

Stronger Together: WA's Plan for Gender Equality

Second Action Plan 2021–2025

This second Action Plan 2021–2025 under [Stronger Together: WA's Plan for Gender Equality](#) (Stronger Together) is intended to continue to drive change and build on advances made towards gender equality since the launch of the first Action Plan 2020–2021. A report outlining progress on the actions of the first Action Plan is available on the Department of Communities (Communities) website.

Stronger Together is a 10-year framework for coordinating effort and resources across government, business and community sectors to work towards a better, fairer and more equitable community. Stronger Together is being implemented across four action plans that respond to current and emerging priorities.

Significant changes

Since the launch of the first Action Plan, gender equality issues have received significant attention in Australia and globally. Additionally, the COVID-19 pandemic has affected the entire community in Western Australia (WA), with women experiencing disproportionate social, economic and safety impacts, driven by existing structural inequalities.

At the 9 April 2021 National Cabinet meeting, the [Respect@Work: Sexual Harassment National Inquiry Report](#), (Respect@Work Report), and the Commonwealth's response to the Respect@Work Report, A Roadmap for Respect: Preventing and Addressing Sexual Harassment in Australian Workplaces were both considered. It was agreed that State and Territory governments would provide a response to relevant Respect@Work recommendations. A National Summit on Women's Safety was held in September 2021.

The WA State Government is strongly committed to providing safe workplaces for all employees across WA, ensuring that women are safe and free from violence, discrimination, and harassment in their homes, in the workplace and within the community.

The State Government unreservedly supports the Respect@Work Report's objective to ensure safe workplaces for all employees and is participating in further work and consultation between State and Territory governments and the Commonwealth Government to progress implementation of the Respect@Work Report recommendations.

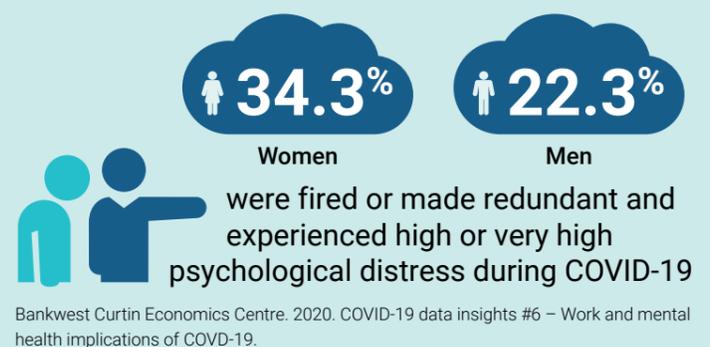
Focus areas 2021–2025

In the Second Action Plan, five focus areas have been identified to raise the profile of significant issues and highlight opportunities to advance gender equality for WA women. The focus areas are priorities for the State and Commonwealth Governments and will inform key actions as Stronger Together is implemented over the next four years. A snapshot of these five focus areas is provided below:

COVID-19 Women's Recovery

Targeted effort to support women's social and economic recovery from the ongoing, disproportionate impacts of COVID-19.

ACTION: Communities' [Grants for Women Program](#) has been repurposed to prioritise grant applications for initiatives and programs that support women's recovery.

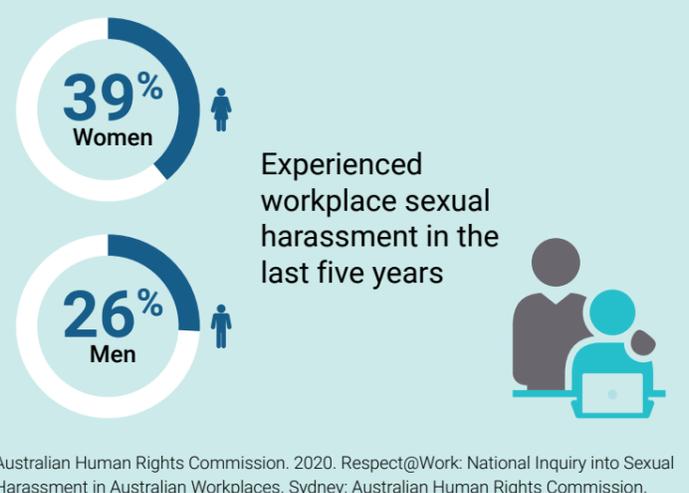


Safety and Respect at Work

Working in partnership with the Commonwealth Government, corporate and community sectors to ensure workplaces are safe for all WA employees.

