



Government of Western Australia  
Department of Communities



# Stronger Together:

## WA's Plan for Gender Equality

Third Action Plan 2026-2029



# Minister's Message



I am proud to present the Western Australian Government's Third Action Plan of Stronger Together: WA's Plan for Gender Equality 2020–2030 (Stronger Together).

As the central instrument in the government's commitment to gender equality, Stronger Together plays a crucial role in achieving our priority of building safe and inclusive communities.

Stronger Together's vision is for women and girls in Western Australia to live and work safely in a community where diversity is embraced and where access to rights, resources, opportunities and protections is not determined by gender.

We know that achieving this vision requires not only policy change but also sustained cultural and structural change – change that challenges outdated stereotypes, discrimination and bias embedded in social systems and attitudes.

Now past the halfway point of Stronger Together, this Third Action Plan reflects our sustained commitment to making gender equality a lived reality for women and girls in every region of our State.

Many actions from previous action plans are being continued and enhanced, while 119 new actions are introduced to respond to emerging issues and opportunities. Unlike previous action plans that

incorporated actions specific to the public sector workforce, all actions included in this iteration have tangible broader community benefits.

This Third Action Plan also introduces a refreshed Outcomes Framework, informed by community consultation and the lessons learned since the launch of Stronger Together five years ago. The updated Framework ensures our priorities remain meaningful and relevant to the lived experiences of women and girls, regardless of where they live or work. Another notable feature in this Action Plan is the inclusion of gender equality actions being undertaken by non-government entities, across a range of industries. Their involvement reflects the Government's commitment to fostering a genuine whole-of-society approach to gender equality – one in which progress is shared and collective.

As Minister for Women, I wish to acknowledge and thank all government, industry and sector partners who are demonstrating leadership through transparency, accountability and meaningful action.

While we have made encouraging progress since Stronger Together began, significant barriers remain and substantial work still lies ahead. Improving the life outcomes of women and girls in our State will demand ongoing dedication and a shared commitment across our entire community.

Together, we can build a safer, fairer and more equitable Western Australia – one where every woman and girl can thrive.

**Hon Simone McGurk MLA**  
Minister for Women

# Stronger Together Vision



Women and girls in Western Australia live and work safely in a community where diversity is embraced and where access to rights, resources, opportunities and protections is not determined by gender.

Achieving this vision is realised when community attitudes and beliefs are free from gender bias, stigma, discrimination and rigid gender stereotypes.

## 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

## Focus Areas 2026-2029



- Exploring further options to advance gender equality through public sector procurement.
- Exploring ways to boost WA public sector workforce gender data reporting.
- Options to counter increased resistance to gender equality within existing initiatives across portfolios.

# Third Action Plan



Stronger Together recognises that gender inequality is not experienced in the same way by all women. Intersecting characteristics of a person's identity can impact on their social experiences and create additional barriers to participation in the community, workplaces and within families.

Examples of diverse groups that may experience multiple intersecting challenges include Aboriginal women, women from culturally and linguistically diverse backgrounds, women who are living with disability and/or mental health challenges, women living in rural, regional or remote locations, younger and older women, women who have experience of gendered violence and women who identify as LGBTIQ+. Additionally, women who are carers, parents or experiencing economic vulnerability may face different opportunities and outcomes shaped by these factors.

Recognising these diverse groups of women and their distinct realities, the Third Action Plan includes tailored actions that work towards equitable, fair, meaningful outcomes for all women.

This Third Action Plan sets out initiatives to be developed or implemented by a wide range of state agencies and government entities to contribute to the vision and priorities of Stronger Together over the next four years, 2026 to 2029.

The Stronger Together Outcomes Framework has been refreshed, with guidance from the Stronger Together Implementation Group, to reflect the current social and economic context.

The Third Action Plan structure lists the agency initiatives under the Outcome they primarily contribute to achieving. The Priority Areas supported by each initiative are also listed.



## Outcomes Framework

	<b>Outcome</b>
<b>Outcome 1</b>	Women's mental health and wellbeing improves
<b>Outcome 2</b>	The healthcare system is responsive to gendered health issues, and the specific health needs of diverse groups of women are recognised across their life course
<b>Outcome 3</b>	Reproductive, maternal and sexual health services are accessible for all women
<b>Outcome 4</b>	Women and families are safe at home, at work, in the community and in online spaces
<b>Outcome 5</b>	Law enforcement, criminal justice, early intervention and corrective service approaches are culturally responsive and free from gender bias and discrimination
<b>Outcome 6</b>	Workplaces are free from gendered and sexual discrimination, harassment and violence
<b>Outcome 7</b>	Women's workforce participation is not impacted by their reproductive health issues, their experiences of gender violence, or inequitable distribution of unpaid work and care
<b>Outcome 8</b>	Gender segregation between workforce sectors and industries is reduced, contributing to closing the gender pay gap
<b>Outcome 9</b>	Women have access to high-quality skill building and workforce inclusion opportunities in all sectors
<b>Outcome 10</b>	There is gender balanced representation at leadership levels of organisations, industries and sectors
<b>Outcome 11</b>	Access to career progression and leadership development training is equitable
<b>Outcome 12</b>	Pathways to leadership are reflective of the specific needs, and value the different leadership styles, of diverse groups of women
<b>Outcome 13</b>	Women have economic security, including access to secure and affordable housing and amenities across their life course

# Outcomes and Actions

Many of the agency actions contribute to multiple outcomes. Each action is listed once beneath the most relevant outcome, with intersecting outcomes noted.

