



Queensland Women's Strategy 2022–27

Easy to read book



Queensland
Government

Hard words



This book has some hard words.

The first time we write a hard word

- the word is in **blue**
- we write what the hard word means on page **31-35**.

You can get help with this book



You can get someone to help you

- read this book
- know what this book is about
- find more information.





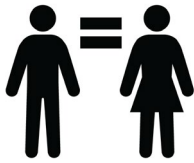
This book is written by the Queensland Government.



This book is about the new **Queensland Women's Strategy 2022–27**.

We will call it **the strategy**.

The strategy is about making things equal and fair for men and women in Queensland.



This is called **gender equality**.



About the strategy

The strategy started in March 2022.

It will go until 2027.

We listened to lots of people to help write the strategy.

They gave us lots of ideas to help women and girls.

Each year we will tell you how the strategy is going.



The old strategy

There was an old women's strategy that

- started in 2016
- ended in 2021
- worked well to help
 - ~ women and girls
 - ~ the Queensland community.



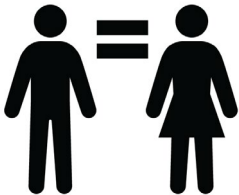
What is in this book?

This book will tell you about each part of the strategy



- the **vision**
- the **principles**
- how we came up with the ideas
- the 5 main **impact areas**
- things we promise to do.

What is the strategy vision?



The vision is for women and girls to

- have equal rights
- have the same access to things as everyone else
- be safe
- be valued
- join in and do well in things
- be thanked and seen for what they do.

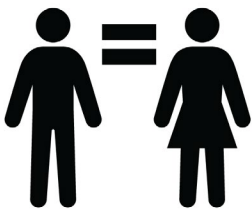


What are the strategy principles?

The principles are things we

- believe
- work by
- wrote about in the strategy.

Some principles in the strategy are



- it is a right for everyone to have equality
- it is good to get away from **gender roles** and **stereotypes**
- it is better for everyone if we treat all people the same



- we must think about all people including
 - ~ all people who identify as women
 - ~ **transgender** people
 - ~ **non-binary** people
 - ~ **gender diverse** people.



- we need to work together to get gender equality. This includes

- ~ government
- ~ organisations
- ~ communities
- ~ individuals



- take away things that stop women doing well
- listen to **First Nations** women
- celebrate the things women and girls do.



How did we get the ideas in the strategy?

We

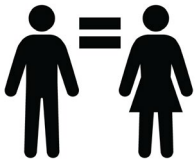
- talked and listened to lots of people
 - ~ 1,500 people in a survey
 - ~ 110 young people in a youth survey
 - ~ 99 written papers were sent to us
 - ~ many people came to meetings



- read lots of books about women and girls.

We found 2 main things that were very important

- stopping men's **bad behaviour** against women
- helping women to support themselves by
 - ~ getting the same pay as men
 - ~ being able to pay for a home.



We also found that **COVID-19** made things worse for women.

What are the 5 impact areas?

The strategy will look at 5 main areas.
We call these impact areas.

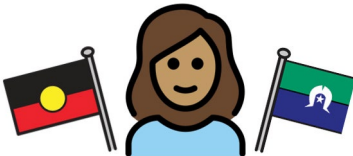
The 5 impact areas are



- **Economic Security**



- Safety, health and wellbeing



- First Nations Women



- Women with **diverse backgrounds and experiences**



- **Empowerment and recognition**

Economic Security

Women need to meet their basic needs.

These needs include having



- money
- a place to live
- food and basic things
- an education
- more **superannuation**
- more help with unpaid work - like cleaning the house and looking after children and family
- a chance to
 - ~ learn new things
 - ~ get a job
 - ~ get the same money as men
 - ~ get a job in places where men usually work.