ACTION: Communities is leading WA's implementation of relevant recommendations in [Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces report](#).

ACTION: Communities is contributing to work coordinated by the Department of the Premier and Cabinet to inform a national framework for measuring women's economic progress as agreed by National Cabinet.



Focus areas 2021–2025 (continued)

Primary Prevention

Addressing attitudes, behaviours, social conditions, structures, and practices that drive gendered violence.

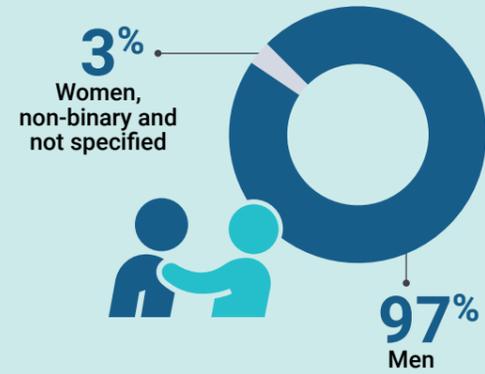
ACTION: Communities is leading WA's contribution to the development of the next National Plan to end violence against women and their children which will include a focus on primary prevention.

ACTION: Communities is co-leading development of WA's first Sexual Violence Prevention Strategy.

ACTION: A primary prevention framework will be established as a priority action of [Path to Safety: Western Australia's Strategy to Reduce Family and Domestic Violence 2020 – 2030](#), that is being implemented by Communities.

ACTION: Communities will work with other agencies on the expansion of the Respectful Relationships program to more schools and also adapt it to be delivered through sport and recreation clubs and organisations.

Sexual assault perpetrators



Australian Institute of Health and Welfare. 2020. Sexual assault in Australia. Cat. No. FDV 5. Canberra: AIHW.

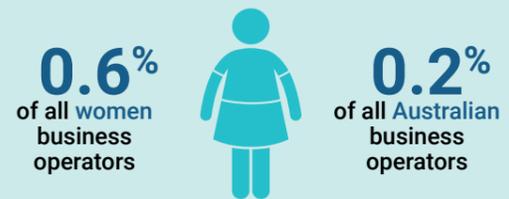
Aboriginal Women's Leadership

Prioritising pathways for Aboriginal women's leadership and contribution in government and community decision making.

ACTION: Communities will develop an Aboriginal Cultural Framework that will improve opportunities and outcomes for Aboriginal Western Australians.

ACTION: Communities is working with Aboriginal people and communities to co-design a dedicated Aboriginal Family Safety Strategy.

Aboriginal and Torres Strait Islander women business operators in Australia



Australian Bureau of Statistics for the Office for Women, 2015. A Profile of Australian Women in Business. Canberra: Commonwealth of Australia.

Older Women

Addressing structural and systemic barriers that increase the vulnerability of older women.

ACTION: Communities is continuing to implement the [WA Strategy to Respond to the Abuse of Older People \(Elder Abuse\)](#).

ACTION: Communities is implementing [Ageing with Choice: Future directions for seniors housing 2019–2024](#) (Ageing with Choice), which is an initiative under the [Affordable Housing Action Plan](#).

ACTION: Communities will undertake statewide consultation to develop WA's first 10-year [Seniors Strategy](#).

\$290,000
Women

\$360,000
Men



Average superannuation balances at, or approaching, retirement age

Association of Superannuation Funds of Australia. Superannuation Statistics September 2021. 2108 – Super stats.indd (superannuation.asn.au)

WA Government actions to drive gender equality

Stronger Together sets out goals and desired outcomes under four priority areas: health and wellbeing, safety and justice, economic independence and leadership. The State Government will continue to work with all sectors towards achieving those outcomes.



