



QUEENSLAND ANNUAL  
**WOMEN'S STATEMENT**  
2022-23



**Queensland**  
Government

## Acknowledgements of First Nations People

The Queensland Government respectfully acknowledges the First Nations peoples in the state of Queensland, and acknowledges the cultural and spiritual connection that Aboriginal and Torres Strait Islander people have with the land and sea. We respectfully acknowledge Aboriginal people and Torres Strait Islander people as two unique and diverse peoples, with their own rich and distinct cultures, resilience and strengths. We specifically acknowledge the unique history and cultural heritage of Aboriginal and Torres Strait Islander people as the First Peoples of Australia. We pay our respects to Elders past and present. We are dedicated to the inclusion of cultural knowledge and values as critical factors in the development, implementation and evaluation of strategies and actions to support First Nations people.

## Content warning

The contents of this document may bring up strong feelings in some readers. Be assured you are not alone, and that there are many services and support groups available to assist in dealing with these.

Advice and support is available through:

- ▶ 1800 Respect ([www.1800respect.org.au](http://www.1800respect.org.au)) on 1800 737 732 (24/7 telephone and online crisis support)
- ▶ Lifeline ([www.lifeline.org.au](http://www.lifeline.org.au)) on 13 11 14 (24 hour crisis support and suicide prevention)

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## MESSAGE FROM THE PREMIER AND MINISTER FOR THE OLYMPIC AND PARALYMPIC GAMES; AND ATTORNEY-GENERAL AND MINISTER FOR JUSTICE, MINISTER FOR WOMEN AND MINISTER FOR THE PREVENTION OF DOMESTIC AND FAMILY VIOLENCE

The first Annual Queensland Women's Statement marks the start of our ongoing commitment to accountability, ensuring all 47 commitments of the Queensland Women's Strategy 2022–27 (the Strategy) are implemented.

This statement showcases government initiatives, the tireless work of the community, and good news stories from across the State – all promoting the collective commitment to fostering a safer and more equitable future for Queensland women and girls.

The cornerstone of the Strategy is an acknowledgement that economic security is at the centre of gender equality and has a definitive impact on the ability of women and girls to achieve and thrive in all areas of their lives. The Queensland Government is committed to ensuring women and girls are afforded access to education, employment and secure housing, to ensure their ongoing success and independence.

Since the Strategy's release last March, the Queensland Government has made progress across a number of focus areas, including:

- ▶ signing a Statement of Support for the Wiyi Yani U Thangani report, recognising the rights, needs and aspirations of First Nations women
- ▶ hosting the inaugural Women's Investment Summit, to advance the economic participation of women through entrepreneurship and investment
- ▶ releasing the Fourth Action Plan 2022–23 to 2025–26 of the Domestic and Family Violence Prevention Strategy 2016–2026, to prevent and respond to violence against women and girls, and;
- ▶ committing \$225 million over five years to support implementation of the recommendations in Report Two of the Women's Safety and Justice Taskforce. This additional investment brings the total investment in domestic and family violence reforms and initiatives to almost \$1.3 billion since 2015.

While acknowledging these milestones, the Queensland Women's Statement is also focused on the future. It provides a vision for what we want to achieve against the outlined commitments over the next 12 months. Over this period, the Queensland Government will release the Queensland Women's Health Strategy, further develop our understanding of women's contribution to the state's economy, and secure a financial commitment to progress initiatives focused on improving women's economic security.

We will also continue to work across the Queensland Government to implement and embed gender analysis as part of established policy and budget processes. This will ensure that gender equality is at the heart of everything we do.

Together, we will deliver the Queensland Women's Strategy – supporting long-term economic, social and structural change, while empowering all Queensland women to live healthy, passionate and successful lives.

**Hon Anastacia Palaszczuk MP**  
Premier of Queensland  
and Minister for the Olympic  
and Paralympic Games

**Hon Shannon Fentiman MP**  
Attorney-General and Minister for Justice, Minister for  
Women and Minister for the Prevention of Domestic and  
Family Violence