We know women want



- better pay for jobs that women usually do
- better places to work



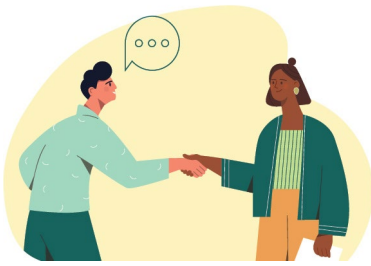
- flexible work hours and job rules for men and women



- child care that is a good price
- paid time off for them and their partner when they have a family.

We made some promises about this

We will



- think about gender equality when we
 - ~ spend government money
 - ~ make new rules about how we do things in Queensland
- be a good employer who looks after our workers with
 - ~ better conditions
 - ~ help for women to get better jobs
 - ~ equal pay for men and women
 - ~ help for women and men to work and look after their family
 - ~ help for women to do jobs that men usually do
 - ~ help for women to get more skills so they can do lots of jobs
- talk to the Federal Government about what women and girls need in Queensland
- help women from all backgrounds to find jobs





- help women find a safe place to live. We will give extra help to women who
 - ~ need to get away from a bad relationship
 - ~ are older
- work with businesses so they
 - ~ think about gender equality when they buy things
 - ~ help women do well in their job
 - ~ give extra help to women who live out of the city



- help women
 - ~ understand money
 - ~ be happy and strong at all ages
 - ~ be happy and strong in all places



- help girls do **STEM**
 - ~ subjects at school
 - ~ jobs when they leave school



- help women be a big part of the Brisbane **2032 Olympic and Paralympic Games.**



Safety, health and wellbeing

Lots of women have been in bad relationships.



We need to stop this happening.

Men and boys have an important part in stopping bad behaviour that hurts women in relationships.

These are some things that have been done



- set up a **Women's Safety and Justice Taskforce** in 2021
- set up special courts to help women in bad relationships



- made special teams that make it easier for women to get help to keep them safe
- made 7 new shelters for women and children who need to go to a safe place
- given more money to services that help people who are not safe.

We want all women to



- be safe
- be healthy
- have things they need
- have people to help them stay strong and happy.

We need to give extra help to women who



- live with disability
- are from different countries
- speak other languages
- have had a bad time during the COVID-19 pandemic
- need a home
- have bad health
- have not been able to get help before when they needed it
- are Aboriginal people
- are Torres Strait Islander people.



We made some promises about this

We will

- keep making better laws and rules to stop women getting hurt at



- ~ home
- ~ work
- ~ sport
- ~ community places

- look after women if they do get hurt

- have a new **Queensland Women's Health Strategy**



- provide health care for women who are hurt

- help women and girls have the same chances in sport as men and boys

- help people

~ understand elder abuse

~ stop elder abuse

~ help older women who are abused





- help families who are in the **child protection system**
- help pregnant women and mothers who might be at risk
- talk to health workers so they offer better help to pregnant women and mothers
- help young people know what a good relationship is
- support women at neighbourhood and community centres
- use big events to show women doing well in sport
 - ~ **FIFA Women's World Cup 2023**
 - ~ Brisbane 2032 Olympic and Paralympic Games
- work with women sport stars to inspire women and girls to join in
- keep working on **Activate! Queensland 2019–29.**





First Nations Women

First Nations women have

- shown strength
- faced
 - ~ racism for a long time
 - ~ violence
 - ~ things that are not fair
 - ~ difficult ways of doing things
- not had a chance to do things they want to do
- shown they can get better after bad times.



We know

- bad things were done in the past to First Nations women
- gender equality will not happen until First Nations women and girls are treated better
- strong communities help First Nations women
- **self-determination** is really important

- we must
 - ~ listen to their ideas about how to help First Nations women
 - ~ focus on strengths and hope.