Health and wellbeing

Women are healthy, active and lead fulfilled lives



Safety and justice

Women live safely and have appropriate access to adequate legal protections



Economic independence

Women can be financially independent across all life stages



Leadership

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

The actions below are being implemented, or are being planned for implementation, by WA public sector agencies to advance gender equality and support women in our communities, including within workplaces, homes, education and training institutions, the justice system and the health system. This Action Plan is iterative and will be updated over the next four years 2021–2025.

Government agency	Action	Priority area/s	Government agency	Action	Priority area/s
Public Sector Commission	<p>Implementation of the Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020–2025 – Action Plan for Women</p> <p>The Action Plan for Women 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. The percentage of positions on Government boards and committees held by women has increased from 41 per cent in 2013 to 52.33 per cent in 2021.</p>		Department of Communities (continued)	<ul style="list-style-type: none"> Respectful Relationships – Sport Respectful Relationships program for local sport and recreation clubs and organisations. Family and Domestic Violence Training to First Responders Training for first responders such as ambulance officers, emergency services officers and primary health professionals such as General Practitioners. Supporting Survivors (subsidised dental treatment) Provision of subsidised dental treatment to women who have experienced family and domestic violence. Supporting Survivors (subsidised driving lessons) This initiative will assist women who have experienced family and domestic violence to gain a driving licence. 	
Department of Communities / Department of Finance	<p>Procurement Practices to Support Gender Equality</p> <p>Communities is working with the Department of Finance to develop and implement resources to support gender equality measures within Communities procurement processes.</p> <p>Enabling opportunities for gender equality is one of the objectives of the Social Procurement Framework, which was released in 2021. It aims to improve social, economic and environmental benefits across WA by requiring State Government agencies to consider social outcomes in the procurement process.</p>			<p>16 Days in WA to Stop Violence Against Women</p> <p>In Western Australia, 16 Days in WA to Stop Violence Against Women aims to raise awareness; increase positive actions; and highlight organisations, agencies, communities and individuals working to end violence against women. The 16 days runs from 25 November, International Day for the Elimination of Violence Against Women, to 10 December, which is Human Rights Day.</p>	
Department of Communities	<p>Pilot Voluntary Reporting to the Workplace Gender Equality Agency (WGEA)</p> <p>Communities is leading WA's participation in a five-year pilot for voluntary reporting of public sector gender equality data to WGEA. The pilot is modelled on current mandatory reporting under the <i>Workplace Gender Equality Act 2012</i>. Data will be reported through WGEA's online platform by the end of November 2021 and then compared across public sector organisations in other jurisdictions, as well as the corporate sector. WGEA will provide a tailored report to identify any gender pay gaps within the agency and compare with industry comparison groups.</p>			<p>Safe and Together CORE Training</p> <p>This training provides a skills-oriented foundation to Communities staff to be more aware of the impact of family and domestic violence and more confident to support families (particularly vulnerable women) impacted by violence. Training enhances skills in assessment, interviewing, documentation and case planning relating to domestic violence informed practice, particularly for Child Protection and Housing staff.</p>	
	<p>Implementation of Election Commitments:</p> <ul style="list-style-type: none"> Primary Prevention Framework – Family and Domestic Violence A framework will be developed to guide primary prevention activities in WA. Respectful Relationships – Schools Expansion Supports school staff to teach students about health and positive relationships. 			<p>Supporting Women and Girls in Regional Areas</p> <p>Work with the Rural Regional and Remote (RRR) Women's Network on a range of initiatives and actions including:</p> <ul style="list-style-type: none"> exploring pathways for leadership and board opportunities for women in regional areas, including through OnBoardWA, identifying specific issues that women in regional areas face in relation to superannuation, partnering to identify and highlight career pathways and opportunities for young women and girls in regional areas. 	



