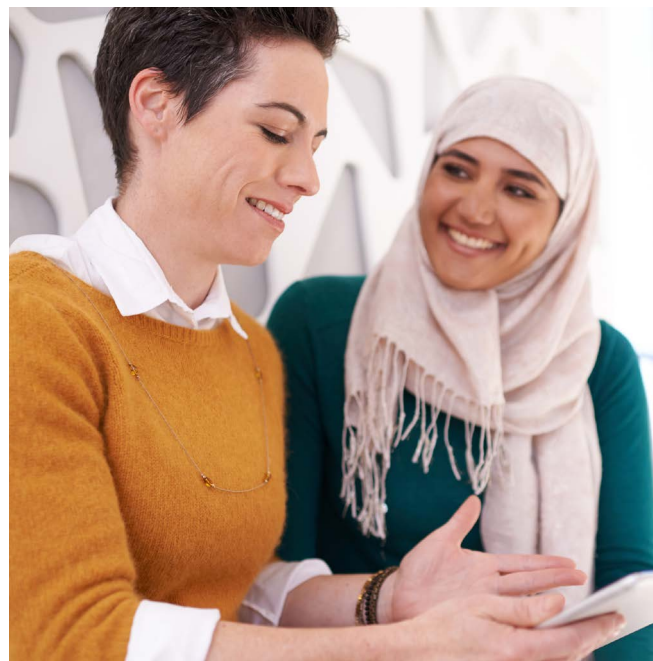




NSW WOMEN'S STRATEGY 2018-2022

Year Two Action Plan: To 30 June 2020



2019 NSW Council for Women's Economic Opportunity members.



Minister's Foreword

As the newly appointed Minister for Women, I am delighted to present the *NSW Women's Strategy Year Two Action Plan (to 30 June 2020)* (Year Two Action Plan).

Building on the work in the *NSW Women's Strategy Year One Action Plan (to 30 June 2019)*, this Year Two Action Plan reaffirms the NSW Government's commitment to improving the lives of the 4.1 million women¹ who live in NSW.

Whilst real progress has been made to advance the social and economic equality of women and girls, there is still much to be done. Through the NSW Women's Strategy, we are taking a whole-of-government, whole-of-community approach to addressing these issues.

The Year Two Action Plan contains a number of actions that aim to improve women's economic opportunity. The NSW Government is committed to ensuring that women and girls are not only economically secure, but also have access to flexible and diverse work, occupations and industries where they are traditionally under-represented, and leadership and board positions.

As NSW's largest employer, it is important that the NSW government leads the way. I am proud to be able to say that our agencies are focused on improving career pathways for women and girls. For example, Treasury is supporting women to start and grow small businesses through the Business Connect program. Create NSW is working to improve opportunities for women in the screen, arts and cultural sectors, and is aiming to achieve 50:50 gender parity in the key screen creative roles.

I am particularly focused on improving the lives of women and girls who live in regional areas which is reflected in the specific actions in the Year Two Action Plan. As a woman living in a regional area, I know the barriers often faced by women and girls to access employment opportunities, adequate health care and other important social services.

The Year Two Action Plan includes actions aimed directly at women and girls who live in regional, rural and remote areas. The NSW Rural Women's Network is delivering a number of projects, including *The Country Web*, the Rural Women's Award, and the annual NSW Rural Women's Gathering, to ensure rural women have access to useful information, services and networking opportunities. Further, in 2019/20 the Sydney School of Entrepreneurship will deliver workshops and speaker series with a focus on female entrepreneurship in regional and rural NSW.

It is also important to ensure that women across NSW have access to coordinated and integrated health care, including access to mental health supports. Importantly, the development and implementation of phase two of the *NSW Service Plan for People with Eating Disorders* will commence to improve the access to mental health and physical health services for women and girls with eating disorders.

This Action Plan demonstrates the NSW Government's continued commitment to women and girls, across all aspects of their lives. However, we recognise that we cannot do it alone. We will continue to strengthen and support our relationships with the non-government sector and private businesses, so we can all work together to achieve the ultimate aim of gender equality.

A handwritten signature in black ink that reads "B. Taylor".

The Hon. Bronnie Taylor MLC
Minister for Women



About the NSW Women's Strategy and Action Plans

The *NSW Women's Strategy 2018-2022* (NSW Women's Strategy), which was launched in August 2018, is a whole-of-government and whole-of-community policy framework providing a comprehensive and targeted approach to promoting gender equality.

The NSW Women's Strategy identifies three priority areas for action:



**Economic opportunity
and advancement**



Health and wellbeing



**Participation
and empowerment**

The NSW Women's Strategy is delivered through four annual action plans, which present initiatives under the above three priority areas. Agreed targets and deliverables are included to enable progress to be measured.

Women's Strategy Year One Report

The Year One Action Plan was the first annual action plan and delivered a number of initiatives that aimed to improve the economic, social and physical wellbeing of women and girls across NSW.

The first section of this document, the *NSW Women's Strategy Year One Action Plan Report (achievements to 30 June 2019)* (Year One Report) provides a summary of the progress agencies have made towards their Year One targets.

Some of the highlights from the Year One Report include:

- supporting all roles across the government sector to be flexible on an 'if not, why not' basis
- working across government to respond to the needs of women at risk of, or experiencing homelessness
- release of *Her Sport Her Way* Strategy

Women's Strategy Year Two Action Plan

The second section of this document contains the Year Two Action Plan.

The Year Two Action Plan builds on some actions from the Year One Action Plan, including: increasing the proportion of women in senior leadership roles in the government sector to 50 per cent by 2025; Generation STEM initiatives; and *The First 2000 Days: A Framework for Maternity, Child and Family Health*.

The Year Two Action Plan also contains a number of new initiatives, including those led by non-government organisations such as the Older Women's Network (OWN), the NSW Women in Mining Network (WIMnet NSW) and the Innovation Collaboration.

Diversity and inclusion

Through the Year Two Action Plan, the NSW Government is committed to embedding its multicultural principles in all actions and initiatives. This will help improve the economic, social and physical wellbeing of all women and girls irrespective of their linguistic, religious or ancestral backgrounds.

The Year Two Action Plan recognises and supports the need to address the ongoing disadvantage experienced by Aboriginal women in NSW, including their poorer health, economic, and social outcomes compared to non-Aboriginal people. In the Year Two Action Plan, the needs of Aboriginal women and girls will be embedded across the actions.

The NSW Government also believes in promoting the equality and wellbeing of all women, including women of all sexual orientations and gender experiences, including lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) women. The NSW Government acknowledges that women in LGBTIQ communities face greater health disparities, are at a higher risk of experiencing violence and face greater barriers to accessing support than women in the general population. We will work to develop targeted actions throughout the course of the NSW Women's Strategy that aim to address the impact of minority stress, ongoing stigma and harassment and marginalisation experienced by many LGBTIQ women in NSW.



Intersections with NSW Government policy on domestic, family and sexual violence

Governance, monitoring and evaluation

The Women's Strategy does not include responses to domestic, family and sexual violence but acknowledges the disproportionate impact of this violence on women and girls. The NSW Government continues to deliver reforms under the *NSW Domestic and Family Violence Blueprint for Reform 2016-2021: Safer Lives for Women, Men and Children*; the *NSW Sexual Assault Strategy 2018-2021*; and the *NSW Homelessness Strategy 2018-2023*. Further, the NSW Ministry of Health delivers a wide range of specialist violence, abuse and neglect (VAN) services that help to minimise the impact of trauma, support patient recovery from trauma, and promote their long-term health and wellbeing.

The Minister for Women is responsible for overseeing the impact of NSW Government policy and practice on women and girls, to ensure equitable outcomes.

The Department of Communities and Justice (DCJ) convenes a NSW Women's Strategy Interdepartmental Committee to guide and support implementation, monitoring and reporting of the action plans and evaluation. The Interdepartmental Committee also plays a critical role in identifying initiatives for inclusion in future action plans that are reflective of community need.

Understanding the factors that drive inequality and how these can be addressed will improve existing approaches and guide the development of new actions across the life of the strategy.