See the [List of Abbreviations \(p.27\)](#) for list of full agency names.

Outcome 1: Women’s mental health and wellbeing improves			
Agency*	Action	Intersecting outcomes	Priority area/s
NMHS	Free, holistic health assessments and interventions for street present, homeless, and displaced young people via the <b>Street Doctor and Youth Mental Health Partnership</b> .	2 3	
Communities	Delivering the <b>Seniors Week Community Grant Program</b> including encouraging women’s participation in community life.		
Communities	Funding <b>Women’s Grants for a Stronger Future</b> to support initiatives aligned with Stronger Together priority areas.	2 3 4 5 6 7 8 9 10 11 12 13	   
SMHS	Commissioning of <b>Women’s Mental Health Unit</b> at old Bethesda Hospital.	2	
NMHS	Developing a <b>Support Person’s and Families Framework in Youth Mental Health</b> supporting families and young people with mental health challenges through the NMHS Youth Mental Health Program.	2	
CITS	Administering funding for new or upgraded <b>gender inclusive facilities at sport and recreation venues</b> to enable and encourage women’s engagement.	4	
CITS	<b>Grant funding for community-led initiatives</b> to enable safe participation in sport and recreation for people from low participation groups, including adolescent girls.	4	 
CITS	Funding the <b>Women’s National League Grants Program</b> to support the sustainability of WA’s women’s national league teams across a range of sports.	8	
Curtin	Sustaining the Curtin University <b>Gender Research Network</b> to share good practice and raise awareness of gender research.	4 5 6 12	   

Health and wellbeing

Safety and justice

Economic independence

Leadership

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## Outcome 1: Women’s mental health and wellbeing improves

Agency*	Action	Intersecting outcomes	Priority area/s
MCB	Delivering a <b>Sanitary Product Collection Drive</b> for donation to local women’s shelters.		
MCB	Establishment of a <b>Stillborn Commemoration Committee</b> to advise on culturally sensitive support for bereaved families including design of memorial plaques.		
MCB	Implementing a review of initiatives that <b>support families experiencing pregnancy and newborn loss</b> .		 
MCB with WA Women’s Hall of Fame	Promotion of the <b>Walking with Western Australian Women</b> trail at Karrakatta Cemetery celebrating the lives of prominent WA women.		
DTMI	Developing the first WA Active Travel strategy - <b>Walk, Wheel, Ride, Thrive</b> .		
CCYP	Conducting the statewide <b>Speaking Out Survey</b> representing the views and experiences of children and young people, highlighting gender differences.		   
Education	Providing <b>free menstrual products in primary and high schools</b> across Western Australia.		
MHC	Implementing the <b>Western Australian Eating Disorders Framework 2025-2030</b> .	2	
Horizon	Sponsoring <b>Kununurra Neighbourhood House</b> to provide playgroups, parenting classes, cooking workshops and referrals to community services.	4	

### What Stronger Together Implementation Group members are doing

The annual **Rural, Regional and Remote (RRR) Network** survey and report engages women living in rural, regional, and remote areas to identify issues, barriers, priorities and concerns for this population.

The **Centre for Women’s Safety and Wellbeing** is delivering improvements to the Changing Gears: Women Behind the Wheel project to support women obtaining their driving license post experience of family and domestic violence.



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## Outcome 2: The healthcare system is responsive to gendered health issues, and the specific health needs of diverse groups of women are recognised across their life course

Agency*	Action	Intersecting outcomes	Priority area/s
NMHS	Increasing community awareness of rights on <b>female genital cutting/mutilation</b> , strengthening maternity and broader health workforce competencies, and improving access and availability to culturally safe and appropriate health services.		 
Communities	Delivering family, domestic and sexual violence <b>First Responder Training</b> for St John Ambulance staff.	1 4	 
NMHS	Reducing birth trauma and strengthening <b>trauma-informed antenatal and postnatal services</b> to improve obstetric, fertility and reproductive health outcomes.		 
NMHS, DOH	Delivering trauma-informed services at <b>Women's Health Centres, Sexual Assault Support Services and Unplanned Pregnancy Counselling Services</b> using a gendered lens to address gendered drivers of inequality.	1 3 4	 
NMHS	Delivering <b>Family and Domestic Violence Education Training</b> across the health workforce.	1 3 4	 
MHC	Implementing the <b>Alcohol. Think Again 'Amazing' public education campaign</b> to increase awareness of risk posed by alcohol during pregnancy.	1 3	
DOH with Women's Legal Service WA	Delivering the <b>Health Justice Partnership</b> , co-locating legal services in women's healthcare centres.	1 3 4 5	 
DOH	Implementing the <b>WA Health Family and Domestic Violence Delivery Plan</b> , identifying WA Health actions to contribute to the wider system reform.	1 3 4 6	 
DOH	Delivering the <b>Community Women's Health Services Strategic Commissioning Program</b> , in partnership with sector, community and government stakeholders.	3	
DOH	Promoting trauma-informed, culturally aware <b>WA Abortion Care Clinical Guidelines</b> .	1 3 4	 