Health and wellbeing



Safety and justice



Economic independence



Leadership

WA Government actions to drive gender equality (continued)

Government agency	Action	Priority area/s	Government agency	Action	Priority area/s
Department of Communities (continued)	<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>	 	Department of Justice (continued)	<p>Deputy Commissioner Women and Young People</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.</p>	  
	<p>Sponsorship</p> <p>Celebrating women's achievements and contributions through sponsorship of events including International Women's Day, Grace Vaughan Lecture series, Women in Technology Awards and WA Women's Hall of Fame.</p>	  		<p>Electronic Monitoring Trial for Family and Domestic Violence Offenders</p> <p>A two-year trial is being undertaken of electronic monitoring to GPS track up to 100 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. 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>	
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>	  	Department of Justice (continued)	<p>Family Violence Restraining Order Conferencing Pilot</p> <p>Conferencing is available to parties to contested family violence restraining order (FVRO) 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 an FVRO easier and less traumatic for the applicant.</p> <p>Both the applicant and respondent are entitled to free legal representation at the conference.</p> <p>A behaviour change program which is tailored to FVRO respondents is also available under the conferencing model.</p>	
	<p>Women in Fire Management</p> <p>DBCA is committed to increasing gender diversity in its workforce, particularly in the fire management business where the number of women involved has traditionally been low.</p>	 		<p>Mental Health Law Centre: Care and Protection Project</p> <p>The project will expand the applicant's services to include a new integrated care and wraparound service to victims of family and domestic violence intersecting with child protection authorities. The project will provide quality, integrated, legal and non-legal services including legal advice and representation to victims of family and domestic violence engaged in child protection proceedings. Support will also be available for these families to obtain the services and practical supports they require to stabilise and safely care for their children in their own homes and communities.</p>	 
Department of Justice	<p>Legislative Reforms</p> <p>The Department of Justice is progressing a broad legislative agenda on behalf of the Attorney General, including reforms to advance the interests of women and gender equality. This includes a new Evidence Act that will introduce provisions to strengthen protections and support for victims of family and domestic violence. Legislative reform is also being progressed in the area of Western Australian family law, with several amending pieces of legislation being progressed.</p>		Department of Justice (continued)		
	<p>Wandoo Rehabilitation Prison for Women</p> <p>Wandoo is Western Australia'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>	 			



WA Government actions to drive gender equality (continued)

Government agency	Action	Priority area/s	Government agency	Action	Priority area/s
Department of Justice (continued)	<p>Northern Suburbs Community Legal Centre: Family and Domestic Violence Support Workers and the Law</p> <p>The project will up-skill and educate staff on legal information and tasks in women's refuges across Western Australia and empower and educate staff on their specific role in the legal process. This project will work to increase the understanding of refuge staff about the difference between legal information and legal advice through the delivery of a series of training workshops to refuge and other staff on legal issues they are commonly confronted with and the most appropriate ways for staff to respond to such issues.</p>		Department of Local Government, Sport and Cultural Industries (continued)	<p>MentorNet</p> <p>Focusses on supporting and building the capacity and capabilities of women currently elected to Local Government. This includes development of internal and external networks to better inform their role on council as well as engagement in development opportunities. Mentors are from all sized Local Governments, in regional and metropolitan locations, and have a wide variety of interests and experience. This program enables women to engage in development opportunities.</p>	   
Department of Local Government, Sport and Cultural Industries	<p>Contemporary Music Fund's Safer Venues project</p> <p>Safer Venues WA (SVWA) aims to:</p> <ul style="list-style-type: none"> • promote the awareness, reduction and prevention of sexual and gender-based violence and harassment in music venues in Western Australia; • work collaboratively with government bodies and the hospitality and music industries; and • enhance public safety within, and engagement with, music venues in Western Australia <p>Safer Venues WA is a community-driven initiative that aims to improve the standards of safety and inclusivity in WA live music and entertainment spaces.</p>			<p>Community Sporting and Recreation Facilities Fund – Female Friendly Facilities</p> <p>The Fund prioritises investment in toilet and change room facilities to make them more accessible for women and girls to encourage their participation in sport. Funding is specifically allocated to refurbishments and upgrades to changerooms for this purpose. A development bonus is available for projects specifically targeting women's participation. The provision of these facilities contributes to supporting employment opportunities for women in sport such as coaching, officiating and administration.</p>	  
	<p>Contemporary Music Fund's GirlsRock!</p> <p>GirlsRock! is a national network of girls' rock camps which forms part of a global GirlsRock! Camp Alliance. The initiative aims to create personal and social change, expand opportunities for girls and women, find positive approaches to fighting sexism and use collective voices to further the mission of diversity through contemporary music. Each program and camp is independently run by a team of musicians and educators passionate about empowering girls and gender-diverse young people through music education and mentorship.</p> <p>GirlsRock! WA is delivered by West Australian Music (WAM) as one of the Contemporary Music Fund's targeted initiatives.</p>	 		<p>State Football Centre – Gender Neutral Changerooms and Toilets</p> <p>Provision of gender neutral facilities for players, officials, spectators and the public utilising the State Football Centre. Changerooms have been designed ensuring equal functionality and access irrespective of gender. Publicly accessible toilets provided in banks around the facility are non-gender specific singular cubicles. It is proposed this will result in improved athlete and spectator/public experience, patron safety and operational efficiencies.</p>	
	<p>Gender Diversity Case for Change</p> <p>This program aims to improve gender balance within the sport and recreation sector. Specific initiatives include support for State Sporting Associations (SSA) to achieve the Women in Leadership target of 50 per cent women on SSA boards. A recent survey found that 42 per cent of organisations now achieve the target. A Gender Diversity Advisory Group provides guidance and advice on improving and sustaining gender diversity in the sport and recreation industry.</p>	 	Department of Training and Workforce Development	<p>Western Australian Group Training Program (WAGTP)</p> <p>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.</p> <p>Women in non-traditional trades as a priority group has been incorporated into the WAGTP program following the completion of a four-year Expanding Career Options for Women scholarship program.</p>	
	<p>Standing Up</p> <p>Aims to increase the number of women nominating for Local Government councils by providing election campaign support and advice and by developing the networks of current elected members.</p>	 		<p>Women in Defence Industry Scholarship</p> <p>The initiative aims to provide financial independence for 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.</p>	