Legend



Complete



Not started



Progressing



Delayed












On Track




Year One Final Report: 1 July 2018 to 30 June 2019



Priority Area One: Economic opportunity and advancement






Status	Action	Target	Lead
 *	1.1 Attract more students to STEM higher and vocational education	In partnership with the CSIRO, identify two inaugural initiatives for support through the Generation STEM initiative for implementation in 2018-2019.	NSW Department of Industry/CSIRO
	1.2 Creating entrepreneurial opportunities	Hold an inaugural female entrepreneurship speaker event in 2018-19.	NSW Department of Industry/ Sydney School of Entrepreneurship
	1.3 Increase and support women's representation in the arts, screen and cultural sectors	Maintain a 50:50 gender target across NSW Government screen development and funding programs by June 2019.	Create NSW
	1.4 Continue investment in the NSW Council for Women's Economic Opportunity (NSW CWEO)	Hold two facilitated workshops in 2018-2019.	Department of Family and Community Services
	1.5 Boost the number of skilled construction workers and create fresh pathways through the Infrastructure Skills Legacy Program	Double the number of women in trade-related work on major government infrastructure projects over five years to 2023.	NSW Department of Industry
	1.6 Develop an annual report on NSW Government spending on women	Develop the first annual report on NSW Government spending on women through a budget statement as part of the 2019-20 budget.	Department of Family and Community Services
	1.7 Increase the number of women in senior leadership roles	Increase the proportion of women in senior leadership roles in the NSW Government sector to 50 per cent by 2025.	Public Service Commission
	1.8 Work with Jobs for NSW to support employment opportunities for women with children	Make NSW the best place to work for women with children.	Department of Premier and Cabinet
	1.9 Provide and improve flexibility in the public sector	All roles across the government sector will be flexible on an 'if not, why not' basis by 2019.	Public Service Commission

* The first Generation STEM initiative was launched in the 2018-19 financial year. The second initiative is currently in the design and market research phase of implementation.

Status	Action	Target	Lead
	1.10 Drive public sector equity	Undertake an exploratory review of pay parity for Band 1 - 3 Executives and equivalent for each cluster for 2018, and report back to the Secretaries Board as part of regular reporting on the Premier's Priority on diversity targets and initiatives.	Public Service Commission (with support from Department of Premier and Cabinet)
		At six month intervals, monitor the number of women registered on the NSW Government Boards and Committees Register, and where possible respond to gaps and emerging issues.	Department of Premier and Cabinet
		Discussions on underemployment of women with the Productivity Commissioner by June 2019.	Department of Family and Community Services










Priority Area Two: Health and wellbeing

Status	Action	Target	Lead
 †	2.1 Deliver a new <i>NSW Health Framework for Women's Health</i>	By June 2019, all local health districts will use the <i>NSW Health Framework for Women's Health</i> to identify specific actions to enhance the health of women in their communities.	Ministry of Health
	2.2 Deliver <i>The First 2000 Days: A Framework for Maternity, Child and Family Health</i>	All districts will use <i>The First 2000 Days: A Framework for Maternity, Child and Family Health</i> framework by June 2019 to identify specific actions to enhance health service provision and prevention, and early intervention strategies for children and families to improve health in their communities.	Ministry of Health
	2.3 Respond to the mental health needs of mothers and children	Provide more than 900 women and their children with access to targeted mental health supports in 2018-2019.	Ministry of Health
	2.4 Support women and girls with eating disorders	By the end of 2018, every local health district and speciality network in NSW is developing a local plan to identify eating disorders early, provide timely access to care and prevent illness progression.	Ministry of Health
	2.5 Work across government to respond to the needs of women at risk of, or experiencing, homelessness	Encourage new housing proposals through the Social and Affordable Housing Fund that target older women.	Department of Family and Community Services

† This action will be launched in 2019.



Priority Area Three: Participation and empowerment

Status	Action	Target	Lead
 ‡	3.1 Support young women's online safety	Develop and publish new online educational resources based on consultations with young people by June 2019.	Department of Family and Community Services
	3.2 NSW Women in Sport Strategy	Launch the NSW Women in Sport Strategy.	Office of Sport
	3.3 Establish NSW Women's Week, to coincide with International Women's Day	Deliver a new grants program to support grassroots International Women's Day events in 2019.	Department of Family and Community Services
	3.4 Support Aboriginal women through identifying opportunities for connection within planned women's gatherings	To be determined through research and design by June 2019.	Department of Family and Community Services
 §	3.5 Continue to support the Older Women's Network (OWN) NSW	Establish additional OWN wellness centres in regional areas by June 2019.	Department of Family and Community Services
	3.6 Online showcasing of inspirational women	Deliver an online showcase of inspirational women on the Women NSW website.	Department of Family and Community Services
	3.7 Increase the number of award nominations of women for Australia Day and Queen's Birthday honours, as part of the Australian honours and awards system	Increase the number of nominations for women in the 2019 Order of Australia Awards.	Department of Family and Community Services

‡ This action will be launched in 2019.

§ One wellness centre has been established. Another will be established in 2019.

Year Two Action Plan: To 30 June 2020



Priority Area One: Economic opportunity and advancement

Our shared goal is to improve women's financial wellbeing and security, and support diverse and flexible employment opportunities for women and girls. We will create employment opportunities across occupations and industries where women remain under-represented.



Overall outcomes

- The NSW Public Sector, as one of the largest aggregate employers in NSW (approximately 10 per cent of NSW's total workforce)², will remain a leader on gender equality and a champion for women in leadership and flexible working.
- Women can freely participate in the workforce and have access to a broad range of career opportunities, including occupations and industries where women are traditionally under-represented.
- Women are supported and empowered to achieve economic independence to enable economic security.

ACTIONS to increase women's economic security, through access to job opportunities, training and other supports**Lead****1.1 Drive implementation of flexible working in the government sector**

The NSW Government **has a policy commitment that all roles across the NSW government sector can be flexible on an 'if not, why not' basis by 2019.**

Public Service
Commission

The Public Service Commission will continue to build on work already completed in this space to support the sector to achieve this commitment. The emphasis in this phase shifts to embedding flexible working practices through advising on best practice role design and strategy guidance to make flexible working easy to access and sustainable to use.

Target: By June 2020, develop practice guidelines and governance processes that assist agencies to sustainably embed flexible working practices.

We will:

- build a role design good practice guide for line managers that supports inclusive, flexible work arrangements
- embed governance to drive accountability, track progress and take stock to ensure sustainable progress.

1.2 Deliver Opportunity Pathways Program for women experiencing disadvantage

Opportunity Pathways is a program under Future Directions for Social Housing that supports people to break the cycle of disadvantage and reduce reliance on government assistance through access to training, employment and wrap-around support to achieve long term employment outcomes.

Department of
Communities and
Justice

From 1 March 2019, Opportunity Pathways will be delivered in numerous sites across Western NSW, Far West NSW, Hunter New England, Central Coast, Northern NSW, Mid North Coast, Murrumbidgee, Southern NSW, Illawarra Shoalhaven, Nepean Blue Mountains and Sydney regions for three years.

Target: 50 per cent of Opportunity Pathways participants will be women by March 2022.

We will:

- collect data on the engagement of women into the program and encourage Opportunity Pathways service providers to target client intake to at least 50 per cent women
- ensure the use of brokerage funds supports the removal of barriers experienced by many women, such as access to child care and other familial caring responsibilities
- track the success of women through the program in completing training and education activities to support future work opportunities
- track the success of women through the program in entering employment and meeting the target key performance indicators of 13 weeks and 26 weeks of work.

1.3 Maximise superannuation for women

Women approaching retirement have a superannuation balance approximately 37 per cent lower than men.³ The Department of Planning, Industry and Environment is committed to supporting female employees to develop the skills and knowledge required to maximise their financial outcomes.

Department of
Planning, Industry
and Environment

Target: Hold three Superannuation for Women sessions by December 2019.

We will:

- continue to deliver superannuation workshops specifically targeted for women. The sessions will provide information and general advice on maximising financial outcomes and economic empowerment through superannuation.

1.4 Increase opportunities for women across all Create NSW strategies

Target: Investigate and include viable opportunities across each strategy as developed.

Create NSW

We will:

- investigate ways to increase opportunities for women across the following strategies in development:
 - Contemporary Music Strategy
 - Youth Strategy
 - Creative Ageing Framework
 - National Arts and Disability Strategy
 - Aboriginal Cultural Strategy

1.5 Work with NSW CWEO to address barriers to women's employment

The NSW Council for Women's Economic Opportunity (CWEO) was established to provide the NSW Government with specialist advice on enhancing women's economic opportunities.

Women NSW

For the 2019-20 financial year, CWEO has chosen to focus on the topics of women's financial literacy.

Target: Develop a tool to promote existing financial literacy resources to women.

We will:

- research and map the availability of financial literacy resources and seek CWEO's advice on how to ensure these resources are visible and accessible to women.



ACTIONS to influence the number of women in leadership roles across government, private and community sectors

Lead

1.6 Understand the barriers and enablers to women's career progression to senior leadership in the NSW Government sector and pilot interventions to inform evidence based strategies to increase the proportion of women applying for pipeline and senior leader roles

Men continue to outnumber women in senior leadership roles in the NSW Government sector. In 2018 the gender ratio of applicants for senior roles showed that for every application from a woman, there were two applications from men.⁴

Public Service
Commission

The NSW Government is committed to driving public sector diversity, including increasing the proportion of women in senior leadership roles in the NSW Government sector to 50 per cent by 2025. An inclusive workplace culture is critical to enabling diversity in the workplace to thrive, and leaders play an important role in promoting this.

Target: In partnership with the Behavioural Insights Unit (Department of Customer Service), pilot interventions to increase the proportion of women applying for pipeline and senior leader roles by December 2019.