## 2022 ACHIEVEMENTS

- ▶ In August 2022, the Treasurer and Minister for Trade and Investment hosted the **Women in Investment Forum**, sharing valuable insights from women-led businesses, entrepreneurs, and trade and investment leaders of Queensland. The forum identified business, trade and investment support and pathways and programs available to support women-led businesses in Queensland.
- ▶ In November 2022, the Office of the Queensland Chief Entrepreneur hosted the inaugural 2022 **Women's Investment Summit**, a one-day national event with nearly 100 women in business participants. Attendees brought into focus the challenges and opportunities to advance the economic participation of women through entrepreneurship and investment.
- ▶ The Department of Education expanded the **STEM Girl Power Camp Initiative** to a year-long program focusing on engaging Year 10 girls from Queensland state schools in science, technology, engineering and mathematics (STEM) experiences to encourage their participation in senior STEM subjects and careers.
- ▶ The Department of Employment, Small Business and Training:
  - released the **Good People. Good Jobs: Queensland Workforce Strategy (2022–2032)**, which highlights achievements and opportunities within the Queensland workforce for women;
  - supported 4,567 women under the **Skilling Queenslanders for Work (SQW)** initiative, of the 2,639 women who exited a SQW program, 1,717 (or 65 per cent) have secured ongoing employment due to their participation in SQW, 311 have pursued further training, and 17 returned to school; and
  - revitalised the **Back to Work** program which supported 492 previously unemployed women into employment with 416 employers, as well as 404 businesses owned by women that accessed Back to Work Incentive Payments in 2022.
- ▶ The Department of Justice and Attorney-General released the **Connecting Women in the Workforce webpage** listing “women in” employment groups. This initiative was informed by the **Workforce Summit 2022** and the aim is to connect and provide support to women entering into non-traditional, male dominated sectors.  
[www.qld.gov.au/community/women/career-independence/connecting-women-workforce](http://www.qld.gov.au/community/women/career-independence/connecting-women-workforce)
- ▶ The Department of Tourism, Innovation and Sport:
  - announced a further \$3 million funding for the next stage of **Female Founders programs**, including the Co-investment grant fund and the Accelerating Female Founders program which opened for applications in January 2023;
  - commenced the Queensland Academy of Sport **Youfor2032 Program**, Australia’s largest athlete talent identification program focused on finding and developing athletes to win at the 2032 Brisbane Olympic and Paralympic Games. 54 per cent of athlete applications in 2022 came from female athletes; and
  - commenced the Queensland Academy of Sport **Generation 2032 Elite Coaching Program**, where 50 per cent of scholarships were awarded to emerging female coaches.
- ▶ The Queensland Government delivered the **Queensland Housing Summit 2022**, which brought together federal and state MPs as well as housing, community and industry stakeholders, to work towards addressing the housing crisis in Queensland, acknowledging that **older women** are the **fastest growing homeless population nationally**.

## 2023 FOCUS

- ▶ The Department of Employment, Small Business and Training:
  - will coordinate implementation of the **Queensland Workforce Strategy** and the **33 actions in its first Action Plan (2022–2025)**, including several actions supporting increased female workforce participation and improved workforce attraction and retention for diverse workforces; and
  - will action the 12 recommendations of the Queensland Training Ombudsman’s report: Review of Support Provided to Queensland Apprentices and Trainees, with a **focus on female apprentices in male dominated occupations**.
- ▶ The Department of Justice and Attorney-General:
  - will continue to work with the Department of the Premier and Cabinet and Queensland Treasury to explore options to incorporate and **strengthen gender analysis** into policy and program development, and as part of the annual budget process, across all agencies; and will continue to explore opportunities for **using government’s purchasing power to drive increased gender equality** in the private sector and encouraging businesses and community organisations to the same.
- ▶ The Department of Regional Development Manufacturing and Water will develop the **Women in Manufacturing Strategy**, designed to explore how the Queensland Government can increase the number of women working in the manufacturing industry.
- ▶ The Queensland Government will continue to explore opportunities for the ways in which women and girls in Queensland can benefit from the **Brisbane 2032 Olympic and Paralympic Games**.



*Photo supplied by the Department of Regional Development, Manufacturing and Water.*

**Abby Walsh, Director Stomping Elephants, Jewellery Manufacturer, Mackay**

Abby Walsh is an inspiration. Drawn to arts and design at a young age and studying manual arts in high-school, Abby started making jewellery in 2014 and began selling her products at the local Mackay market. Her brand, Stomping Elephants, gained traction fast and it wasn't long before demand for her jewellery was sky rocketing. To cater for the demand, Abby set up a network of representatives around Australia who began selling jewellery to a much larger customer base.

As the business grew, so did the need for bigger and better equipment, and after two years of managing a home business, Abby and her husband Paul moved into their factory premises in South Mackay, which is home to a dedicated Design Team, Purpose-Built Production Line and Assembly Area. The factory is home to 15 employees with women in the majority of roles from Graphic Design, Production and Assembly.

