contributing to improved community wellbeing and resilience.</p>	  	Over the last 12 months another \$4 million of funding was awarded to 10 Aboriginal groups, and a further \$50 million has been committed to continue and expand the program over the next four years. Since it launched in 2017, almost half of the 435 people employed to-date have been women.	
	<p>Women in Fire Management</p> <p>The Department of Biodiversity, Conservation and Attractions (DBCA) is committed to increasing gender diversity in its workforce, particularly in the fire management business where the number of women involved has been traditionally low. DBCA recognises the challenges ahead in increasing the representation of women in fire and understands the role that targets play in demonstrating commitment, designating accountability, and focusing attention on the objective. These targets are voluntarily set goals that the agency aspires to over a five-year period. The targets developed are considered fair and reasonable to deliver change but should continue to be driven by merit-based processes.</p>	 	<p>Targets have been set to increase the number of women employed as follows:</p> <ul style="list-style-type: none"> • 30 per cent women in Public Service Award (PSA) fire positions by 2024 • 20 per cent women in Australian Workers Union (AWU) positions by 2024 • 10 per cent women in fire leadership positions (level 4 and above for PSA and level 3 and above for AWU) in districts/regions by 2024. <p>A workshop was held for 22 female conservation employees ranging from Jurien Bay to Albany to identify issues and career aspirations.</p>	
Department of Education	<p>Western Australian Public School Leadership Strategy 2018–2021</p> <p>The WA Leadership Strategy is focussed on the identification, development and support of school leaders at all points of the leadership pipeline. The Strategy has identified four key pillars: identification and selection; development and support; performance improvement; management and feedback; and opportunities for system leadership.</p> <p>Women are under-represented at leadership levels compared with the percentage of women teachers in public schools.</p>	 	In 2021, 23 women were selected to participate in the Women in Leadership: Rising Leaders program. Rising Leaders supports gender equity at all tiers of school leadership by enhancing women's knowledge of, and confidence in, their leadership capabilities to contribute to their personal and professional growth.	

Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Health	WA Women's Health and Wellbeing 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. The four priority areas are: chronic conditions and healthy ageing; health and wellbeing impacts of gender-based violence; maternal, reproductive and sexual health; and mental health and wellbeing.	 	Mandatory policies are being developed for: <ul style="list-style-type: none">coordinated medical and forensic and counselling response to patients who experience a recent sexual assault and present to an emergency department; andfamily and domestic violence screening policy and guidelines for protecting children.	
	Public Home Birth Program Policy 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.	 	The Public Home Birth Program Policy was published in August 2020.	
	Fiona Stanley Family Birthing Centre The \$1.8 million Family Birthing Centre at Fiona Stanley Hospital features three birthing suites, specially designed equipment and birthing pools. Women have access to midwifery-led care through their antenatal, labour, birth and postnatal periods.		Ongoing care provided to women with low-risk pregnancies in a home-like replicated environment.	
	Culturally Secure Maternity Services for Aboriginal Women in WA A review of maternity care provision for Aboriginal women in WA to understand current services and inform the development of culturally safe and secure maternity care services for Aboriginal women and their families.	 	Work commenced on Birthing on Country culturally secure maternity services for Aboriginal women in WA.	
	Expanded Breast Cancer Services Breast assessment centres provide enhanced breast screening services, for example, for patients who have a mammogram that requires further investigation.		A new permanent Breastscreen WA clinic in Albany has opened, replacing the visiting mobile clinic, and a new breast assessment centre will open in the northern suburbs.	
	Expansion of Tele-Lymphoedema Services Katanning and Esperance have access to tele-lymphoedema services. Around 20 per cent of gynaecological and breast cancer survivors will experience secondary lymphoedema. While secondary lymphedema predominantly affects women, prostate and melanoma cancer survivors can also experience secondary lymphoedema.		In October 2020 these services were extended to Kalgoorlie Hospital.	
	New Maternity Assessment Unit at Osborne Park Hospital The Maternity Assessment Unit provides a service for women who have commenced, or may require extra monitoring during their pregnancy, such as concern about reduced foetal movements, or women at increased risk of pre-term labour.		Opened in December 2020, as part of a larger \$24m redevelopment of Osborne Park Hospital.	

Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Health	<p>Midwifery Group Practices (MGP) provide midwifery led care to low risk pregnancies and births with access to continuity of care with a known midwife throughout the course of their pregnancy. MGP models have been shown to assist with reducing rates of birth interventions, lower postnatal depression rates, increased breastfeeding rates, shorter lengths of stay and greater satisfaction from patients.</p> <p>Safe Access Zones The purpose of Safe Access Zones is to protect and respect the safety, dignity, wellbeing and privacy of individuals seeking access to premises at which abortions are provided, as well as protection of staff working on those premises. The Bill creates a 150-metre buffer around premises at which abortions are provided, in which it is now an offence to engage in certain prohibited behaviours. The zones operate 24 hours a day, seven days a week.</p>	 	Two new midwifery group practices have opened in regional WA, including in Warren Blackwood and Collie.	
			The Public Health Amendment (Safe Access Zones) Act 2021 was passed on 12 August 2021.	

Priority Areas



Health and wellbeing



Safety and justice



Economic independence



Leadership

Status



Commenced or completed in 2020–21



Ongoing



COVID-19 specific

Case Study

Safe Access Zones

WA legislated safe access zones around sexual health clinics that provided abortion services in August 2021. The purpose of safe access zones is to provide an exclusion area around the clinics in which certain behaviours are prohibited. Zones were established in response to very frequent picketing of clinics by anti-abortion protesters, who for many years have been present outside clinics and engaged in behaviour which has been stressful and traumatic to many people using the services. Reported behaviours include showing distressing images, providing unsolicited health information, and photographing or filming people entering or leaving the clinics, including staff.

The Department of Health (Health) led the reform agenda in WA to explore how an appropriate legislative framework might operate to ensure that people accessing health services, including abortion clinics,



could do so without fear of intimidation or harassment. Extensive public consultation was held to identify key considerations, with 70 per cent of all submissions in favour of introducing safe access zones. After consideration of the consultation outcomes, Health recommended the introduction of legislation to establish a safe access zone of 150 metres from the boundaries of premises at which abortions are provided in WA, operating 24-hours-a-day, 7-days-a-week.

The Public Health Amendment (Safe Access Zones) Bill successfully passed

the Legislative Assembly and was introduced in the Legislative Council in late 2020, however the Bill did not progress before Parliament was prorogued in December 2020. Following the State election in March 2021, the Bill was reintroduced into WA Parliament and passed on 12 August 2021, bringing WA into line with all other Australian jurisdictions. Safe access zones ensure the right to privacy and dignity for women accessing clinics for abortion services. Further information is available [here](#).

Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Justice	Residential Tenancy Rights Program for Family and Domestic Violence Victims To ensure the safety and rights of victims of family and domestic violence by enabling access to support under the new <i>Residential Tenancies (Family Violence) Amendment Act 2018</i> (WA).	  	Training and resources developed to ensure family and domestic violence victims can exercise their rights as tenants.	
	Family Violence Legislation Reform Bill 2019 Justice is progressing a significant Family Violence Reform Bill on behalf of the Attorney General, aimed at ensuring the justice system is more responsive to family and domestic violence, and making it easier and less traumatic for victims to seek protection.		The <i>Family Violence Legislation Reform Act 2020</i> was assented to on 9 July 2020. The purpose of the package of reforms is to improve the safety of victims, increase accountability of perpetrators and increase responsiveness of the justice system. Examples include the introduction of two new criminal offences – non-fatal strangulation and persistent family violence – the creation of a serial family violence offender declaration, shuttle conferencing for family violence restraining order disputes and amendments to increase the admissibility of evidence of family violence in criminal proceedings.	
	Legislative Reforms Justice is progressing a broad legislative agenda on behalf of the Attorney General, including reforms that will advance the interests of women and gender equality. Western Australian family law is an area of significant legislative reform, with several amending pieces of legislation being progressed by the Department and introduced into Parliament in 2020, including some that lapsed in 2020 which are being prepared for reintroduction in 2021.		Amendments include: <ul style="list-style-type: none">The <i>Fines, Penalties and Infringement Notices Enforcement Amendment Act 2020</i> commenced in September 2020. Since the Act commenced, nobody has been imprisoned for fine default alone. Vulnerable women, particularly in regional areas, were previously at high risk of imprisonment due to fine default.The <i>Criminal Law Amendment (Uncertain Dates) Act 2020</i> took effect in December 2020 and allows prosecutions to continue in instances where there is uncertainty relating to the age of a victim or alleged perpetrator in child sexual offence cases.The <i>Criminal Code Amendment (Child Marriage) Act 2020</i> took effect in February 2020 and removes the outdated defences to child sex offences against a child under 16 years where the perpetrator was married to the child.The <i>High Risk Serious Offenders Act 2020</i> came into effect in July 2020 and expands the cohort of offenders who may be subject to restriction orders.The <i>Family Court Amendment Act 2021</i> took effect in September 2021 and prohibits cross-examination of victims of family violence by persons convicted or charged with offences against them.	

Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Justice	<p><u>Wandoo Rehabilitation Prison for Women</u></p> <p>Wandoo Rehabilitation Prison is WA's first dedicated alcohol and other drug rehabilitation prison for women in custody. In partnership with Cyrenian House the prison offers a rigorous 26 week, intensive therapy course designed to target the root causes of addiction. Women at Wandoo are supported via multi-disciplinary case management teams to address their addiction, improve mental health and wellbeing and are supported with follow up care upon their release.</p>	 	<p>Programs include:</p> <ul style="list-style-type: none"> • Accreditation against the Western Alcohol and other Drugs Standards. • Implementation of a dental suite for Wandoo and Melaleuca prisoners. • Introduction of education courses including Noongar language lessons, fork-lift driving, working at heights, logistics. <p>Since commencement in 2018, the programs have seen:</p> <ul style="list-style-type: none"> • 168 graduates • 18 re-offenders • 28 parole cancellations • 21 parole suspensions <p>Formal review of Wandoo has commenced to evaluate success.</p>	
	<p><u>Family and Domestic Violence Services</u></p> <p>Justice, Corrective Services division, and external service providers deliver evidence-based and culturally responsive program interventions to perpetrators of family and domestic violence to increase safety to victims.</p>		<p>Parole in-reach Program (PiP)</p> <p>Establishment of a two-year metropolitan Parole in-reach Program pilot at Acacia Prison and Wooroloo Prison Farm. Since commencement, 70 individuals have participated in PiP custodial and community programs. Nine offenders have successfully completed the six-month throughcare program. There are five offenders currently on the waitlist to participate.</p>	
	<p><u>Deputy Commissioner Women and Young People</u></p> <p>The appointment of a dedicated Deputy Commissioner Women and Youth within Corrective Services signifies a commitment to providing a more strategic approach and a multi-systemic approach to women prisoners (including responding to issues associated with family and domestic violence). The approach outlines the distinct needs of women in custody and the principles by which they will be managed. Further, it articulates how the women's prisons function as a network from reception into custody at Melaleuca Women's Prison to preparation for release into the community at Boronia Pre-release Centre for Women.</p>	  	<p>Initiatives introduced:</p> <p>Bandyup Women's Prison</p> <ul style="list-style-type: none"> • Mental Health Support Unit. • Training opportunities in hair and beauty. <p>Boronia Pre-release Centre for Women</p> <ul style="list-style-type: none"> • WA Police Family Violence Team pilot • National Empowerment Project, Cultural, Social and Emotional Wellbeing Program. • Pathways to Employment. <p>Melaleuca Women's Prison</p> <ul style="list-style-type: none"> • Development of a trauma informed approach. • Launch of the Women Prison Avoidable Remand Project 	
	<p><u>Electronic Monitoring Trial for Family and Domestic Violence Offenders</u></p> <p>Justice is conducting a two-year electronic monitoring trial to GPS track up to 100 family and domestic violence offenders considered high-risk, who have breached a Family Violence Restraining Order and/or committed a further family and domestic violence offence. Commencement of the trial was subject to legislative amendment. As part of the trial, offenders will also be assessed and referred for an appropriate rehabilitation program. The aim of the initiative is to strengthen the safety and protection for victims of family and domestic violence.</p>		<p>Since commencement of the trial in August 2020, 32 offenders have been subject to GPS tracking</p>	

Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Justice	<u>Financial Counselling Outreach Program for Family and Domestic Violence Victims</u> Financial counselling services are provided to family and domestic violence victims in refuges.		Twelve month financial counselling outreach service to family and domestic violence victims in refuges.	
	<u>Respondent Duty Lawyer Services for Restraining Orders through the Northern Suburbs Community Legal Centre</u> 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.		This grant agreement concluded on 31 March 2021. Funding for legal services is now provided as part of the Family Violence Restraining Orders conferencing pilot.	
	<u>Family Violence Restraining Orders Conferencing Pilot</u> Conferencing is available to parties in contested family violence restraining order proceedings as an alternative to having the matter determined by a magistrate in an adversarial court setting. Conferencing involves a court registrar moving between the parties who are located in separate rooms of the court and attempting to finalise any terms of the order which are contested. This new non-adversarial process aims to make obtaining a Family Violence Restraining Order easier and less traumatic for the applicant.		Since commencing in July 2021, work has been undertaken with stakeholders to develop processes.	
	<u>Family Violence Restraining Orders (COVID-19)</u> During the COVID-19 pandemic, a change was made to allow applications for Family Violence Restraining Orders (FVRO) to be made online. At the same time, an amendment was made which allows FVROs to be served by substituted service without a court order during a WA State of Emergency.		Changes delivered mean that restraining orders can be served and operational more quickly.	
Department of Jobs, Tourism, Science and Innovation	<u>Sponsorship of Women in Technology WA Awards</u> Women in Technology Awards celebrate female role models in STEM and entrepreneurship in Western Australia.		Conference and awards sponsored.	
	<u>State STEM Skills Strategy</u> 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.		Implementation of the strategy is ongoing. This included delivery of the Digital and Technology Skills Grants Program, funded under the strategy.	



Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Jobs, Tourism, Science and Innovation	FameLab FameLab is a world leading science communication competition that culminates in Australia in the national final held each year in Perth and subsequently an international final in Cheltenham, UK. As a sponsor of this initiative, the Department of Jobs, Tourism, Science and Innovation supports training for WA STEM professionals and inspiring young people and career STEM researchers (including women and girls) to pursue STEM education and careers. A particular focus on women in STEM and a 2020 FameLab Academy Pilot project aimed to increase girls' participation in STEM.	 	In response to the COVID-19 pandemic, FameLab 2020 and FameLab 2021 were delivered as online events.	
	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.	 	The State Government made a one-off \$150,000 contribution to help Curtin University establish the Research Institute for the Future of Work.	
	New Industries Fund – X TEND Round 2 The fund delivers innovator and/or investor educational programs that support the development of entrepreneurs and stimulate private investment in innovative projects in Western Australia.		Funding was granted to the Perth Angels Growth and Diversity program (\$94,000) and Agristart (\$80,000), which both focus on gender diversity. Perth Angels reported over 100 female participants across their events including Pitch Nights and Masterclasses. Agristart reported 38 female participants across two Women Angel Investor Network events held in Perth and Busselton.	
	Take 2 STEM Campaign This online and print campaign utilises diverse role models (predominantly women from different STEM industries, ages and cultural backgrounds) to challenge gender stereotypes about STEM ability and opportunity.	 	Department of Jobs, Tourism, Science and Innovation ran two phases of the Take 2 STEM media campaign from June to November 2020, which addressed underrepresentation of women in STEM and featured role models of women in STEM.	
Department of Local Government, Sport and Cultural Industries	Contemporary Music Fund's Safer Venues Project 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. The objectives of Safer Venues WA (SVWA) is: <ul style="list-style-type: none">• to promote the awareness, reduction and prevention of sexual and gender-based violence and harassment in music venues in Western Australia;• to work collaboratively with government bodies, and the hospitality and music industries; and• to enhance public safety within, and engagement with, music venues in Western Australia.		Actions taken include training of venues staff and security staff, inclusive signage in venues, an improved gender balance of security staff and musicians calling out from stage to encourage appropriate audience behaviour. A Venue Safety Guide has been drafted and is being tested.	

Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Local Government, Sport and Cultural Industries	Gender Diversity Case for Change initiative to improve gender balance within the sport and recreation sector. Initiatives include the women in leadership targets for sporting bodies, which requires State Sporting Associations to have 50 per cent women on their Board by the deadline of June 2022. Other initiatives include upgrades of sporting change facilities to support and enable women's participation.	  	<p>Support and guidance provided to 15 State Sporting Associations to help achieve the target. A recent survey found that 42 per cent of organisation now achieve the target.</p> <p>Women in Leadership Governance – two programs conducted in 2020 with approximately 46 women participating.</p> <p>Women in Leadership Coaching Circles – two network circles conducted in 2020 with 24 participants in total.</p> <p>Women in Leadership What Women Can Do – two programs conducted in 2020 with 24 participants in total.</p>	
	HandsUp Research is undertaken in collaboration with the WA Local Government Association and the University of Western Australia to establish benchmark data about elected members in local government in WA. The research will explore what motivates people to stand in elections, either as new members or re-nominating members. It will further identify success factors that support their successful contribution to their respective councils and the quality of decision-making. Hands Up commenced in the lead up to the 2019 local government elections.		Current funding was provided in response to challenges faced during COVID-19.	
Department of Training and Workforce Development	Western Australian Group Training Program (WAGTP) This program has been ongoing since July 2015 and provides funding to support group training organisations (GTOs) employ people from a range of priority groups, one of which is women in non-traditional trades. GTOs are eligible for this funding if they employ women as apprentices in traditionally male dominated roles, such as oil and gas, engineering, chefs, electricians and construction. Women in non-traditional trades has been incorporated as a priority group into the WAGTP program following the completion of a four-year Expanding Career Options for Women scholarship program.		<p>In 2020–21, approximately \$154,400 was spent on funding the women in non-traditional trades priority group. For 2020–21, 86 women participants commenced their apprenticeship and 18 completed.</p> <p>Over the years, the program has consistently supported women in commencing and completing qualifications in non-traditional trades, increasing their financial independence and achieving greater gender equity in those industries.</p>	
	COVID-19 Recovery and Critical Skill Sets Students can enrol in a variety of free courses that are specifically targeted towards meeting WA's immediate skills requirements. The recovery and critical skills sets are aimed at engaging displaced and unskilled jobseekers to meet WA's immediate and emerging skill requirements as the economy recovers. These skill sets have been specifically developed with a focus on industries that tend to be female dominated, such as aged care, hospitality, retail and childcare. Many of these qualifications focus on infection control and prevention in the workplace.		Courses were developed to prepare displaced workers for the immediate and emerging skill requirements as the WA economy recovers from the COVID-19 pandemic.	

Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
Department of Training and Workforce Development	Job Ready Program The Job Ready programs are designed to target priority groups, such as women, to encourage their participation. Participants of the program receive formal on-campus training, followed by a work placement and will be considered for an apprenticeship or traineeship opportunity with a participating employer upon successful completion of the program.		The program aims to create a pipeline of skilled workers to meet the needs of a number of sectors where skills shortages are present.	
	Women in Defence Industry Scholarship program aims to provide financial independence to women through pathways into non-traditional roles. The scholarship aims to provide training to prepare women for employment in defence-related industries. Students undertake study of a Certificate II in Electronics and a Certificate III in Engineering (Technical) simultaneously over a six-month period.		Launched in February 2021 and delivered by South Metropolitan TAFE. The scholarship is available to 16 women per annum. Approximately \$100,000 is allocated for program funding.	
Construction Training Fund	Construction Training Fund provides financial incentives to employers who take on women trainees or apprentices, thereby increasing women's uptake of non-traditional roles within the construction industry. The grants program has been ongoing over a prolonged period of time, with eligibility and target groups adjusted as required.		Since the release of Stronger Together in March 2020, over \$1.48 million in payments was made to support the employment of women apprentices and trainees.	
North Metropolitan TAFE	Occupational Specific Food Industry Training (OSFIT) Grant for CaLD Women The program aims to provide culturally competent training and work experience (with embedded English language) to facilitate employment of women from culturally and linguistically diverse (CaLD) backgrounds into primarily male-dominated and in demand occupations.		This program is delivered by Metropolitan Migrant Resource Centre and North Metropolitan TAFE.	
Central Regional TAFE	Certificate I and II in Leadership – Ngaanyatjarra Lands A targeted program that aims to empower and upskill Aboriginal and Torres Strait Islander women, allowing them to perform vital roles in schools and communities while enabling them to remain close to their children. The course has been ongoing since 2019 and is delivered in blocks, thereby being flexible enough to accommodate the needs of the community.		Central Regional TAFE has supported 16 women from the Ngaanyatjarra Lands to complete their qualifications and achieve employment as Aboriginal and Islander Education or Yarnangu staff at different campuses of the Lands schools. They are also about to embark on mentoring of other students.	
	Certificate I in Leadership Training – Wiluna and Bega Garrnbirringu Targeted programs that aim to build the capacity of Aboriginal and Torres Strait Islander women through the provision of training within the community. Ongoing since 2020.		Six students have participated in the Certificate I in Leadership Training – Wiluna and two women from the Bega Garrnbirringu Sobering Up Shelter have participated in the Certificate I in Leadership Training – Bega Garrnbirringu.	
	New Opportunities for Women An ongoing initiative that aims to serve as a bridging program for women looking to return to the workforce and embark in a new career direction.		Women have reported increased confidence and higher self-esteem through provision of digital, academic and practical skills as well as career support and further training. Twenty-three women participated in the New Opportunities for Women at Central Regional TAFE in the past 12 months.	