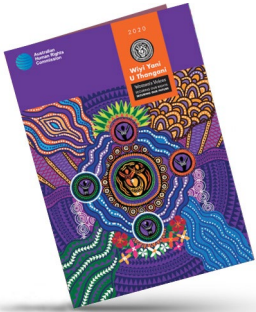


We need to make sure First Nations women

- are treated better
- are helped to go from surviving to thriving
- can share their strengths
- can connect with their culture
- have better health
- speak up about what they think
- are listened to.



We made some promises about this



We will

- take ideas from the **Wiyi Yani U Thangani** report
- give a **Statement of Support** for the report
- listen to First Nations women about
 - ~ their ideas
 - ~ what they need
 - ~ ways to do things
- talk to the Federal Government about what First Nations women need in Queensland
- help First Nations women get a job
- listen to First Nations women about what help they need when they have a baby
- help First Nations women to keep away from crime
- build cultural awareness in
 - ~ government
 - ~ business
 - ~ community.





Women with diverse backgrounds and experiences

Lots of Queensland women

- came from another country
- use English as a second language
- live with disability
- are older
- identify as **LGBTIQ+**
- live in rural and remote places
- have not had much money
- did not have the same chances as other women.



These women

- are an important part of the community
- have shown strength
- need to be heard
- should be safe
- should have the same chances as everyone else
- should have what they need.



We need to

- keep helping these women
- learn from their ideas
- listen to them



We made some promises about this



We will

- use their ideas in laws and programs
- make sure they have the same chance as everyone else to do things
- help girls and young women in the **youth justice system**
- work with women and girls with disability to fix hard things in their lives
- listen to ideas from LGBTIQ+ groups.



Empowerment and recognition

Women can learn from things that other women do.



We can

- help women tell their stories about
 - ~ things that were good
 - ~ when they were brave
 - ~ doing hard things
 - ~ when they were clever
- share the stories with other people
- make changes after we listen to their stories
- help other women do these things too.



It is sometimes hard to speak up. We will help women do this.



We want everyone to hear about women who do great things in



- government
- business
- the community
- the **media**.



We need to see more women

- as leaders
- saying things in the media
- in public statues and monuments
- get awards.



Women need to know they can do anything!

We made some promises about this

We will



- help businesses think about
 - ~ what women need at work
 - ~ how to have more women leaders
 - ~ how to have more women on boards



- make sure women are thought about in
 - ~ new laws
 - ~ ways of doing things
 - ~ awards
 - ~ public statues and monuments



- share information to make life better for women at
 - ~ work
 - ~ sport
 - ~ community events
 - ~ special groups



- make sure women can talk about **climate change**
- create more training for women so they can do a job they like
- talk to the **Workplace Gender Equality Agency**
- help older women
 - ~ talk with others
 - ~ do things with others
 - ~ be active in community things.



What will happen next?

We will



- let you know what we do each year
- give you a report card about what we have done
- tell you what will be done next
- help businesses and communities join in the strategy.

You can read the full strategy



You can read the full strategy on our website

- [Click here](#)

or

- www.justice.qld.gov.au/about-us/services/women-violence-prevention/women/queensland-womens-strategy





More information

For more information contact us



Call

1800 177 577

9am to 5pm, Monday to Friday



Website

[Click here](#)

or

www.qld.gov.au/women



Email

partnerships@justice.qld.gov.au

Letter

Office for Women and Violence Prevention
Department of Justice and Attorney-General
GPO Box 149
BRISBANE QLD 4001



Facebook

[Click here](#)

or

www.facebook.com/qldwomen





National Relay Service

Make an NRS Chat call at

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Make an NRS captions call

<https://nrs Captions.nrscall.gov.au/nrs/captionrelay>

Voice Relay number 1300 555 727

TTY number 133 677

SMS relay number 0423 677 767

Make other relay calls—all the numbers you need



Hard Words

Activate! Queensland 2019–29

A 10-year strategy to get more Queensland people moving their bodies more often

Bad relationships

Close relationships where you are not safe from your partner, family or carer

Brisbane 2032 Olympic and Paralympic Games

Brisbane will host athletes from all over the world for the Olympic and Paralympic Games in 2032