Abby has recently discovered Mackay's Manufacturing Hub and is continuing on her manufacturing journey through attending LEAN workshops and discovering new, efficient ways of doing things.

## 2022 ACHIEVEMENTS

- ▶ The Department of Communities, Housing and Digital Economy:
  - committed a record investment of \$115.8 million over four years through the 2022–2023 Queensland Budget to **Neighbourhood and Community Centres** which provide a vital role in local communities across the State including supporting women and girls; and
  - invested almost \$14 million over 4 years (2021–2025) to implement the **Housing Outcomes for Older Women Initiative**, which includes building new homes and delivering specialised housing support services to older women.
- ▶ The Department of Education:
  - installed Dignity Vending Machines in 62 Queensland state and non-state schools as part of a partnership with Share the Dignity to provide **free period products** to students in selected schools over three years. Through this partnership, all Queensland schools also have access to the **Period Talk educational program and resources**, designed to educate students in Year 5 to Year 8 about menstruation and the impact of periods; and
  - released the new **Respect program**, an updated suite of teaching and learning materials to support the delivery of respectful relationships education in Queensland schools and a public online hub for families, secondary school students and staff that provides information to support the development of safe, healthy and respectful relationships.
- ▶ The Department of Justice and Attorney-General:
  - committed \$7.1 million funding to support CentacareCQ to partner with Helem Yumba to provide **support for women and families escaping violence** in central Queensland; and
  - released the revised **DFV Common Risk and Safety Framework** to guide the delivery of integrated service responses to enhance the safety of victim-survivors and their children, and to hold perpetrators to account.
- ▶ On behalf of Queensland, the Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence endorsed the **National Plan to End Violence against Women and Children 2022–2032** in October 2022.
- ▶ The Queensland Government:
  - committed an additional **\$225 million in funding** over five years to support implementation of the recommendations made in the Women’s Safety and Justice Taskforce report **Hear her voice – Report Two – Women and girls experiences across the criminal justice system**;
  - introduced the **Domestic and Family Violence Protection (Combating Coercive Control) and Other Legislation Amendment Bill 2022**, which included the legislative foundation to introduce a specific offence of coercive control; and

- established **two independent Commissions of Inquiry**, one into Queensland Police Service responses to domestic and family violence and one into Forensic DNA Testing in Queensland, both of which will have significant and long-lasting impacts on the safety, health and wellbeing of women in Queensland.

## 2023 FOCUS

- ▶ Delivery of the new **Queensland Women’s Health Strategy**. Community consultation commenced in November 2022, with submissions intended to inform the strategy to help understand core elements and focus areas. Consultation closed in January of this year and Queensland Health is now working towards the release of the strategy.
- ▶ The **National Plan to End Violence against Women and Children 2022–2032 Action Plan** is anticipated in the first half of 2023. The Office for Women and Violence Prevention will continue to lead Queensland’s engagement in the National Plan and associated initiatives.
- ▶ **Strengthening legislation** in relation to affirmative consent, the criminalisation of stealthing and the criminalisation of coercive control, all of which will be introduced into the Queensland Parliament within the next 12 months.
- ▶ Establishment of **three new High-Risk Teams over four years**, led by the Department of Justice and Attorney-General, to improve referral of domestic and family violence victims in need to wrap around services provided by the integrated service response within the community.
- ▶ Expansion of **specialist domestic and family violence courts**, including two new courts in Cairns and Brisbane.
- ▶ Development of a **five year whole-of-government domestic, family and sexual violence strategic investment plan**.



### Award winning EmpowHER hiking program by Scenic Rim Regional Council

The Queensland Government, through Round 1 of the ActiveKIT program, proudly supported the Scenic Rim Regional Council's EmpowHER hiking program. The EmpowHER program hosted seventy-five guided walks, catering for a range of abilities, between February and June 2022, with 390 women between the ages of 10-76 years lacing up their hiking boots to participate. The program has been nationally recognised, taking out the Programs and Activities Award at the Australian Sport, Recreation and Play Innovation Awards in July 2022 in addition to winning the Government Achievement category of the Outdoors Queensland Awards in October 2022.