We will:

- use the evidence base to design opportunities to enhance the recruitment process.

Target: Trial 'Inclusive Leadership Experience' with selected agencies by August 2019

We will:

- partner with selected agencies to trial an Inclusive Leadership Experience. The pilot is founded on Deloitte's Six Signature Traits of Inclusive Leadership and aims to support leaders to:
 - understand what Inclusive Leadership means
 - recognise their individual and collective leadership shadow
 - behave more inclusively in day-to-day situations
 - positively influence others
 - commit to individual and shared actions for change.

Target: Trial 'Opendoors' program for six months until December 2019.

We will:

- partner with selected agencies to trial a six-month career sponsorship program called 'Opendoors'. The Opendoors pilot program will partner highly influential senior leaders with sector-based, diverse high-achievers to accelerate career advancement and promote equality.

Target: Carry out analysis of government sector workforce talent pipeline by December 2019.

We will:

- undertake an analysis of the NSW Government sector workforce talent pipeline (Grades 9/10, 11/12 and equivalents) to understand its composition and identify key enablers and barriers to career progression for women.

1.7 Implement specific strategies to increase the proportion of women in leadership in NSW Government departments

Public Service Commission

Target: Increase the proportion of women in senior leadership roles in the NSW Government sector to 50 per cent by 2025.

Various NSW Government departments

We will:

- continue to work with clusters to increase the proportion of women in senior leadership roles in the NSW Government sector through the Premier's Priority to drive diversity in the government sector
- monitor cluster progress and provide monthly reports to the Secretaries Board.

NSW Government agencies are implementing initiatives to work towards the goal of increasing the proportion of women in senior leadership, and creating a diverse and inclusive workforce. Targeted agency initiatives include:

Department of Education

Target: Increase the representation of women in senior leadership roles from 53 per cent to 60 per cent by 2025.

We will:

- build an inclusive workforce through employee awareness, understanding and engagement
- attract, recruit, develop and retain a workforce that reflects the community we serve
- strengthen workforce data and evidence to inform sustainable decisions and initiatives.

Department of Planning, Industry and Environment

Target: Continue to work towards the Premier's Priority of increasing the proportion of women in senior leadership roles to 50 per cent by 2025.

We will:

- hold formal mentoring programs for women in Clerk Grades 9/10 and 11/12 (or equivalent) with aspirations to move into senior leadership in the next 5 years. Mentees will be matched with senior leaders in a 9-month bespoke mentoring program. Training, workshops and networking opportunities are provided around topics such as emotional intelligence, organisational savvy and determining career direction.

Department of Communities and Justice

Target: Achieve 50 per cent representation of women in senior leadership roles by 2025.

We will:

- implement actions from the *Department of Justice Women in Leadership Action Plan 2018* to increase the representation of women in senior leadership and succession pipeline roles (Grades 9/10 to 11/12) across all divisions, including:
 - delivery of the Women in Leadership Executive Mentoring Programs
 - delivery of an Inclusive Leadership Workshop Program for Senior Executives
 - delivery of 'Women in Leadership' development training courses
 - develop a pilot Secondment and Mobility Program for women
 - participate in the PSC 'Male Champions of Change' Program
 - participate in the PSC 'Opendoors' Career Sponsorship Program
 - promote membership of the Women in Justice Staff Network
 - enhance workforce profile reporting capabilities to monitor progress



Multicultural NSW

Target: Increase the proportion of women from culturally and linguistically diverse (CALD) backgrounds in leadership positions

We will:

- include women as a theme from the Multicultural Policies and Services Programs for public agencies to report on the number of culturally diverse women leaders, the leadership training spend on culturally diverse women and the type of positions and roles of culturally diverse staff.

1.8 Increase the proportion of women in leadership roles in the screen sector

The Australian screen industry has far fewer women than men in the key creative roles of Director, Writer and Producer. Screen NSW features funded for production over the three year period 2012-13 to 2014-15 showed female Producers at 75 per cent, Directors at 28 per cent and Writers at 16 per cent.⁵

Create NSW

Target: 50:50 gender parity in the screen sector by 2020

We will:

- continue to investigate ways to support meeting the target and report our progress until end of 2020.

1.9 Develop the NSW Sport Leaders of Change Program

Leaders on and off the field in sport are key influencers, yet fewer women than men are appointed leaders. In 2017 only 12.5 per cent (two out of 16) of the major/larger sports in NSW had at least 40 per cent of women on boards.⁶ The *NSW Sport Leaders of Change* Program will engage Chief Executive Officers to become champions for gender equity in the sport sector.

Office of Sport

Target: NSW Sport Leaders of Change guidelines produced by 30 June 2020.

We will:

- engage targeted CEOs to become champions for gender equity and commit to practical actions to improve sport outcomes for women and girls in their sports through the *NSW Sport Leaders of Change* Program.

1.10 Investigate the capacity of Arts and Cultural Development Program funded organisations to implement Diversity Action Plans

The Arts and Cultural Development Program (ACDP) provides funding opportunities for NSW-based arts and cultural organisations, NSW professional artists and arts/cultural workers across a wide range of art forms and disciplines.

Create NSW

Target: Investigate establishing diversity data collection across ACDP funded organisations to implement Diversity Action Plans by June 2020.

We will:

- investigate establishing diversity data collection across ACDP funded organisations that includes women in leadership roles, in accordance with privacy principles.

ACTIONS to increase the number of women on decision-making panels, boards and governance committees

Lead

1.11 Increase representation on all Create NSW committees, working groups and panels

Aligning with the NSW Government's commitment to empower women, Create NSW is taking positive action to ensure diversity is represented on decision-making boards and committees.

Create NSW

Target: Achieve 50:50 gender parity in the membership of arts, screen and cultural advisory committees, working groups and grant assessment panels convened by Create NSW by June 2020.

We will:

- aim to achieve 50:50 gender parity in the membership of arts, screen and cultural advisory committees, working groups and grant assessment panels convened by Create NSW.

1.12 Drive public sector equity

Between 30 June 2017 and 30 June 2019, the proportion of women on NSW Government boards and committees rose from 40.2 per cent to 41.6 per cent.⁷

Department of
Premier and
Cabinet

Target: Increase opportunities for women to join NSW Government boards and committees

We will:

- review the systems used to engage candidates for, and make appointments to, NSW Government boards and committees to identify opportunities to increase women's representation.

ACTIONS to increase women's access to a broad range of career opportunities, including non-traditional pathways

Lead

1.13 Create and accelerate entrepreneurial opportunities for women in NSW

Women continue to make up a minority of entrepreneurs (approximately 37 per cent of early stage entrepreneurs are female).⁸ Women entrepreneurs in regional and rural areas face greater challenges due to the concentration of business startup activities being located in capital cities. Sydney School of Entrepreneurship (SSE) is a collaboration between 11 NSW universities and TAFE NSW that aims to educate and drive the next generation of Australian entrepreneurs. Through SSE, we want to open up more entrepreneurial opportunities for women in NSW.

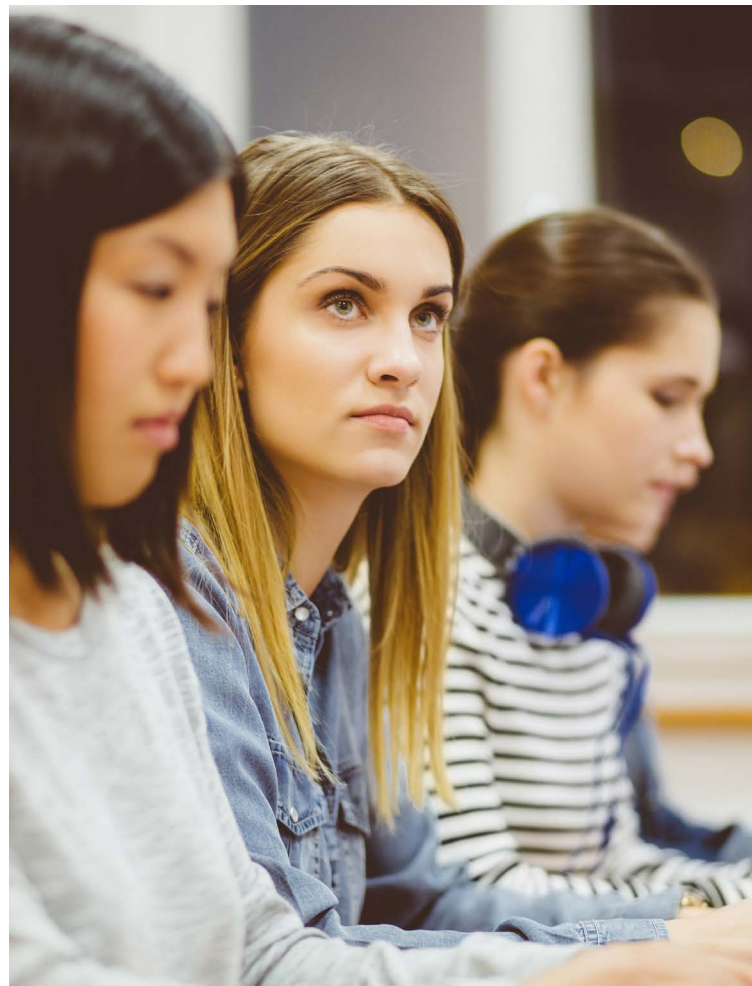
Treasury/
Sydney School of
Entrepreneurship

SSE Speaker Series events draw on inspirational female role models, including NSW Women of the Year award winners, to empower more young women to be entrepreneurs.