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## Outcome 2: The healthcare system is responsive to gendered health issues, and the specific health needs of diverse groups of women are recognised across their life course

Agency*	Action	Intersecting outcomes	Priority area/s
SMHS	Participation in the <b>Australian Preterm Birth Prevention Collaboration 'Every Week Counts'</b> .	1	
SMHS	Strengthening <b>First Nations care</b> through a culturally safe and accessible pregnancy clinic at Fiona Stanley Hospital, Boodjari Bidi.	1 3	
SMHS	Promoting <b>Trauma Informed Care in Maternity</b> to support respectful, woman-centred care.	1 3 4	 
SMHS	Funding for the <b>Supporting Women with Additional Needs (SWAN) Clinic</b> providing women with social and/or mental health concerns longer appointments and continuity of care.	1 3 4	 
WACHS	Inclusion of a <b>social worker</b> as part of the South-West Family and Domestic Violence Response Team.	1 4	 

### What Stronger Together Implementation Group members are doing

Funded by the Department of Health, the **Health Justice Partnership** between the Women's Legal Service WA with the Department of Health is providing women with access to legal advice, information and representation co-located and embedded in women's

health care centres. Early intervention enabled by the Health Justice Partnership is reducing instances of health-harming family and domestic violence, improving health and socio-legal outcomes, and reducing demand on the WA health system.



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## Outcome 3: Reproductive, maternal and sexual health services are accessible for all women

Agency*	Action	Intersecting outcomes	Priority area/s
DOH	Partnering with Ngala for the <b>Thriving Families pilot</b> delivering an early intervention program for at-risk mothers and babies.	1	
DOH	Delivering a <b>Birth on Country</b> project, including audit of maternity services for Aboriginal women and supporting development of a workforce and maternity service cultural safety survey.	1 2	
NMHS, Justice	Supporting women victim-survivors of sexual violence through the <b>Family Domestic Violence Clinical Forensic Service Pilot</b> in regional areas.	1 2 4	 
NMHS	Implementing legislative reforms under the new <b>Assisted Reproductive Technology and Surrogacy Act 2025</b> .		 
NMHS	Improving accessibility and cultural safety in <b>Pelvic Health Physio services</b> .	1 2	
NMHS	<b>Abortion Support Service</b> implementing abortion legislative reform from a clinical perspective and statewide 1800MYCHOICE helpline.	1 2 4	 
MHC	Transitioning the <b>Ngala Residential Parenting Service</b> to a publicly funded, universally accessible service.	1 2	
SMHS	Expansion of <b>midwife-led continuity of care models</b> at Fiona Stanley Hospital.	1 2	
DTMI	Construction of <b>New Women and Babies Hospital Project</b> .	1	
DTMI	Expansion of infrastructure at <b>Osborne Park Hospital and Perth Children's Hospital</b> .	1	

### What Stronger Together Implementation Group members are doing

**Ishar Multicultural Women's Health Services** provides a holistic approach to health for women from diverse cultural backgrounds including community education sessions for young women on healthy relationships and consent, sexual health, cyber security, violence prevention, gender and stereotypes, general health and wellbeing.

Women's Health is a focus area for the **Centre for Women's Safety and Wellbeing** curating a Knowledge Centre to provide research and resources to the community as part of their broader women's community health advocacy.



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## Outcome 4: Women and families are safe at home, at work, in the community and in online spaces

Agency*	Action	Intersecting outcomes	Priority area/s
Communities, DOH and Justice	Implementation of WA's first <b>Sexual Violence Prevention and Response Strategy</b> .	1 2 3 6	 
Communities	Funding <b>Elder Rights WA</b> and the <b>Older Peoples Rights Service</b> to provide older people with legal advice and assistance.		
Communities	Coordination of annual <b>16 Days in WA - Stop Violence Against Women</b> campaign.	1 6	 
Communities	Delivering <b>Family and Domestic Violence Primary Prevention Grants Program</b> .	1 2 5	 
Communities	Implementation of the <b>Aboriginal Family Safety Strategy 2022-32</b> including delivery of the <b>Aboriginal Family Safety Grants Program</b> to address the disproportionate impact of family violence on Aboriginal women and children.	1 5	  
Communities	Implementing a statewide <b>coercive control campaign</b> including Coercive control – A Story That's Not Ours Aboriginal-specific materials and resources.	5	
Communities, DOH, Justice, WA Police, DPC	Delivering the <b>Strengthening Responses to Family and Domestic Violence - System Reform Plan 2024 to 2029</b> .	1 2 5 7 13	  
Communities	Implementing <b>One Stop Hubs in Armadale, Broome, Kalgoorlie, Mirrabooka and Perth</b> providing victim-survivors with immediate, early, and ongoing access to safety and supported recovery.	1 2 5	 
Communities, Justice, WA Police	Delivering <b>First Responder Training</b> for the WA Police Force, Justice and the legal sector to better identify and respond to family and domestic violence, focusing on coercive control.	1 5 6 7	 
Communities, Justice, WA Police	Transitioning multi-agency <b>Family and Domestic Violence Response Teams</b> to operating seven days per week.	1 5	 
Communities	Developing improvements to capacity of refuges through a package of <b>safe accommodation initiatives</b> including extension of <b>Safe at Home services</b> .	1 13	  