WA Government actions to drive gender equality (continued)

Government agency	Action	Priority area/s	Government agency	Action	Priority area/s
Construction Industry Training Fund	Construction Training Fund Grants These grants are provided to eligible employers taking on women trainees and apprentices; aiming to increase women's uptake of non-traditional roles, specifically within the construction industry.		Central Regional TAFE (continued)	Certificate I in Leadership – Bega Garrnbirringu The initiative aims to improve the literacy, numeracy and soft work skills of participants. This is done through the training of women from the Bega Garrnbirringu Sobering Up Shelter, in a Certificate I in Leadership. The initiative is aimed at building capacity through the provision of culturally appropriate training, delivered to fit in with the shift work of the participants.	  
North Metropolitan TAFE	Occupational Specific Food Industry Training (OSFIT) Grant for CaLD Women The Metropolitan Migrant Resource Centre will deliver the project in conjunction with North Metropolitan TAFE. This aims to provide culturally competent training and work experience (with embedded English language) designed to facilitate employment of women into primarily male-dominated and in demand occupations. Participants will undertake a Commercial Kitchen Skill Set as a first step to completing a Chef and Pastry Cook qualification. The initiative specifically targets women from culturally and linguistically diverse (CaLD) backgrounds. The project is in its initial, pilot phase in 2021 and will aim to develop a training program to attract and train 90 participants over three years.		South Metropolitan TAFE	Women in Engineering Program This initiative aims to provide financial independence to women through pathways into non-traditional roles. The program provides valuable foundation skills for gaining employment in WA's oil and gas or resources industries, or a pathway to higher level qualifications. A key focus of the initiative is to provide participants with an insight into oil and gas operations from a women's perspective and to address barriers that may discourage women from entering the industry.	
	Girls in STEM The aim of the initiative is to encourage high school-aged girls to pursue careers in science, technology, engineering and mathematics (STEM). An annual expo is held at North Metropolitan TAFE, where girls from Years 9 and 10 attend and listen to women professionals and industry leaders speak about their career journeys. Girls also participate in a range of STEM activities, designed to build on their interest in pursuing a career in these areas.			Kwinana Industries Council Female Engineering Pre-Apprenticeship Program The aim of this two-year program, completed alongside school studies in Years 11 and 12, is to encourage the uptake of engineering qualifications by young women post-school. The program is designed around industry's desire to get more women into the sector through greater gender diversity programs. The program aims to achieve this by exposing students to a range of apprenticeship pathways into the industry.	
North Metropolitan TAFE and Central Regional TAFE	New Opportunities for Women This is a bridging program for women who may have had a break from the workforce and are looking to embark on a new career. The program increases confidence and raises the self-esteem of participants, to support women in their re-entry to the workforce. It provides skills and support to a pathway for further study or employment opportunities, as well as an opportunity to gain computer and academic skills.	 		Career Transition Assistance The program supports mature-age job seekers (45+), to gain the practical skills needed to increase employability and competitiveness in the local job market. The aim is to address the gender pay gap that arises for many women due to leaving the workforce mid-career because of caring and/or family duties.	
Central Regional TAFE	Certificate I and II in Leadership – Ngaanyatjarra Lands The initiative aims to provide culturally appropriate training and employment pathways to Aboriginal and Torres Strait Islander women. The course aims to empower and upskill women to perform vital roles in their schools and communities, whilst enabling them to stay close to their children.	  	South Regional TAFE	Women in Non-Traditional Trades This program works with different industries to assist with improving their workforce diversity. In 2021, the Women in Mining program was launched in the South West region to train local women to work in the mining sector.	
	Certificate I in Leadership – Wiluna The initiative aims to provide culturally appropriate training and employment pathways for Aboriginal and Torres Strait Islander women. This is taken into consideration in the delivery of a Certificate I in Leadership for Education Support Workers and Aboriginal Indigenous Education Officers. The initiative provides training within the community.	  		Certificate I in Wider Opportunities for Work Enhance job-readiness as well as the opportunity to progress into areas such as business, information technology, horticulture, aged care, education support and children's services.	 
				Certificate I in New Opportunities for Women (NOW) The course is for women who want to gain confidence to get into the workforce and supports women from CaLD communities to improve their English. The NOW program provides women with the information and skills needed to explore future options regarding entering or re-entering the workforce, vocational training and further education with the aim to increase their confidence and self-esteem.	 