Target: Deliver further workshops and speaker series events on female entrepreneurship in 2019-2020, including in regional and rural NSW.

We will:

- continue to support women to build entrepreneurial skills
- deliver further SSE Speaker Series and associated events on female entrepreneurship to develop entrepreneurial mindset and skills
- continue outreach activities to engage with women entrepreneurs in regional and rural areas of NSW.



1.14 Enhance opportunities for investment in female entrepreneurs in NSW

In Australia, 22 per cent of founders are women.⁹ The Innovation Collab is a collaboration of government, industry, accelerators, venture capital, start-ups, mentors and female entrepreneurs. The Innovation Collab will work to identify barriers and opportunities to foster the conditions necessary to increase investment in female entrepreneurs.

Women NSW/
The Innovation
Collab

Target: Establish the first Innovation Collab by December 2019.

Target: Collect data to support evidence base for future initiatives by June 2020.

Target: Trial an education program for youth under 15 years by June 2020.

Target: Develop angel investors education program by June 2020.

We will:

- develop a common framework representing the innovation life cycle with key milestones, enablers and self-measurement tools to support women to navigate the entrepreneurial ecosystem
- identify the key data points to collect and measure to better understand barriers to, and enablers for, investment within the innovation lifecycle
- develop an education program for early high school students to enhance entrepreneurial skills, mindset and confidence
- develop an education program to support the development of key skills required to become an angel investor
- ensure that the Innovation Collab retains an inclusive membership and focus, including regional and rural representation.

1.15 Support women to start and grow businesses across NSW

The NSW Government's \$30 million Business Connect (business advisory services) program provides advice to start-ups and small to medium sized enterprises on how to start and grow businesses in NSW.

Treasury

In 2016 in NSW, around 27.3 per cent of non-employing business owners and 28.8 per cent of small business owners were female,¹⁰ and in 2018 around 54 per cent of Business Connect clients were female.¹¹

Target: Women comprise at least 45 per cent of Business Connect clients annually.

Target: Women report higher levels of business confidence after participating in Business Connect.

We will:

- continue to support women to start and grow small businesses through the Business Connect program, including through workshops, seminars and tailored business advice.

1.16 Helping women to start and manage their own business

Women will be offered online courses to build their financial literacy and business skills, together with mentoring, networking and coaching opportunities. The program commences in January 2020.

TAFE NSW

Target: Deliver an online educational program to 5,000 women in small, micro business or start-up operations by January 2024.

We will:

- undertake market and customer research to identify the educational needs of women in business
- develop the online resources necessary to offer an educational program designed to meet the specific requirements of women as they start and grow a small business
- provide online teacher support and in-person master classes on selected topics as required
- offer networking opportunities as well as mentoring and advisory services for women by partnering with other government providers, including NSW Department of Industry, Planning and Environment, Business Connect and other women in business networking groups
- provide online language support to improve English for female students from a multicultural background
- track the success of the program through enrolments and student progress.

1.17 Attract more female students to STEM vocational and higher education through Generation STEM initiatives

Women make up only 27 per cent of the Science, Technology, Engineering and Mathematics (STEM) graduate workforce in Australia.¹² Less than one in five senior researchers in Australian universities and research institutes are women.¹³ Only one in four IT graduates, and just over one in 10 engineering graduates are women.¹⁴ We need to attract and retain a higher number of females to STEM.¹⁵

Education/CSIRO

The NSW Government has endowed \$25 million under the Science and Industry Endowment Fund to establish Generation STEM, an initiative to invest in programs that attract, support, train and retain NSW students in STEM.¹⁶

In partnership with the NSW Department of Education, the Commonwealth Scientific and Industrial Research Organisation (CSIRO) has developed inaugural initiatives for launch in 2019-2020.

Target: Launch new Generation STEM initiatives in 2019-2020.

We will:

- continue to work with industry and education providers to attract more diverse, high-potential students to STEM higher education and vocational education, and retain high performing students in NSW STEM industries
- in 2019-2020 the CSIRO will begin to deliver targeted Generation STEM initiatives to support Year 9-11 students into STEM pathways and HSC subjects, considering local industry needs and trends. The first location priority is Western Sydney, given its major development projects and anticipated growth in STEM jobs. Regional areas will be an important focus, based on local industry needs and social characteristics.

1.18 Create skills and employment pathways for women in construction through the Infrastructure Skills Legacy Program

The Infrastructure Skills Legacy Program (ISLP) has a target to double the number of women in trade-related work for all major government infrastructure projects and is part of the *NSW Government Action Plan: A ten point commitment to the construction sector*.

Education/
Training Services
NSW

Target: Double the number of women in non-traditional trades from 1 per cent to 2 per cent on NSW Government infrastructure jobs by June 2023.

We will:

- continue to support contractors to increase the diversity of their workforce by implementing strategies to double the number of women in non-traditional trades on major government infrastructure projects in 2019-2020. These strategies include targeted pre-employment programs and a strategy to inform girls in primary and secondary schools about the opportunities for non-traditional trade occupations.

1.19 Improve career development for women in the minerals and energy sector

Women are under-represented in careers in the minerals and energy sector in NSW. Women's share of jobs in the mining industry in NSW was 15.4 per cent in February 2019.¹⁷ The NSW Women in Mining Network (WIMnet) NSW Mentoring Program supports the retention and career development of women in this sector through matching them with a more experienced professional for structured mentoring.

Women NSW/
Women in Mining
Network

Target: Support WIMnet to provide a mentoring program for 30 women by December 2019.

We will:

- support the 2019 WIMnet Mentoring Program. The program will focus on supporting women working directly at regional sites, including the Hunter Valley, Gunnedah, Narrabri, Illawarra and the Central West region.

1.20 Increase the number and visibility of female coaches at all levels

Coaches are key influencers within sport and currently women are significantly under-represented as coaches from grassroots through to high performance. For example, only 9 per cent of accredited high performance coaches at the Rio Olympics were female.¹⁸ A coordinated and strategic approach is needed. The NSW Female Coaching Framework will be developed in consultation with key partners across participation, talent development and high performance. It will focus on athlete to coach transition, training, support networks, role models, talent identification and promotion to increase the number and visibility of coaches at all levels.

Office of Sport

Target: Deliver stakeholder consultations to inform the NSW Female Coaching Framework during 2019-2020.

We will:

- gather relevant research and global insights to inform the NSW Female Coaching Framework
- conduct stakeholder consultations across high performance and talent development.



Priority Area Two: Health and wellbeing

Our shared goal is to promote and support a holistic approach to women's health across the lifespan. Women's physical, social and economic potential is maximised when they are healthy and their health needs are addressed.

Overall outcomes

- Health and wellbeing outcomes for women will be improved across the lifespan.
- Health service delivery for women in NSW is coordinated and integrated.
- Women in NSW have access to appropriate mental health supports.
- Women in NSW are supported to live their healthiest lives.



ACTIONS to ensure that health services for women are coordinated and integrated, and respond to the diverse needs of women

Lead

2.1 NSW Health Framework for Women's Health

Ministry of Health

Women and girls have unique health needs and face diverse barriers to accessing services. The NSW Health Framework for Women's Health promotes a holistic approach to women's health and applies across NSW Health and the broader system, including private sector organisations, not-for-profit organisations, and other government agencies. It provides overarching principles, goals and strategies that integrate the wide range of services that seek to improve the health and wellbeing of women and girls in NSW across their life course.

Target: Local Health Districts, Speciality Health Networks and Pillars to set local priorities and develop or refresh plans to achieve the goals of the framework by June 2020.

We will:

- deliver the new NSW Health Framework for Women's Health in 2019, updating the current framework released in 2013. The revised framework will outline a high level plan to deliver services and environments that support all women in NSW, including those most at risk of poor health outcomes, to meet their physical, social and psychological health needs
- publish an annual snapshot of progress against the Framework and priorities for the coming year.