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## Outcome 4: Women and families are safe at home, at work, in the community and in online spaces

Agency*	Action	Intersecting outcomes	Priority area/s
CR TAFE	Implementation of <b>Family Violence Training</b> to support staff, students, and the community.	1 6	 
Horizon	Sponsoring <b>DV Assist</b> to provide free, specialist family and domestic violence phone counselling and support for people in regional, rural, and remote WA.	1	 
Horizon	Sponsoring <b>MercyCare's Broome Family and Domestic Violence Refuge</b> and Children's Yarning Circle.	1	 
Horizon	<b>Family and Domestic Violence Policy</b> supporting customers impacted by family and domestic violence.	1 13	  
Horizon	<b>Vulnerability Framework</b> providing support for customers in vulnerable circumstance.	1	  
DFES	Implementing <b>inclusive language public messaging</b> for alerts and warnings.	1	 
MCB	Reviewing of public <b>Parent Rooms</b> facilities across all sites to assess suitability.		
Justice	Provision of <b>Legal Assistance Services</b> baseline funding for a range of community sector providers.	1 5 7	  
Justice	Implementing the recommendations from the report, <b>Improving experiences for victim-survivors: Review of criminal justice responses to sexual offending in Western Australia</b> .	5	

### What Stronger Together Implementation Group members are doing

The **Australian Manufacturing Workers' Union (AMWU)** WA Branch has longstanding relationships supporting various community groups, including

Indigo Junction, Peel Community Kitchen and Feed the Little Children, contributing to improving women's safety in vulnerable communities.



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## Outcome 5: Law enforcement, criminal justice, early intervention and corrective service approaches are culturally responsive and free from gender bias and discrimination

Agency*	Action	Intersecting outcomes	Priority area/s
CR TAFE	Delivering <b>Certificate II in Community Services at Greenough Regional Prison</b> for women to earn an entry-level qualification.	1 7 9	  
Justice	Implementation of <b>Family Violence Legislation Reform Act 2024</b> including electronic monitoring of certain family violence perpetrators.	4	
Justice	Development of <b>Family Court Act 1997 Amendments</b> .	1 4	  
Justice	Implementation of <b>Evidence Act 2025</b> .	1 4	  
Justice	Development of a new <b>Equal Opportunity Act</b> .	1 4 6	  
Justice	Expansion of <b>Family Violence Restraining Order Conferencing Pilot</b> to provide a safe, non-adversarial, non-contact, and victim-centred process.	1 4	 
Justice	Improving <b>protections against forced marriage</b> .	4	
Justice	Funding the <b>Perth Metro Family Violence Prevention and Legal Service</b> for Aboriginal and Torres Strait Islander victims and survivors.	1 4	 
Communities	Reviewing and updating existing <b>perpetrator practice standards for responding to perpetrators</b> , connecting people who choose to use violence, with timely, evidence-based, culturally responsive, and culturally secure interventions.	4	
Justice	Boosting funding to <b>family and domestic violence treatment programs in justice settings</b> .		
WA Police	Funding the <b>Ishar Multicultural Women's Health Service: CaLD Family Violence Bilingual Education Program</b> fostering stronger relationships between CaLD communities and support services.	1 4	 
WA Police	Funding the <b>Gulyara Pty Ltd Women's Camp</b> supporting young Aboriginal women who have experienced family and domestic violence.	1 4	 



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## Outcome 5: Law enforcement, criminal justice, early intervention and corrective service approaches are culturally responsive and free from gender bias and discrimination

Agency*	Action	Intersecting outcomes	Priority area/s
WA Police	Funding for the <b>Muslim Women's Centre of WA: Leading from Within. Safer Communities Start with Me</b> leadership program equipping Muslim women with the knowledge, language, and confidence to address family and domestic violence.	1 4	 
WA Police	Co-delivering the <b>Djarindjin Aboriginal Corporation: Women's Business</b> initiative for Aboriginal women impacted by family and domestic violence.	1 4	 
WA Police	Implementing the <b>Stopping Family Violence Inc: Harm Assessment Risk Tool (HART)</b> , developing and implementing a predictive algorithm to identify individuals likely to cause harm within intimate partner relationships.	1 4	 
NMHS, Justice	Development of <b>Family Domestic Violence Clinical Forensic Medical Services</b> at the <b>Sexual Assault Resource Centre</b> to support prosecutions, safety planning, case management and referrals.	1 2 3 4	 
Justice	Supporting and enabling the <b>Leave Safe, Stay Safe Program</b> for women leaving prison.	4	
Justice, TAFE	Delivering <b>Certificate I in New Opportunities for Women (NOW)</b> supporting women to develop requisite social, personal and employability skills. Lower rates of recidivism among female prisoners who complete Certificate.	1 7 9	  
Justice, NR TAFE	Funding and delivery of the <b>Young and Deadly Program</b> to re-engage and support minors at risk of offending/re-offending.	1 9	   

### What Stronger Together Implementation Group members are doing

The **Women's Legal Service WA** is leading Western Australia's pilot program for the national Sexual Assault Legal Service, providing independent legal representation for victim-survivors.