WA Government actions to drive gender equality (continued)

Government agency	Action	Priority area/s	Government agency	Action	Priority area/s
South Regional TAFE (continued)	Women in Trades Promotions This program aims to encourage women to pursue training in trades related fields.	 	Mental Health Commission	Expansion of WA Eating Disorder Treatment Services This service will commence in 2022 and will use a shared care approach, bringing together clinical and community services and helping consumers to access and navigate the appropriate care throughout their recovery journeys (the services will be for those aged 16 and over). The expansion will include: • Two dedicated multidisciplinary area based statewide services, located in the north and south metropolitan area, providing a triage service, intensive day programs; intensive clinical monitoring to provide support to people in the community; and specialist multidisciplinary outpatient clinics that includes a step-down service for inpatients with eating disorders. • Patient transition coordinators will also be located at each health service provider to coordinate the care of people living with eating disorders. In addition to this, there will be increases in Community Services, including community treatment and support services as well as early identification, intervention and prevention all form part of the expansion.	
Department of Health	Culturally Secure Maternity Services for Aboriginal Women in WA A review of maternity care provision for Aboriginal women in WA will be undertaken to understand current services and inform the development of culturally safe and secure maternity care services for Aboriginal women and their families. The scope of the project has changed to align with the Sustainable Health Review Recommendation Eight – Great Beginnings, with a focus on the first 1000 days. The project will now look at maternity and child health services up until two years of age. The next phase of the project will be to conduct an audit of maternity services in WA for Aboriginal women.	 	Curtin University	Alcohol. Think Again 'One Drink' The aim of the Project is to are to increase awareness about the risks associated with alcohol use in pregnancy and decrease the prevalence of alcohol use in pregnancy in WA, thereby contributing to preventing and reducing the incidence of Foetal Alcohol Spectrum Disorder (FASD). Four strategies contribute to achieving the Projects aims, including: 1) A state-wide, mass reach Alcohol. Think Again public education campaign in relation to alcohol use during pregnancy. 2) Training aimed at assisting health workers to discuss stopping and reducing alcohol use during pregnancy and FASD prevention. 3) Development of a data information system that identifies high-risk communities and monitors key changes indicators. 4) Funding to support evidence-informed community action in areas that have high per capita alcohol use and related harm.	
	New Women and Babies Hospital \$1.8 billion has been allocated for a new Women and Babies Tertiary Hospital to replace King Edward Memorial Hospital. The new hospital will be built on the Queen Elizabeth II site, co-located next to the Perth Children's Hospital and the State Cancer Centre.			Gender Research Network The Gender Research Network (GRN) was launched by Curtin University in 2021 as part of the Athena SWAN program to advance gender equality in higher education. The main role of the GRN is to share best practice, raise awareness and influence change in gender equity policy and practice at Curtin University. The GRN aims to leverage and build on Curtin University's strengths in gender research, and to contribute evidence needed for the design and evaluation of gender aware policies, strategies and practices.	   
Department of Jobs, Tourism, Science and Innovation	State STEM Skills Strategy Aims to build a globally competitive workforce with the skills to drive WA's technological future and create new job opportunities. One of the goals of the strategy is to break down barriers and ensure that everyone has the opportunity to participate in a STEM future, including those under-represented in STEM such as women and girls.	 	Public Transport Authority	Customer Personal Safety Implementation of initiatives to protect the safety of, and increase the perception of safety amongst, passengers and members of the community accessing public transport facilities.	
	Funding of Women in Technology Western Australia (WiTWA) for its TechTrails initiative under the Digital and Technology Skills Program TechTrails [Tech+] Future Skills includes school incursions and electronic delivery of a program to explore STEM concepts. It aims to increase interest and future participation of girls and mid to low socioeconomic status students in STEM career pathways.	 	Water Corporation	Family Violence Assistance To provide empathetic, compassionate and confidential support to customers affected by family violence. This includes a dedicated case manager, information about support networks and access to a financial hardship program. In partnership with the Centre for Women's Safety and Wellbeing – Funds for Freedom program, grants are provided for household items such as white goods to help establish a new home after escaping family and domestic violence.	  
	Funding of Spacecubed SheCodes project under the Digital and Technology Skills Program The SheCodes program offers coding workshops and events to inspire women and girls to enter technology and entrepreneurial careers.	 			