2.2 Video communications around working with Aboriginal patients

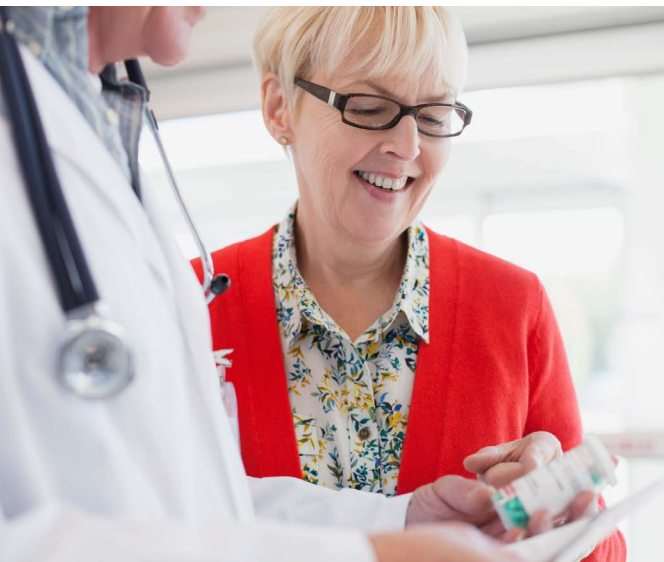
Ministry of Health

Aboriginal women and families continue to face significant barriers to accessing health care services and information in Australia.¹⁹ Aboriginal people often find the health system difficult to understand and navigate with cultural safety, while health services are often ill-equipped to deal with the complexity of the health, social and emotional wellbeing needs of Aboriginal people.²⁰

Target: Deliver a video based training resource to assist services to work with Aboriginal families and young people by June 2020.

We will:

- assist services to design, deliver and evaluate care that improves mental health and wellbeing outcomes for Aboriginal children, youth and their families.



ACTIONS to increase the early detection of cancer in women, and better support women who are affected by cancer**Lead****2.3 Increase the early detection of breast, bowel and cervical cancers**

Breast cancer is the most common cancer affecting women in NSW, with 1 in 8 women developing breast cancer in their lifetime.²¹

Cancer Institute
NSW

Bowel cancer is Australia's second biggest cancer killer.²² If detected early, bowel cancer can be successfully treated in more than 90 per cent of cases.²³

A Cervical Screening Test reduces cervical cancer by detecting the human papillomavirus (HPV). HPV is the infection that causes cervical cancer in over 99 per cent of cases.²⁴

Screening programs offer free tests that detect cancers or precursors of cancers in the early stages. Early detection means women have more effective treatment options and better outcomes.

Target: Increase breast screening participation rates for NSW women aged 50 – 74 years to 55 per cent by June 2023.

Target: Increase NSW women's participation in the National Bowel Cancer Screening Program to 60 per cent by 2020.*

Target: Maintain NSW participation rate in the National Cervical Screening Program at 56 per cent in 2020.**

We will:

- deliver effective, evidence-based programs that increase the early detection of breast, bowel and cervical cancers
- develop, implement and evaluate innovative strategies that increase participation in screening programs with a specific emphasis on priority populations with high rates of unscreened and under-screened women
- reduce the variation in participation rates based on geographic, socio-economic, linguistic and cultural differences
- monitor the impact of transition to the renewed National Cervical Screening Program.

**The participation rate for 2020 will be reported by the AIHW in 2023.*

***The participation rate for 2020 will be reported by the AIHW in 2022.*

2.4 Primary Care Cancer Strategy

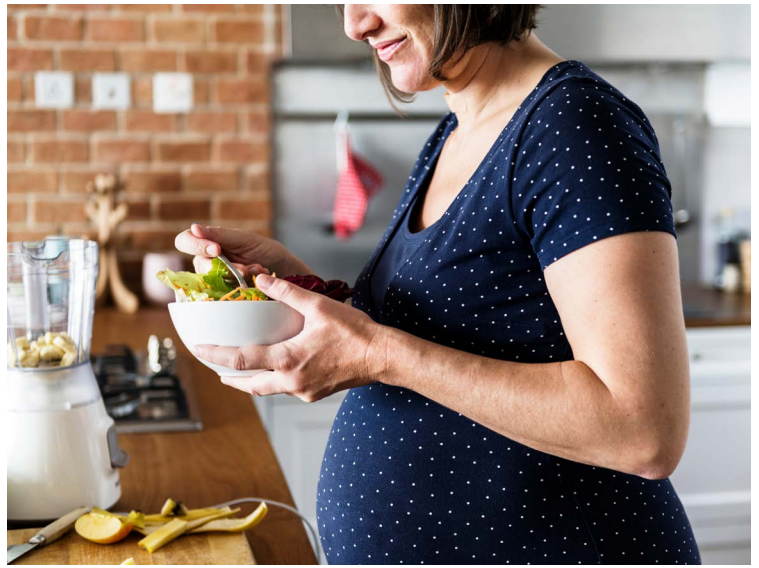
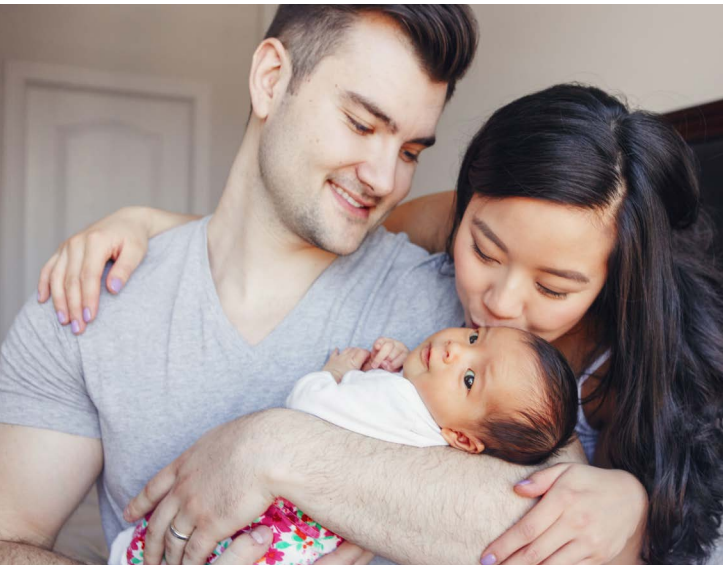
The Primary Care sector has a key role in supporting people affected by cancer and has been identified as a focus area in the [NSW Cancer Plan](#). Cancer impacts on people living with a diagnosis or caring for a loved one. With a growing and ageing population, the cancer burden across NSW is expected to increase. One in two people will be diagnosed with cancer before their 85th birthday.²⁵

Cancer Institute
NSW

Target: The Cancer Institute NSW Primary Care Cancer Strategy will be delivered by June 2020.

We will:

- commence consultation with key primary care stakeholders in 2019 for the development of a NSW Primary Care Cancer Strategy
- co-design a strategy with stakeholders which reflects the key role primary care plays in prevention, diagnosis, treatment and after care of people with cancer
- ensure the consultation process will include priority groups such as Aboriginal and culturally and linguistically diverse communities.



ACTIONS to support women during pregnancy, mothers and babies

Lead

2.5 Implement *The First 2000 Days: A Framework for Maternity, Child and Family Health*

The first 2,000 days is a critical time for physical, cognitive, social and emotional health.²⁶ What happens in the first 2,000 days of life has been shown to have an impact throughout life.²⁷ The First 2000 Days Framework is an evidence-based platform that will guide health service policy, planning and delivery. When health care is informed by this Framework, families will receive better care in the first 2,000 days and build a healthy foundation to last a lifetime.

Ministry of Health

Target: All districts will report on progress towards priorities in their local plans by June 2020.

All districts will use *The First 2000 Days Framework* strategic objectives to inform local priority setting and planning. The objectives of the Framework are to:

- understand and promote the importance of the first 2,000 days and the best opportunities for action
- provide care to all and work in partnership to promote health, wellbeing, capacity and resilience during the first 2,000 days
- provide additional services for those who need specialised help, when they need it.

2.6 Healthy Eating and Active Lifestyles

All Public Maternity Units in NSW are trained to refer to the Get Healthy in Pregnancy Telephone and Coaching Service to support women to achieve nutrition and physical activity recommendations, healthy gestational weight gain and abstain from alcohol during pregnancy.

Ministry of Health

Target: 7,587 Get Healthy in Pregnancy referrals across NSW for 2019-20.* This aligns to the Premier's Priority commitment to increase the referrals to 10 per cent of the public birth cohort by June 2020.

We will:

- support pregnant women to achieve nutrition and physical activity recommendations
- support pregnant women to abstain from alcohol during pregnancy.

**Referrals received from all public hospital birthing units in NSW, which contributes to the overall entries into the service.*

2.7 Reduce smoking among pregnant women

Women who smoke have a greater risk of ectopic pregnancy and miscarriage, having a premature baby, having a sickly and small baby, and/or the baby dying during or soon after birth. Further, smoking during pregnancy can increase a baby's risk of suffering from sudden infant death syndrome (SIDS), asthma, respiratory infections and middle ear infections after they are born.²⁸

Cancer Institute
NSW and Ministry
of Health

Target: Women who smoked at any time during pregnancy: decrease on previous year.

Target: Women who quit smoking by the second half of pregnancy: 4 per cent increase on previous year.

We will:

- embed tobacco cessation in pregnancy services to reduce smoking related harms.