The **Youth Affairs Council of Western Australia (YACWA)**, supported by Lotterywest, delivers the YACWA Small Grants Program to meet emerging needs of young people. Engagement of young people at risk of entering the youth justice system is a priority area.



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## Outcome 6: Workplaces are free from gendered and sexual discrimination, harassment and violence

Agency*	Action	Intersecting outcomes	Priority area/s
LGIRS, Communities	Delivering the <b>Respect in Mining</b> Program as part of the Mental Awareness, Respect and Safety in Mining (MARS) Program.	1 8	  
Communities	Developing and launch of the <b>Stronger Together Implementation Group Case Study Database</b> .	8 9 10 11 12	   
CITS	Representing WA in the development of Creative Australia (Creative Workplaces) – <b>Fair, Safe and Respectful Framework</b> .		 
LGIRS, Communities, EOC	Delivering the <b>Mental Awareness, Respect and Safety in Mining (MARS) Program</b> .	1 8	 
LGIRS, Curtin	Evaluating and improving mining industry workplace conditions through the <b>Centre of Transformative Work Design – MARS Landmark Study</b> .	1 4 7 8 9	  
LGIRS	Reforming Building and Construction industry culture - <b>State of Affairs Report</b> .	1 7 8 9 10 11	  
DWER, Education, MCB, SR TAFE	Provision of <b>Family and Domestic Violence Education and Training</b> for contact officers and/or leadership.	4 7	   

### What Stronger Together Implementation Group members are doing

**The Women’s Legal Service WA**, in partnership with Circle Green Community Legal, is co-chairing Western Australia’s inaugural Working Women’s Centre, providing working women with legal and social support from lawyers and social workers.

**The Construction, Forestry and Maritime Employees Union WA** Branch Women’s Caucus is advocating for equal and safe access to clean, appropriate toilet and hygiene amenities for workers.

**The AMWU WA Branch** is participating in the National AMWU Breaking the Barriers project, funded under the ‘Building Women’s Careers’ grant funding, working with employers and TAFEs on education and support to eliminate gendered hazards onsite.

**The CFMEU WA** Branch is delivering Safe and Respectful Construction Workplaces training to construction industry workplaces. The Union is in the process of achieving national accreditation for this course.



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**Outcome 7: Women’s workforce participation is not impacted by their reproductive health issues, their experiences of gender violence, or inequitable distribution of unpaid work and care**

Agency*	Action	Intersecting outcomes	Priority area/s
CR TAFE	Establishment of the <b>Supporting Women Program</b> to educate staff about peri-menopause and menopause.		 
GESB	Delivering awareness raising with members to <b>Understand the Impacts of Menopause.</b>		 
CR TAFE	Providing <b>onsite creche</b> to support women returning to training at TAFE.		

**What Stronger Together Implementation Group members are doing**

**The State School Teachers’ Union WA** (SSTUWA) is working with the Department of Education to establish a gender-based violence policy and is also auditing TAFE gender-based violence policies. This work includes supporting members to access family and domestic violence leave.

**CEOs for Gender Equity** is developing the Ultimate Job-Sharing Toolkit to support individuals and organisations to increase availability of job-sharing arrangements.

**UnionsWA** is participating in the It’s For Every Body campaign advocating for 10 days paid reproductive leave and flexible work rights to be included in the National Employment Standards for all workers, regardless of sex or gender.



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## Outcome 8: Gender segregation between workforce sectors and industries is reduced, contributing to closing the gender pay gap

Agency*	Action	Intersecting outcomes	Priority area/s
RWWA	Sponsorship of <b>She{Codes}</b> program, supporting women's careers in technology and coding.		
Communities	Exploring further options to progress gender equality by leveraging <b>procurement</b> .	1 6 9 11	   
All TAFEs	Establishing opportunities with different industries to increase representation of <b>Women in Non-Traditional Trades</b> .	1 6 9	 
CR TAFE	<b>Jump Start – Year 10</b> providing Try a Trade activities facilitated with female tradespersons.	9	 
CR TAFE	Placing <b>women mentors in classes</b> in male dominated trade areas, breaking down stereotypes.	9	
CR TAFE	Increasing signage <b>promoting gender diversity in trade areas</b> .		
NR TAFE	Conducting <b>Gender Equity Audits</b> of course participation and outcomes to inform targeted interventions.	9	 
DFES	Implementing a structured approach to <b>Improving Gender Diversity in Volunteer Emergency Services</b> .	1 4 6 9	 
NM TAFE	Collaborating with <b>BHP Future Fit Academy</b> to develop diverse, inclusive workforces, challenging traditional trade stereotypes.	6 9	  
NM TAFE	Increasing gender diversity in non-traditional roles through the <b>Alumni Recruitment Strategy</b> .	9	
DEED	Implementing the <b>State STEM Skills Strategy: Mission Update 2024-2029</b> to expand the diversity of the STEM talent pool.	9 11	 
MCB	Delivering a <b>targeted apprenticeship program</b> for women in horticulture to address gender imbalance.	6 9	
DBCA	Developing new targets, strategies, and resources to further progress <b>Women in Fire Management</b> .	9	 