WA Public Sector

The WA public sector is committed to advancing gender equality and supporting women employed within its departments, agencies and other public sector entities such as universities. The actions below are currently being implemented by one or more public sector agency in WA to support staff.

Action	Priority area/s	Action	Priority area/s
<p>Support for Women to Attain and Remain in Management and Senior Leadership Roles in the Public Sector</p> <p>Identification and implementation of strategies to increase the number of women in technical, management, senior leadership and regional leadership roles. This includes ensuring a talent pipeline for women into leadership roles by identifying and addressing barriers.</p> <p>Equal representation of women within management allows for greater diversity and enables different points of view and a more innovative leadership approach.</p> <p>The Department of Education's Western Australian Public School Leadership Strategy and North Regional TAFE's Frontline Leadership Program are examples of support to increase women in public sector leadership.</p>		<p>Public Sector Women in STEM</p> <p>Actions to understand the challenges, obstacles and opportunities impacting on women choosing to enter or continue in technology and engineering roles (particularly critical roles in agencies such as the Public Transport Authority), to inform attraction, retention and development strategies.</p> <p>Nominating women for initiatives such as the Women in Technology WA (WiTWA) network and Awards program to celebrate female role models in STEM and entrepreneurship.</p>	
<p>Flexible Public Sector Workplaces</p> <p>Flexible work options focus on building a more inclusive workplace culture and supporting staff wellbeing by enhancing flexibility and building the capacity of leaders to embrace flexible work arrangements for staff. Flexibility can improve employee work/life balance, reduce the impact of commuting and travel on employee wellbeing, and allow greater inclusion and opportunities for those with caring responsibilities.</p>		<p>Employee Health and Wellbeing and Peer Support Programs in the Public Sector</p> <p>Promoting the health and wellbeing of the workforce through information sharing, access to resources and activities. Peer Support Programs offer employees confidential support for issues affecting employees and their wellbeing. While not solely for women, this action supports and enhances the wellbeing of the public sector workforce which comprises more than 70 per cent women.</p>	
<p>Public Sector Training to Prevent Violence Against Women</p> <p>To build understanding of the causes, types, prevalence, and impact of violence against women, learn how to support someone experiencing violence and learn some practical skills to help speak up and safely take action to stop violence against women.</p> <p>Completion of the training is recorded in employees' files through the people management system. Agencies such as the Water Corporation undertake this training.</p>		<p>Inclusion and Diversity – Public Sector Workforce Representation</p> <p>To increase the representation of women across all levels in the workforce through attraction, retention and development initiatives. To promote the value of diversity and address unconscious bias in recruitment and promotion opportunities and participation in leadership and decision making forums. Agencies develop Workforce and Diversity Plans to guide their strategic priorities.</p>	
<p>Family and Domestic Violence Support in the Public Sector</p> <p>The Family and Domestic Violence Policy ensures affected employees are provided with a workplace environment that supports their safety and wellbeing and offers them flexibility to take action when experiencing or supporting someone experiencing violence while maintaining their employment.</p>		<p>Gender Pay Gap Audit in Public Sector Agencies</p> <p>Annual gender pay gap audits measure the size and causes of pay gaps to enable understanding and identification of any issues that need to be addressed. Agencies such as the Water Corporation undertake audits that are guided by the Workplace Gender Equality Agency (WGEA) methodology for determining gender pay gaps.</p>	