Updates on Government actions 2020–2021 (continued)

Government Agency	Action	Priority area/s	Update 2021	Status
South Metropolitan TAFE	Women in Engineering Program Aims to provide financial independence to women through pathways into non-traditional roles and foundation skills, while providing participants with an insight into operations and addressing barriers that may discourage women from entering the industry. Ongoing since 2010.		This program is delivered annually and has 14 fully funded scholarships available each year, funded by Chevron.	
	Kwinana Industries Council Female Engineering Pre-Apprenticeship Program This two-year program has been ongoing since 2020 and aims to encourage the uptake of engineering qualifications by young women post-school. This is an industry-driven program that allows students to undertake a range of apprenticeship pathways into the industry.		Students are able to complete this alongside school studies in Years 11 and 12. This program is delivered annually and has 15 students per annum, funded through publicly funded training.	
	Career Transition Assistance This program has been ongoing since 2019 and aims to improve employability and competitiveness for women aged 45 years and older and address the gender pay gap that arises for women due to caring and/or family duties.		South Metropolitan TAFE achieved the highest number of job placements within a single Employment Region for the period 1 July–31 December 2020. From January–June 2021, the program had 98 participants.	
South Regional TAFE	Women in Non-Traditional Trades In partnership with industry, this program has become more targeted to assist improving diversity within specific industries such as the mining sector. This program has been ongoing since 2021.		South Regional TAFE has commenced a Women in Mining program in the South West region, with seven trainee commencements and a targeted outcome of 12 graduates.	
	Certificate I in Wider Opportunities for Work and New Opportunities for Women Certificate I in Wider Opportunities for Work aims to enhance job-readiness and promote opportunities to progress in various areas including Aged Care, Information Technology and Children's Services. Certificate I in New Opportunities for Women aims to increase confidence for women to get into the workforce. It is also targeted to migrant women who wish to improve their English.	 	These programs have been ongoing since approximately 2011 and are semester long programs. In 2020–21, 28 students participated in the Certificate I in New Opportunities for Women program and 17 participated in the Wider Opportunities for Work program.	
Law Reform Commission of WA/ Equal Opportunity Commission	Review of the Equal Opportunity Act 1984 WA The Law Reform Commission of WA is currently undertaking an independent and wide-ranging review of the <i>Equal Opportunity Act 1984</i> . As part of its review, the Law Reform Commission will consider whether there is a need to reform the Act, including with regard to the grounds of discrimination (including gender identity), definitions in the legislation (including the definition of sexual harassment) and whether the Act should impose a positive duty not to discriminate.		In August 2021, the Law Reform Commission released an extensive discussion paper setting out the various issues within the scope of the review. The Law Reform Commission invited public submissions on those issues. The Commission's final report is expected to be provided to Government in 2022.	