ACTIONS to support women experiencing mental health issues

Lead

2.8 Mums and Kids Matter program

Originally funded under a National Partnership Agreement from 2014 to June 2016, the Mums and Kids Matter (MaKM) program is an innovative service model that has been piloted and evaluated and is now funded under the NSW Mental Health Reform. A service contract with Wesley Mission will be in operation until June 2022.

Ministry of Health

An independent evaluation conducted in 2016 found that MaKM is unique and fills an important gap in mental health services for mothers and children. The program improves the health and wellbeing of participating mothers and improves parenting and family functioning through the delivery of family-focused, individually tailored care. The program also reduces homelessness and provides value for money.²⁹

Target: Provide 32 residential care packages for mothers with moderate to severe mental health problems and their children under five years of age by 30 June 2020.

We will:

- provide 32 residential care packages for mothers from across NSW and their children less than 5 years of age
- enable mothers with mental health problems to remain with their children while receiving tailored support
- ensure tailored supports address maternal mental health, parenting skills and improved access to supports for stable community living and safe and healthy child development
- liaise with essential health and welfare services to ensure ongoing support on discharge from residential care.

2.9 Eating Disorders

Eating disorders are a group of illnesses that have an adverse impact on physical and mental health and development. Without effective treatment they can cause serious and permanent harm or even death.

Ministry of Health

The Ministry of Health will increase state-wide coordination and specialist clinical mental health leadership for people with eating disorders, their families and carers, and address the lack of access to both mental health and physical health services for people with eating disorders in NSW.

Target: All Local Health Districts and Specialist Networks will develop a local implementation plan, in response to the NSW State Plan, by June 2020.

We will:

- develop and implement phase 2 of the NSW Service Plan for People with Eating Disorders (2013-2018)*
- ensure Local Health Districts and Specialist Networks develop local implementation plans in response to the NSW State Plan.

**The development and implementation of phase 2 of the NSW Service Plan for People with Eating Disorders will commence in 2019-20.*

ACTIONS to improve women's wellbeing in all areas of life, including through housing and access to social supports

Lead

2.10 Deliver Specialist Housing for Older Women

The 2018 report *Retiring into Poverty* by the National Older Women's Housing and Homelessness Working Group showed a 31 per cent rise in homelessness among older women between 2011 and 2016.³⁰

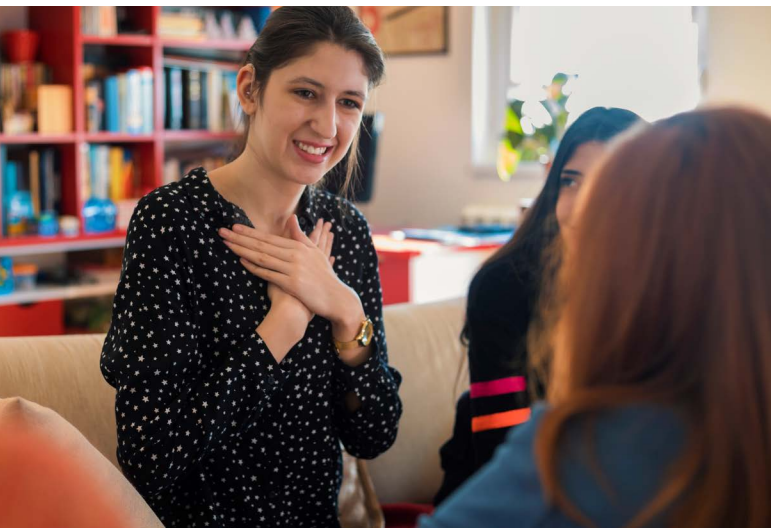
Department of Communities and Justice

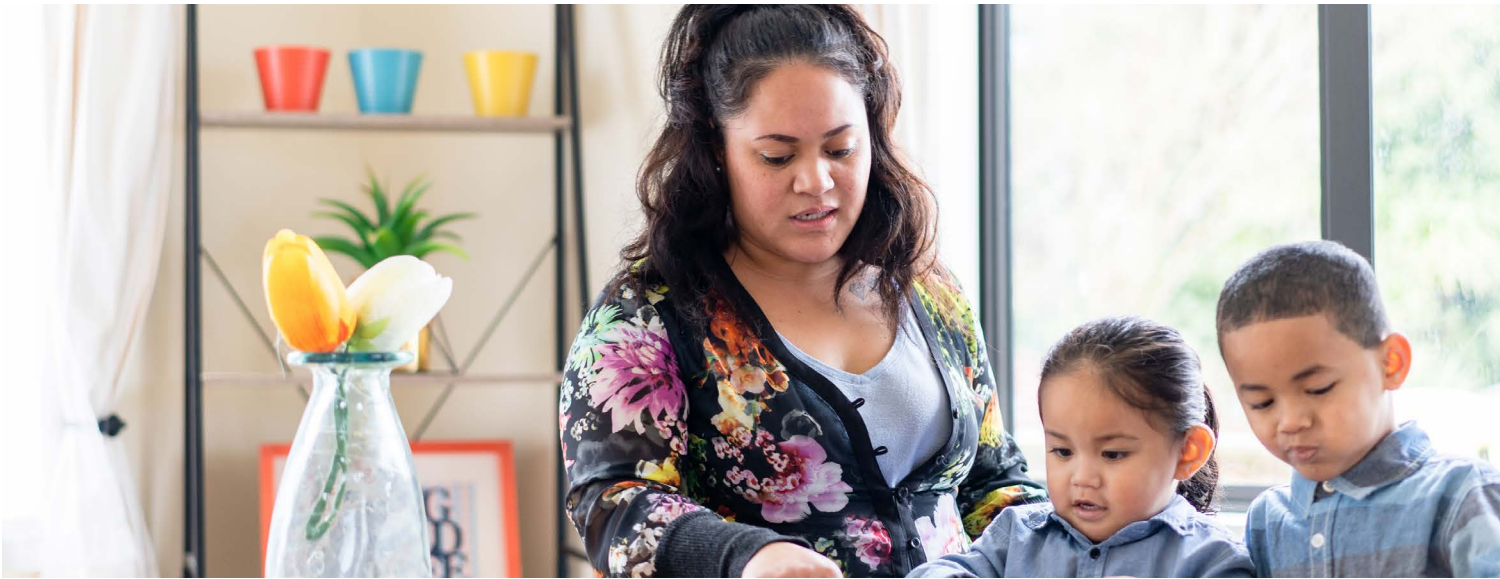
Under Future Directions for Social Housing, the NSW Government is working to improve housing outcomes for older women by increasing overall housing supply, ensuring social housing meets the changing needs of tenants, and that social housing is better utilised.

Target: Pilot targeted social housing options for older women across three sites: Blacktown, Penrith and Liverpool (services to commence from 2019-20).

We will:

- provide older women selected through the Housing Register access to targeted social housing to enable them to live independently.





2.11 Promote housing stability for women leaving domestic and family violence

In Australia, over forty per cent of women who moved out of their home after they permanently left a violent partner stayed with friends or family.³¹

Staying Home Leaving Violence (SHLV) is a specialised domestic and family violence (DFV) program based on intensive casework, which aims to promote victims' housing stability, and prevent their homelessness.

Target: Expand Staying Home Leaving Violence to five new sites located in Griffith, Albury, Coonamble/Walgett, Port Stephens, and Richmond Valley. To be completed under the Homelessness Strategy 2018-2023.

We will:

- equip staff to deliver SHLV at the five new sites
- support women experiencing DFV to remain safely in their homes.

Department of
Communities
and Justice

2.12 Provide housing and support for women who are homeless due to domestic and family violence

In NSW in 2017-18, 32.3 per cent of clients presenting to Specialist Homelessness Services (SHS) did so as a result of DFV (total of 22,972 clients).³²

The 'Core and Cluster' model is recognised as a modern approach to providing housing and support for women who are homeless or at risk of homelessness due to DFV. The model consists of a set of individual units on a piece of land ('cluster'), together with office/workers' space and communal areas for residents ('core' - including the refuge).

In contrast to the communal living arrangements of a crisis refuge, the model allows women and children greater privacy and independence while maintaining onsite support.

Target: Increase 'Core and Cluster' accommodation for families experiencing DFV in three sites in Orange, Griffith and Moruya, to be evaluated for expansion. Construction to begin for the Orange model in July 2019, with service delivery scheduled to commence in April 2020. Site planning is underway in Griffith and Moruya. Construction to begin in Griffith in September 2019.

We will:

- provide women who are homeless or at risk of homelessness due to DFV with accommodation and onsite support using the 'Core and Cluster' model.