*Photos supplied by Scenic Rim Regional Council.*



## 2022 ACHIEVEMENTS

- ▶ In October 2022, the Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence, and Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships, signed a **statement of support of Wiyi Yani U Thangani**. Wiyi Yani U Thangani is a watershed moment in ensuring the voices of First Nations women and girls are heard as part of the national conversation and outlines an ambitious and necessary First Nations female-led plan for structural change.
- ▶ The **Queensland Indigenous Women's Ranger Network (QIWRN)** Project, Department of Environment and Science, aims to support First Nation women rangers, providing support, learning and leadership opportunities. \$300,000 will be invested from 2022–2024 for continued support of the QIWRN to support First Nations women rangers to enhance their professional development and leadership.
- ▶ The Department of Seniors, Disability and Aboriginal and Torres Strait Islander Partnerships established the **Kowanyama Women's Group Women's Meeting Place** which delivers programs for the women of Kowanyama to restore positive social norms, including employment of a coordinator and two support staff. In 2021–2022, over 200 local Kowanyama women accessed the service.
- ▶ During late 2022, Queensland Fire and Emergency Services Rural Fire Service (RFS) supported two female First Nations personnel (a RFS Bushfire Safety Officer and RFS Brigade Volunteer) and Department of Environment and Science supported two female First Nations Rangers to attend a **Women in Fire Training Exchange** in California, USA which focussed on Indigenous Women and Cultural Burning Practices.
- ▶ Queensland Health's continued implementation of the **first statewide First Nation's maternal and child health strategy** aimed at providing culturally safe and secure maternity services across Queensland. Ongoing strong leadership, sector-wide partnerships and targeted workforce development is required to ensure strategies deliver the vision of "All Aboriginal and Torres Strait Islander babies in Queensland are born healthy, into strong resilient families".
- ▶ The **Investing in Queensland Women** grant program has seen upwards of \$50,000 invested in initiatives specifically designed for First Nations women in 2022, including the Weipa Community Domestic and Family Violence Monument, the UQ Strong Spirit program and the 'Reach Out' Program of DFV Prevention Workshops and Awareness Campaign.

## 2023 FOCUS

- ▶ The **Queensland Indigenous Women's Ranger Network** will undertake two workshops per year with Indigenous women rangers throughout Queensland. The workshops will include networking, training components to upskill rangers along with cultural activities. Sharing of knowledge, experience and support are the key outcomes of QIWRN.
- ▶ The Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships is providing funding of \$175,000 and \$150,000 each for two discrete Aboriginal and Torres Strait Islander communities and one discrete Aboriginal and Torres Strait Islander community respectively, **supporting local leadership** to develop **Domestic and Family Violence Action Plans** to include prevention strategies that are culturally appropriate and address the local needs and priorities; and support local leadership to develop and implement a social reinvestment project aimed at reducing domestic and family violence.
- ▶ The Queensland Government has committed to developing a **Wiyi Yani U Thangani Action Plan** to support this immense work in Queensland.





### The Queensland Indigenous Women's Ranger Network (QIWRN)

The Queensland Indigenous Women's Ranger Network was established in 2018 to provide a forum for women rangers to share their experiences, ideas and information; provide support and advice; and enable connections in remote and isolated communities. The Department of Environment and Science partners with QIWRN to deliver on this incredible initiative. QIWRN held workshops in Brisbane on 23–25 November 2022, where 65 Indigenous Women rangers undertook training in Indigenous Mapping, Grant writing and social media. QIWRN was also the winner of the esteemed Earthshot Prize in the Revive our Oceans category for 2022, in global recognition of their custodianship of the land and vital defence of the Great Barrier Reef.

*Photos supplied by Gus Burrows.*



# WOMEN WITH DIVERSE BACKGROUNDS AND EXPERIENCES

## 2022 ACHIEVEMENTS

- ▶ The Department of Children, Youth Justice and Multicultural Affairs committed a further \$1.5M for the **Gendered Response to Bail Support Service**, established in 2018–19, to assist girls and young women aged 10–17 years who are at high risk of being remanded to custody, to complete bail and reduce future offending behaviour.
- ▶ The Department of Communities, Housing and Digital Economy developed the **Communities 2032 Action Plan 2022–2025** committing to the establishment of a community-led Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ+) Alliance and convening the Queensland LGBTIQ+ Roundtable, including with First Nations representation and representation of young people, to ensure consideration of distinct and diverse voices.
- ▶ The Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships:
  - invested record funding of \$6.6 million for **Seniors Legal and Support Services**, as well as \$606,000 for elder abuse awareness, prevention and intervention, \$406,000 for **Seniors Financial Protection Services** and \$102,000 for scams and fraud awareness; and
  - released the **Queensland Disability Plan 2022–2027: Together a better Queensland** which aligns with **Australia’s Disability Strategy 2021–2031** in November 2022. The plan includes, as a priority, that policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children.
- ▶ Queensland Fire and Emergency Services established a partnership between **State Emergency Service** and **Girl Guides Australia Queensland**, to encourage young women to improve general life skills around severe weather preparedness and to consider **volunteering opportunities with SES**.
- ▶ Throughout 2022, the **WOW Festival**, a national and international event celebrating the achievements of women and girls, visited Longreach and Cairns to engage with rural and regional women and communities. The festival, sponsored by Queensland Government, uses the arts and creativity to explore and expose the limits of human thinking on gender relations and their consequences, and to imagine a better world of equality.