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## Outcome 8: Gender segregation between workforce sectors and industries is reduced, contributing to closing the gender pay gap

Agency*	Action	Intersecting outcomes	Priority area/s
CTF	Delivering the <b>Employer Grant Program</b> to increase hiring rates of women apprentices in construction.	9	
DTWD	Funding the <b>Western Australian Group Training Program</b> with women apprentices in non-traditional trades as a priority group.	9	
DHW	Piloting of <b>Gender Equality Construction Targets</b> and reporting.	9	 

### What Stronger Together Implementation Group members are doing

**CEOs for Gender Equity** have launched their Success Stories series, showcasing member actions progressing gender equality to spread some positive gender equity news and inspire other organisations to use or adapt these initiatives.

**The Chamber of Minerals and Energy's** Inspiring Girls Career Forum is a unique careers event designed to showcase the resources industry to female secondary school students (Years 10–12) and

inspire them to follow in the footsteps of women successful women in the resources sector.

Through the Breaking the Barriers project, the **AMWU WA Branch** have partnered with South Metro TAFE to provide Short Courses for Women to learn or upskill in the engineering space. These courses are after hours to provide better opportunity to women who are in school or who have other commitments during typical working hours.



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## Outcome 9: Women have access to high-quality skill building and workforce inclusion opportunities in all sectors

Agency*	Action	Intersecting outcomes	Priority area/s
Communities, DEED	Establishment of new <b>Big Issue Women's Workforce</b> initiative in Perth to support employment and training for women experiencing disadvantage.	1 7 13	 
Gold Corp	Implementation of <b>Gender Equity Action Plan 2025-27</b> to increase representation of women.	6 8	 
CR TAFE, NM TAFE, SR TAFE	Delivering <b>Certificate I in New Opportunities for Women (NOW)</b> supporting women to develop requisite social, personal and employability skills.	1 5 7	 
All TAFEs, CTF	Delivering <b>Scholarships - Women in Non-Traditional Trades and Technical Occupations</b> to challenge traditional trade stereotypes.	1 6 8	   
CR TAFE	Delivering <b>Certificate III - Aboriginal and Torres Strait Islander Education Assistants</b> to increase Aboriginal women in the education workforce.	1 12 13	  
CR TAFE	Delivering <b>SHINE - Students Hairdressing in Education</b> supporting young girls and women at risk of disengaging from school.	1	 
CR TAFE	Providing entry-level training in <b>Digital Literacy</b> through business traineeships in Meekatharra, Mount Magnet and Moora.	1 12 13	 
CR TAFE	Delivering <b>Empower Program</b> to disengaged Year 11 and 12 students to support career progression.	1	  
Horizon	Sponsoring <b>Shooting Stars</b> to empower Aboriginal girls and women.		 
Horizon	Sponsoring the <b>Prepare Produce Provide</b> initiative supporting career pathways in education, food and hospitality in the Ngaanyatjarra Lands.	1	 
Western Power	Sponsoring and supporting <b>Waalitj Deadly Sister Girlz Program</b> to improve First Nations girls educational attainment.		 
Western Power	Providing a range of <b>TAFE and University Scholarships</b> for women studying STEM.		



Health and wellbeing



Safety and justice



Economic independence



Leadership

\* See the [List of Abbreviations \(p.27\)](#) for list of full agency names.

## Outcome 9: Women have access to high-quality skill building and workforce inclusion opportunities in all sectors

Agency*	Action	Intersecting outcomes	Priority area/s
Freo Ports	Developing a <b>career-entry program for women</b> .		
Freo Ports	Developing <b>optimised recruitment, selection and onboarding processes</b> to progress women's representation, leadership participation and inclusion.		 
CITS	Sponsorship and participation in <b>Women in Tourism and Hospitality Western Australia</b> .	11 12	
Gold-Esp Dev Comm	Delivering <b>Converge Esperance</b> profiling the region's major industry sectors, small business and future economic opportunities.		 
NR TAFE	<b>Co-designing training pathways</b> with local women's organisations, Aboriginal corporations, and employers.	8	  
Murdoch	Empowering young women in Years 8–10 through the <b>WISE Women</b> program to explore careers in STEM.	8	 
Murdoch	Delivering <b>CodeCrush</b> to inspire Year 8–9 girls across WA to explore careers in IT and STEM.	8	 
NM TAFE	Delivering <b>Girls Tradie Day</b> enabling Year 9 participants to interact with different trades as a career taster.	8	 
NM TAFE, Curtin	Coordinating <b>Women in Business Day</b> for high school students to listen to guest speakers from industry and engage in workshops.	8	 
NM TAFE	Delivering women-only <b>Try a Trade</b> workshops.	8	 
NM TAFE	Supporting Women in Technology WA to deliver the <b>Building Women's Careers Program - Women in Cyber</b> .	1 8	 
Buss Water	Strengthening workforce diversity through <b>Diverse Representation and Belonging</b> initiative and <b>Fair Systems and Inclusive Practices</b> .	6 8 11	 
DEED	Funding of <b>Innovator Boost Grant</b> and <b>Commercialisation Bridge Grant</b> supporting early-stage founders, innovation-driven SMEs, and startups.	8	 