Department of
Communities
and Justice

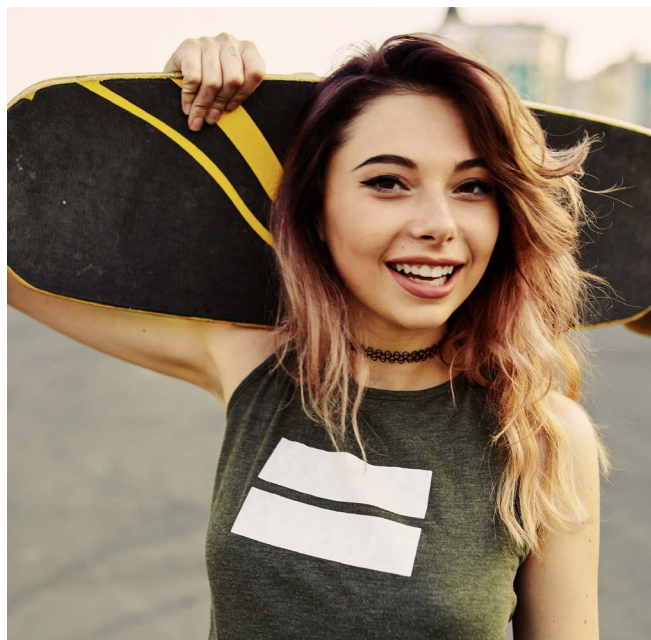


Priority Area Three: Participation and empowerment

Our shared goal is to support women's engagement through social networks, access to information and building confidence using diverse representations of women and girls.

Overall outcomes

- Women in NSW are socially connected.
- Women in NSW engage in sports.
- Women in NSW are connected to appropriate information and supports.



ACTIONS to empower women to be socially connected and confident

Lead

3.1 Develop a new Carers Strategy and promote awareness of carers

There are over 900,000 carers in NSW and females make up the majority of these carers representing nearly 70 per cent of primary carers and 56 per cent of all carers.³³

The current NSW Carers Strategy 2014-2019 ends in 2019 and the Department of Community Services and Justice is commencing work to co-design the next carers strategy for 2020-2024.

Target: Female carers, including young carers, will be represented in the co-design process and their issues and needs reflected in the new Carers Strategy, which will be launched in 2020.

Target: Improve the recognition and awareness of carers in NSW.

We will:

- co-design the new carers strategy in partnership with key stakeholders including relevant government and non-government organisations, private business and carers
- partner with key stakeholders, including female carers and young carers, on the design and implementation of new carer strategy projects that relate to improving the position of female carers
- ensure appropriate representation and recognition of women in all activities related to the development and promotion of carers, such as local events associated with national Carers Week, on the 'Care for a Carer' website, in carer awareness campaigns (including promotional materials and video) and through promotion of the *Carers (Recognition) Act 2010* (NSW) and its Charter.

Department of
Communities
and Justice

3.2 Review Disability Inclusion Action Plans

In 2015, approximately 18.1 per cent (nearly one in five) females in NSW reported that they lived with a disability.³⁴

The NSW Government is committed to ensuring communities are more inclusive and accessible for people with disability.³⁵ The *Disability Inclusion Act 2014* (NSW) mandates the development of Disability Inclusion Action Plans (DIAPs) to improve disability inclusion within government agencies and within the community.

Target: Increase the engagement and participation of women and girls with disability in the development and implementation of Disability Inclusion Action Plans.

We will:

- review the current DIAPs submitted in 2018 from Local Councils and Agency Clusters to ascertain:
 - 1) The engagement and participation of women and girls with disability in the consultation, review and implementation of the DIAP
 - 2) The identification of what's important to them, their aspirations and specific needs
 - 3) The access and inclusion needs of women and girls with disability.

Department of
Communities
and Justice

3.3 Build resilience for regional, rural and remote women through the Rural Women's Network

Women who live in regional and rural areas in NSW may face barriers to accessing supports and services.

The NSW Rural Women's Network (RWN) provides a range of platforms to support, inform and connect rural, regional and remote women in NSW and give them a strong collective voice.

Department of
Planning, Industry
and Environment/
local partners

Target: Deliver priority projects through the NSW Rural Women's Network in 2019-2020, to link rural women to useful information, services, and networking opportunities.

Some of these projects include:

- produce two issues of RWN's flagship publication, *The Country Web*, showcasing rural women's stories and providing access to key information and support
- deliver the NSW-ACT state component of the AgriFutures™ Rural Women's Award including managing the state selection process and the NSW RWA Gala Dinner
- support the NSW-ACT Rural Women's Award Alumni to hold an annual networking and skills development workshop as well as continue to promote their skills and achievements to key stakeholders through the Alumni directory to increase the representation and participation of rural women in government, community and industry boards and committees
- coordinate nominations and Member of Parliament announcements for the annual Hidden Treasures Honour Roll project, which recognises and celebrates rural women volunteers and promotes the valuable role of volunteering in the community
- support the Walcha and Forbes communities to deliver the annual NSW Rural Women's Gathering events, including delivering governance training and providing support and advice to local Committee members
- conduct a social return on investment for the 2019 and 2020 NSW Rural Women's Gathering to provide an annual snapshot of the social and economic value of gatherings
- facilitate four two-day Shaping Our Futures Together (SOFT) workshops for rural women in partnership with Department of Primary Industry's Rural Resilience Program
- provide rural women with access to information to support their needs and ensure they are well connected via RWN social media channels, Rural Email List, RWN Website, and participation in key rural events and activities.

We will:

- continue to link rural, regional and remote women to useful information, services, social media platforms, and networking events through the NSW Rural Women's Network, to build personal and business resilience and strengthen rural communities.

3.4 Support older women to share their stories

Older women are often marginalised and their role overlooked, and they may feel that younger people do not value or respect them.

The Older Women's Network (OWN) assists older women in finding networks and having their voices heard, which contributes to their sense of self and purpose.

Target: Older women in NSW have the opportunity to share their stories, through an intergenerational forum and radio program.

We will:

- host an intergenerational forum during NSW Women's Week called Yesterday, Today, Tomorrow, which will include a panel of women of different generations sharing their life stories
- engage a Vox Pop Host to cover the event and share with community radio stations in NSW, giving older women a forum to share their experiences and celebrate their achievements.

Older Women's
Network/
Department
of Communities
and Justice

3.5 Continue to support girls' school education and raise girls' aspirations

Although girls' educational outcomes at school level in general do not lag behind those of boys,³⁶ girls who belong to educationally disadvantaged groups, such as Aboriginal students and rural and remote students, may need extra support.

The NSW Government recognises that school education is a crucial time to raise girls' career aspirations and support their interest in a full range of careers.

Target: Girls fulfill their educational potential and have high aspirations for life beyond school.

We will:

- offer the SistaSpeak Aboriginal girls' wellbeing program to improve self-esteem, understanding of career options, finance and ability to make positive life choices
- support the Girls Academy program, which aims to reduce barriers to Aboriginal female students completing their education and reaching their full potential
- support the Inspiring Women campaign to raise girls' career aspirations and challenge gender stereotypes about occupations
- support the Women in Agri-Tech initiative to increase girls' participation in STEM, digital literacy and agriculture
- engage Supporting and Linking Tradeswomen (SALT) to deliver trade workshops and mentor girls in rural, remote and regional schools on careers in traditionally male-dominated trades
- continue to provide distance education for pregnant students and young parents to enable continuity of study.

Education



3.6 Recruitment and recognition of volunteers, and build volunteer sector capacity

The NSW volunteering sector is the largest in Australia. Over half of the state's volunteers are female.³⁷ Throughout Australia, we know that women are more likely to volunteer³⁸ and proportionally a significant number of volunteer managers, coordinators and volunteer organisation leaders are women.³⁹

Department of
Communities
and Justice

The NSW Government has developed a volunteer recruitment portal on the NSW Volunteering Website to make it easier for organisations to recruit volunteers.

Target: Deliver a mainstream media campaign to promote volunteering to women, which includes tailored messages to female audiences and case studies and stories from female volunteers.

Target: Increase the number of female nominations to volunteer recognition programs such as the Premier's Volunteer Recognition Program, and the NSW Volunteer of the Year Awards.

We will:

- promote the NSW Volunteering website and its volunteer recruitment portal through the continued rollout of the direct marketing and mainstream media campaign
- tailor messages to female audiences on the benefits of participation in volunteering, including those relating to health, wellbeing, social connection and as a pathway to employment
- recognise and increase visibility of social contributions women make as volunteers through the use of case studies and stories
- promote existing resources and tools available on the NSW Volunteering website, and develop additional tools and resources, in order to build sector capacity.

3.7 Include women and girls as a priority for Multicultural NSW grants programs

The Multicultural NSW Celebrating Diversity Grants Program invests in community projects, events and activities that foster community harmony and celebrate cultural diversity.

Multicultural
NSW

Target: Promote Multicultural NSW grants to organisations that target women and girls.

We will:

- include women and girls as a priority cohort for the Grants Program, in order to support an increase in projects and services that empower women and encourage participation in society
- disseminate the Grants Program announcement to organisations that target women and girls through their work.