Child protection system

The way children are protected and kept safe from harm

Climate change

Changes in temperature and rainfall over time

COVID-19

Coronavirus (COVID-19) is a virus that has affected many people around the world. A virus is an illness or disease that can spread easily from one person to another person

Cultural awareness

Being aware of differences between people. Accepting people from other cultures

Diverse backgrounds and experiences

Women with many different backgrounds, experiences, lifestyles and interests

Economic security

Having enough money all the time to do what you want to do

Elder abuse

Any act in a relationship of trust which harms an older person. It can be neglect or emotional, psychological, financial, physical or sexual abuse

Empowerment and recognition

Support, encouragement and praise for women

Federal government

The national government of Australia. It is also called the Commonwealth Government. It makes laws for the whole of Australia

FIFA Women's World Cup 2023

Australia and New Zealand will host a major worldwide soccer tournament in 2023

Financial independence

Making your own choices about how you spend your money

First Nations women

The first peoples of Australia including Aboriginal people and Torres Strait Islander people

Gender equality

When people of all genders have equal rights and chances to do things

Gender diverse

People whose gender identity, role or expression is different from what people think of as 'gender norm' in a particular situation

Gender roles

How people are expected to act, speak, dress and groom based on their sex at birth

Impact areas

Parts of Queensland life that we will focus on in the strategy and try to improve for Queensland women and girls

LGBTIQ+

Lesbian, gay, bisexual, transgender, intersex and other sexuality, sex and gender diverse people

Media

Radio, TV, films, magazines, books, podcasts, blogs, social media, apps and the internet

Non-binary

A non-binary person does not identify with any gender

Principles

What you believe and work by

Queensland Women's Health Strategy

A new plan to help women be healthy and well. It will help keep more women in sport and healthy activities

Queensland Women's Strategy 2022-27

A plan to achieve gender equality and help women and girls in Queensland

Self determination

Control over your own life

Statement of Support

A message that supports a particular plan or person

STEM

Science, technology, engineering and mathematics

Strategy

A plan of things to do to reach a goal

Stereotypes

A widely held, but oversimplified idea about a group of people that says people must behave a certain way

Superannuation

Money put aside by an employer for people to live on when they retire from work. You can put extra money aside in your superannuation account

Transgender

People whose gender identity is different from the gender they were thought to be at birth

Violence

Use of force to injure, abuse, damage or hurt someone

Vision

What we hope Queensland will be in the future

Wiyi Yani U Thangani

The name of a project to raise the voices of First Nations women and girls over many years. It means ‘women’s voices’

The report tells how First Nations women and girls have survived and triumphed despite persistent trauma and marginalisation. It includes principles, things to do and a path forward to make things better for First Nations women

Women’s Safety and Justice Taskforce

A group of experts who will help the Queensland Government make life safer for women

Workplace Gender Equality Agency

Federal Government agency that works on promoting and improving gender equality at work

Youth justice system

The system that looks after children from 10 to 17 years who have, or are alleged to have, done something that is against the law

Acknowledgement of First Nations people

We acknowledge

- the First Nations people in Queensland
- their Elders past and present
- the cultural and spiritual connection First Nations people have with the land and sea
- the history and cultural heritage of First Nations people
- that Aboriginal people and Torres Strait Islander people are two unique peoples with their own culture, strengths and resilience
- that we must include cultural knowledge and values in our work
- the ideas that First Nations women gave us for the strategy.

Artwork on the cover

Casey Coolwell-Fisher did the picture on the front of this book.

Casey is a Quandamooka woman of the Nunukul people from Minjerribah (North Stradbroke Island).

The picture shows different types of families.

The wavy lines at the bottom are about our lives that have ups and downs.

The handprints are of our ancestors, who help us in our lives to meet our goals and create knowledge for our future family members.



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