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## Outcome 9: Women have access to high-quality skill building and workforce inclusion opportunities in all sectors

Agency*	Action	Intersecting outcomes	Priority area/s
DEED	Funding for the <b>Commercialisation Pathways Program</b> targeting accelerator and education programs.	8	 
DEED	Funding for <b>Western Australia's Innovation Hubs</b> - Cyber Security, Data Science, Creative Tech, Life Sciences, Green Tech – facilitating greater participation of women.	8	 
All TAFEs	Delivering <b>Job Ready Programs</b> , supporting women to obtain employment or undertake further training.		
DTMI	Delivering the <b>Driving Access and Equity Program</b> including increasing women driving instructors, specifically in regional and remote WA.	1	 
SR TAFE	Delivering <b>Fierce Skills for Women Program</b> to challenge traditional trade stereotypes.	8 12	 

### What Stronger Together Implementation Group members are doing

The **WA Council of Social Service** undertook their Stronger Together – Gender Equity in the WA Community Service Sector project, funded by the Department of Communities, to explore the conditions and identify key barriers to progression of gender equity within the sector, to facilitate ongoing evidence-based advocacy.

**CEOs for Gender Equity** holds an annual Return to Work job fair for parents and carers.

The **Chamber of Commerce and Industry WA** deliver the annual CCIWA Diversity and Inclusion Awards, in partnership with BHP, to recognise organisations and individuals progressing workplace diversity and inclusion, including gender inclusivity, acknowledging innovative strategies and leadership in this space.



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## Outcome 10: Gender balanced representation at leadership levels of organisations, industries and sectors

Agency*	Action	Intersecting outcomes	Priority area/s
Horizon and Western Power	Providing <b>Gold Sponsorship for Women in Energy</b> , supporting networking and knowledge sharing within the energy sector driving greater recognition and opportunities.		 
DEED	Annual showcasing and celebrating of gender diversity among <b>Western Australia's Innovators of the Year</b> .		

### What Stronger Together Implementation Group members are doing

**CEOs for Gender Equity** is piloting a Leading with Gender Equity program, targeting middle managers.

The **Australian Local Government Women's Association WA (ALGWA WA)** delivers the Standing Up program

to encourage women into Local Government positions in Western Australia, and also presents the Women in Local Government Awards to showcase role models who contribute in leadership positions in the sector.



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## Outcome 11: Access to career progression and leadership development training is equitable

Agency*	Action	Intersecting outcomes	Priority area/s
Freo Ports	Progressing a <b>Gender Equity Networking Group</b> , partnering with external community organisations to deliver gender equity initiatives across Fremantle Ports and the community.	6	 
CITS	Supporting <b>Creative Australia's Essential Governance Practices for Art Organisations</b> including gender diversity at all levels in art making and art support roles.	10 12	
DFES	Facilitating the <b>Women in Volunteer Emergency Services Forum</b> to increase women's participation and retention, and improved access to leadership development.	1 6 8 12	  
Water Corp	Delivering the <b>Future Female Leaders</b> program to empower young women Year 11 students in WA.	8 9	 
EOC	Delivering a <b>Mentorship Project</b> , empowering young women and gender diverse persons (18-25) to recognise, respond to, and challenge discrimination, bullying, and sexual harassment.	1 4 6 12	  

### What Stronger Together Implementation Group members are doing

**Dress for Success Western Australia** is launching their InspireHER Mentor Program providing one-to-one mentoring, workshops, and supported program touchpoints focused on confidence, wellbeing and career readiness for women who are unemployed through to those wanting to take the next step in their careers.

The **National Association of Women in Construction WA** is delivering a Mentoring Program to develop leadership and communication skills, insights into career development, industry practice and expansion of professional networks to facilitate mentees' growth, learning and confidence to lead.

**UnionsWA** is exploring options for a model of effective leadership development for women in male-dominated industries including energy, construction, and transport.