3.8 Establish a culturally diverse women and girls roundtable to advise on issues that affect women and girls of culturally diverse backgrounds

NSW is home to women and girls from a range of linguistic, religious and ancestral backgrounds.⁴⁰ The NSW Government is committed to providing a forum for these women and girls to voice their opinions in relation to government policy and programs, particularly where initiatives affect them.

Multicultural
NSW

Target: Women and girls from culturally diverse backgrounds, through the roundtable, have a forum to voice their ideas and concerns regarding NSW Government policy and initiatives.

We will:

- establish a roundtable for women and girls from culturally diverse backgrounds
- hold roundtable meetings where members discuss government policies and programs, particularly where they may affect culturally diverse women and girls
- send the information and feedback gathered at the roundtable to government agencies leading those policies and programs, to guide planning and implementation.

ACTIONS to empower women to engage in sports

Lead

3.9 Scale up a girl empowerment program across NSW

During their childhood, girls are often marginalised in physical activity contexts at home, school and in the community.⁴¹

Office of Sport

Daughters and Dads Active and Empowered program is a highly efficacious, award winning program developed by the University of Newcastle targeting fathers as the agents of change to improve their daughters' physical activity levels, sports skills and social-emotional wellbeing. The Office of Sport will scale up this program in two settings through the sport sector and the Office of Sport's regions.

Target: Deliver the Daughters and Dads Active and Empowered program across NSW by 30 June 2020.

We will:

- implement and evaluate the Daughters and Dads Active and Empowered program delivery models for scale up in the sport sector and through the Office of Sport's regions
- launch scale-up programs across NSW.

3.10 Establish the Her Sport Her Way grant program

Women and girls in NSW still face barriers to participation in sport, and are under-represented across the sport sector, including in leadership positions.⁴²

Office of Sport

The release of the Her Sport Her Way (HSHW) strategy affirms the NSW Government's commitment to drive powerful change for women and girls in sport in NSW. The HSHW grant program will support projects aligned to HSHW success measures, including: more women and girls playing sport; improving the retention of adolescent girls in sport; developing gender inclusive sporting cultures; and more women in leadership positions on and off the field.

Target: Deliver the new HSHW Grants Program in 2019-2020.

We will:

- develop the HSHW Grants Program guidelines and launch new program
- encourage eligible organisations to utilise the *Participation Framework for Women and Girls* resource and on-line tool and attend *HSHW Participation Think Tanks* to inform the development of grant proposals.



3.11 Develop the Her Sport Her Way Participation Planning Tool

The women's sport sector is increasingly being recognised as a growth opportunity, with sports having enormous success with women's teams and athletes with national and international dominance, record crowds and television audiences and digital engagement.⁴³ However, sports organisations are being challenged to provide more opportunities for women and girls to play sport they haven't traditionally played and to offer traditional sports in different ways.

Office of Sport

The NSW Government is committed to providing research, insights and tools to build capability across the sport sector to innovate and drive cultural change.

Target: 30 per cent of key NSW sporting organisations have accessed the Participation Planning Tool by 30 June 2020.

We will:

- launch the *Her Sport Her Way* Participation Planning Tool, which is designed to assist state sporting organisations to develop and implement strategies and programs to increase participation opportunities for women and girls both on and off the field
- conduct ongoing refinements to resources, including information, tools and templates to develop a female participation strategy, which are linked to the Planning Tool.

3.12 Celebrate and recognise achievements of women in sport

International Women's Day (IWD) is an opportunity for the Office of Sport to celebrate the achievement of women in sport and promote gender equality across the sector via the IWD Sport Leaders Breakfast.

Office of Sport

At this annual event, three awards which recognise and celebrate the achievements of female leaders will be presented: Leadership in Sport Award; Women's Leadership in Sport Scholarship; and Women's Sport Trailblazer Award.

Target: Women leaders in sport recognised at the 2020 IWD Sport Leaders Breakfast.

We will:

- deliver a Sport Leaders Breakfast to celebrate International Women's Day 2020
- establish three awards under the Leaders of Change Excellence Awards to be presented at the breakfast.

ACTIONS to ensure women have access to appropriate information and supports

Lead

3.13 Provide information to older women

Older women may value the opportunities to access services, information and facilities with which to stay active and participate.

The Older Women's Network (OWN) NSW works in partnership with community groups and non-government organisations to ensure that older women are well connected and well informed.

Older Women's Network/
Department of Communities and Justice

Target: Establish up to three new partnerships with community groups or organisations to provide information relevant to older women.

We will:

- establish partnerships with key community groups, including ACON, a NSW based health promotion organisation specialising in HIV prevention and support and lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) health; the Rural Women's Network; and the Immigrant Women's Speakout Association of NSW who work with culturally and linguistically diverse (CALD) women
- utilise these partnerships to provide access to information for OWN NSW members and other older women.

3.14 Gendered language and inclusion

Gender bias is often embedded in the language we use, serving to uphold rigid gender roles. This may contribute to inequality and exclusion in the workplace and broader society.

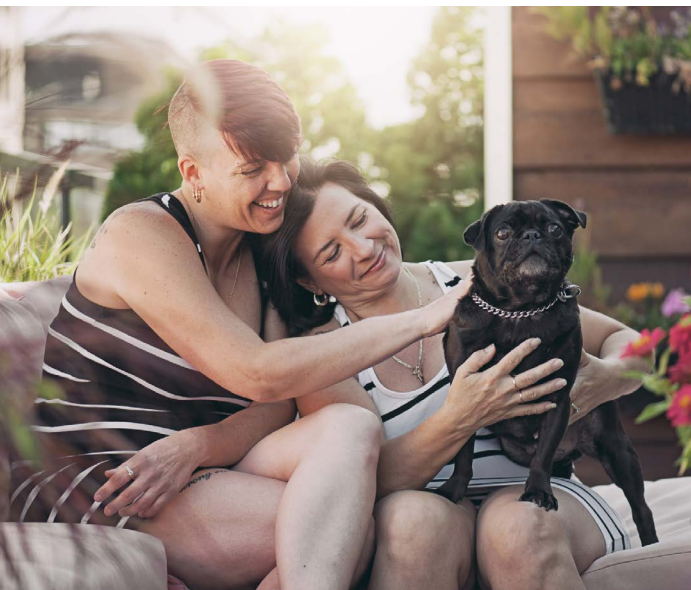
Women NSW

As the NSW Government agency responsible for improving the lives of women in NSW, Women NSW advocates for and supports other government agencies, non-government organisations and the public to understand the impact of gendered language and use more appropriate and inclusive terminology.

Target: Develop a presentation on gendered language and exclusion and use to promote awareness of these issues.

We will:

- develop an education session on gendered language and the broader links to exclusion and discrimination
- deliver the presentations to NSW Government agencies, to improve their understanding of gendered language and its impact.



3.15 Deliver NSW Women's Week

Women and girls should take pride in their accomplishments and their achievements should be recognised and celebrated.

Women NSW

NSW Women's Week was established in March 2019 as an opportunity to reflect on the social, economic, cultural and political achievements of women and to promote gender equality.

Target: Deliver a community grants program with a focus on diverse events during Women's Week 2020.

We will:

- build on the efforts of the 2019 NSW Women's Week to raise the profile of and celebrate women's achievements across the state
- deliver a community grants program which supports local councils and associated non-Government organisations to hold a range of diverse events across NSW that strengthen community engagement with NSW Women's Week and celebrate the achievements of women.

3.16 Online showcasing of inspirational women in regional and remote communities

Just over 35 per cent of women in NSW lived outside the greater Sydney area in 2016.⁴⁴ Access to social capital through networks and role models is important for women, particularly those living in regional and remote communities who may experience greater barriers due to geographical location. The NSW Inspirational Women Online Showcase encourages women to share their stories through videos which are shared on online platforms.

Women NSW

Target: Deliver a 2020 NSW Inspirational Women Online Showcase, which focuses on women from regional and remote communities.

We will:

- expand the NSW Inspirational Women Online Showcase to highlight inspirational female role models in NSW on the Women NSW website and across social media and digital channels
- develop a collection of videos and biographies that will showcase the accomplishments and personal journeys of inspirational women with a focus on women from regional and remote communities.

3.17 Promoting and reporting on funded contracts and social investments that focus on women's interests, including older women, tenants or other target cohorts for DCJ services

The Department of Communities and Justice (DCJ) is committed to providing services that support women's safety and independence across the life continuum, through programs in core business areas including child protection, out of home care, housing and disability support.

Department of
Communities
and Justice

Target: Gather and report on data on an annual basis that reflects the provision of services and outcomes achieved for women as a target cohort for Social and Affordable Housing Fund services specifically and other program areas where identified.

We will:

- include targeted promotional and information sharing activities to promote services to women in the community encouraging access to DCJ funded services and social investment programs. This includes encouraging service providers to incorporate implementation activities targeting delivery of services to vulnerable groups, including older women
- monitor and report on activities and service delivery that supports women as a vulnerable or target cohort including through data collection and reporting. This reporting on rollout of services under the Social and Affordable Housing Fund will target women over 55 years.



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