<p>Gender Equity Champions Groups in the Public Sector</p> <p>Gender Equity Champion's Groups (GECG) in agencies such as the Department of Finance are responsible for leading, promoting and coordinating activities that will support the Public Sector to achieve its gender equity targets and objectives.</p>		<p>Work 180 Endorsed Employer</p> <p>The WORK180 Endorsed Employer accreditation is awarded to employers following a review of their support for policies and benefits including flexible working opportunities and policies on paid parental leave. Agencies such as the Water Corporation have achieved this accreditation.</p>	
<p>Public Sector Training to Address Bullying and Harassment</p> <p>Workplace bullying and harassment policies include training for employees and contractors to enable understanding of the Government's commitment to gender equality and the elimination of sexual harassment, bullying and discrimination in the provision of a safe work environment.</p> <p>Additional face-to-face training is delivered to managers to support them in understanding their responsibilities in preventing, detecting and responding to bullying and harassment in the workplace.</p>		<p>Leadership, Development and Mentoring Opportunities in the Public Sector</p> <p>To provide women with equal participation in leadership and development opportunities offered to public sector employees including mentoring programs and leadership development programs – internal and external. This includes an interagency mentoring program to help build leadership capabilities across the sector.</p> <p>Women in public sector agencies may be supported to attend the annual Women in Public Sector Leadership Conference and share their learnings with other staff.</p>	
<p>Balanced Gender Representation on Recruitment and Selection Panels in the Public Sector</p> <p>Agencies such as the Department of Water and Environmental Regulation have committed to having no less than 50 per cent women in decision-making capacity on recruitment panels with the aim of improving equity outcomes where unconscious bias may exist.</p>		<p>Leadership Targets in the Public Sector</p> <p>Agencies including the Water Corporation and Curtin University establish and monitor gender targets for women in management, leadership and decision-making positions.</p>	
<p>Support and Recognition of Women Employees in the Public Sector</p> <p>Recognition of women in the workforce by celebrating and supporting their achievements and development including:</p> <ul style="list-style-type: none"> • Choose to Challenge workshops to raise awareness and provide practical tools to become a change agent, • Celebrating and raising awareness about International Women's Day, and • Nominating women for initiatives such as the annual IPAA Women in Public Sector Leadership Conference. 		<p>Public Sector Employee Network Group</p> <p>Employee network groups for women provide opportunities for employees to meet and connect with new colleagues to be an active voice for change, learn and grow professionally and personally and contribute towards an open and inclusive workplace.</p>	
		<p>Safe in all Spaces During COVID-19</p> <p>To ensure the support and safety of public sector employees affected by family and domestic violence. Agencies such as the Department of Water and Environmental Regulation developed an information guide called Safe in all Spaces at the start of the COVID-19 pandemic in recognition of the heightened safety risk due to working from home and lockdown isolation. The guide provided information for employees, team members and managers on indicators and signs, as well as ways to support a colleague who may be experiencing family and domestic violence and details of resources and services.</p>	



Health and wellbeing



Safety and justice



Economic independence



Leadership