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## Outcome 12: Pathways to leadership are reflective of the specific needs, and value the different leadership styles, of diverse groups of women

Agency*	Action	Intersecting outcomes	Priority area/s
Communities	Funding the <b>WA Women's Hall of Fame</b> and other sponsorships to celebrate WA women's achievements and contributions.	1 4 8 10	   
CITS	Advocating through the <b>CaLD Leadership and Governance Program</b> to provide opportunities for achieving equitable representation on boards and committees.	9 10 11	
DFES	Developing <b>Diversity and Inclusion Resources</b> to support volunteer brigades, groups, and units in building inclusive cultures.	1 4 6 8 9	  
EOC	Collaborating with <b>Black Girls Level Up</b> , providing education on rights regarding gender issues and active bystander skills.	1 9 11	 

### What Stronger Together Implementation Group members are doing

The **Chamber of Minerals and Energy of Western Australia's** Women in Resources Awards is designed to recognise individuals and organisations working to build a world-class industry which provides attractive career opportunities and enhances the recognition and participation of women in the sector.

The **SSTUWA's** Women's Contact Officer's Industrial Training empowers women in union leadership positions to understand their industrial rights and how to best support other women members at their worksites.

**Ember Connect** is delivering the Game Changer Grants program, supported by BHP, to support Aboriginal and Torres Strait Islander women take up personal, professional or cultural development opportunities.



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## Outcome 13: Women have economic security, including access to secure and affordable housing and amenities across their life course

Agency*	Action	Intersecting outcomes	Priority area/s
Horizon	Providing support for customers experiencing <b>Financial Hardship</b> .	1	  
GESB	Presenting sessions on <b>Securing your Future: Women and Super</b> for members.		
GESB	Provision of policy and principles to support <b>Members Experiencing Vulnerability</b> .		
Water Corp	Delivering <b>Family Violence Assistance</b> for customers, providing phone-based referrals to the Financial Wellbeing Collective.	1	  
Communities	Developing improved access to <b>safe and stable housing for women and children escaping violence</b> .	1 4	  
Communities	Delivering <b>Hardship Utility Grants Scheme (HUGS)</b> assistance to WA households in financial hardship to maintain their connection to utility services, supporting wellbeing and economic security.	1	 

### What Stronger Together Implementation Group members are doing

**Dress for Success Western Australia** is providing their Professional Styling initiative to support women's confidence, capability and economic participation through free sessions to select and style two free professional outfits for significant events such as job interviews, court appearances, and parent-teacher sessions.

The **Community and Public Sector Union/Civil Service Association of WA** is developing a number of modules in the Develop U platform for members regarding financial literacy and career development.

The **Bankwest Curtin Economics Centre** is researching and reporting on trends including gender equity, the labour market, and housing affordability, to enhance understanding of key economic and social issues that contribute to the wellbeing of Western Australian women and families.



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## Other Action Plans

The above listings under the Outcomes Framework represent the key initiatives being delivered to contribute to the vision and goals of Stronger Together. A significant number of additional actions that contribute to progressing gender equality are incorporated within many of the Action Plans developed by the Department of Communities. These include:

- Sexual Violence Prevention and Response Strategy 2025-2035 and First Action Plan
- Strengthening Responses to Family and Domestic Violence; System Reform Plan 2024 to 2029
- An Age-Friendly WA State Seniors Strategy 2023 – 2033 First Action Plan 2023 – 2027
- All Paths Lead to a Home Western Australia’s 10-Year Strategy on Homelessness Action Plan 2020–2025
- WA Strategy to Respond to the Abuse of Older People (Elder Abuse) 2019 - 2029 Action Plan
- Western Australian Volunteering Strategy Action Plan 2023–2026
- WA Youth Action Plan 2024-2027
- A Western Australia for Everyone State Disability Strategy 2020–2030 Third Action Plan



## List of Abbreviations – State Government Agencies

Agency Full Name	Abbreviation
Busselton Water	Buss Water
Central Regional TAFE	CR TAFE
Commissioner for Children and Young People	CCYP
Construction Training Fund	CTF
Curtin University	Curtin
Department of Biodiversity, Conservation and Attractions	DBCA
Department of Communities	Communities
Department of Creative Industries, Tourism and Sport	CITS
Department of Education	Education
Department of Energy and Economic Diversification	DEED
Department of Fire and Emergency Services	DFES
Department of Health	DOH
Department of Housing and Works	DHW
Department of Justice	Justice
Department of Local Government, Industry Regulation and Safety	LGIRS
Department of the Premier and Cabinet	DPC
Department of Training and Workforce Development	DTWD
Department of Transport and Major Infrastructure	DTMI
Department of Water and Environmental Regulation	DWER
Equal Opportunity Commission	EOC
Fremantle Ports	Freo Ports
GESB	GESB
Gold Corporation	Gold Corp
Goldfields-Esperance Development Commission	Gold-Esp Dev Comm
Horizon Power	Horizon
Mental Health Commission	MHC
Metropolitan Cemeteries Board	MCB
Murdoch University	Murdoch
North Metropolitan Health Service	NMHS
North Metropolitan TAFE	NM TAFE
North Regional TAFE	NR TAFE
Racing and Wagering Western Australia	RWWA
South Metropolitan Health Service	SMHS
South Regional TAFE	SR TAFE
WA Country Health Service	WACHS
Water Corporation	Water Corp
Western Australia Police	WA Police
Western Power	Western Power

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