## 2023 FOCUS

- ▶ Implementation of the **Culturally and Linguistically Diverse (CALD) cultural capability project** by the Department of Justice and Attorney-General will develop the evidence base of what works – and build the capacity and knowledge of community workers – in CALD communities for the prevention of domestic, family and sexual violence.
- ▶ The Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships will establish the **Seniors Legal and Support Services** in new locations in the Logan and Beaudesert region, Ipswich, Moreton Bay North and provide outreach services to Outback Queensland, Cape York and the Torres Strait.
- ▶ An upcoming project titled **“This is Us”** will celebrate and recognise Gladstone regional businesswomen and their achievements and help break down gendered stereotypes. Funding for the project came from the **Investing in Queensland Women** grants program and the **Gladstone Regional Council’s Regional Arts Development Fund** program, a partnership with Arts Queensland.



### Safe and Diverse Communities Grant Program – Islamic Women’s Association of Australia

In 2021, the Safe and Diverse Communities Grant Program invested \$24, 650 in the Cultural Messaging for Community Safety project by the Islamic Women’s Association of Australia (IWAA), to be delivered in 2022. The project saw IWAA deliver four workshops which sought to provide information to Leaders within the community about what sexual, domestic and family violence is. The workshops then culminated in the creation of in-language domestic and family violence prevention resources, designed to inform and assist culturally and linguistically diverse communities. On 28 November 2022 IWAA launched their “It Starts with Respect” video project, follow the link <https://fb.watch/hq1otSbQEx> to view.

*Launch of the IWAA’s Safer Community Messaging Project. Photo supplied by IWAA.*

# EMPOWERMENT AND RECOGNITION

## 2022 ACHIEVEMENTS

- ▶ The Department of State Development, Infrastructure, Local Government and Planning has delivered the **Women in Local Government Strategy**, which aims to promote greater diversity and inclusion in local government and provide female council officers and councillors with access to a range of mentoring and professional development services. A recently completed survey of participants indicated very high levels of satisfaction with 97 per cent of respondents feeling they had grown and developed stronger leadership skills.
- ▶ The Department of Transport and Main Roads:
  - developed a **Gender Equity Plan 2022–2024** in consultation with its employees and executives. Informed by workforce data and industry research, the plan outlines DTMR's gender equity goals as well as the initiatives required to achieve them. Priority areas include career development, safety and flexibility;
  - trained over 2,000 staff in **cultural and gendered violence prevention**; and
  - reduced their **gender pay gap** from 13.92 per cent in June 2020 to 12.26 per cent in March 2022.
- ▶ The Queensland Ambulance Service recognised and honoured six women through the **Council of Ambulance Authorities Women in Leadership Awards**, designed to highlight successful and hardworking women in ambulance services across Australia, New Zealand and Papua New Guinea.
- ▶ Queensland Fire and Emergency Services established a **Gender Equity Advisory Group (GEAG)** aiming to support the empowerment, development and retention of under-represented persons within the paid and volunteer workforce. GEAG meets every two months and includes representatives who identify as female and as Aboriginal and/or Torres Strait Islander persons.
- ▶ The Queensland Government:
  - progressed the *Industrial Relations and Other Legislation Amendment Act 2022* which ensures that **gender pay equity** is to be considered early in negotiating bargaining instruments; updates the **personal and parental leave provisions** to ensure the ability to take extended parental leave expands to cases of stillbirth, adoption-related leave and cultural parent leave; and removes language that implies gendered divisions in parental care; and
  - committed \$35,000 to the **Breaking the Bronze Ceiling** partnership led by Women in Technology to install a bronze statue of pioneering Australian geologist and astrobiologist Dr Abigail Allwood to demonstrate its commitment to greater representation of women and girls in public spaces.

## 2023 FOCUS

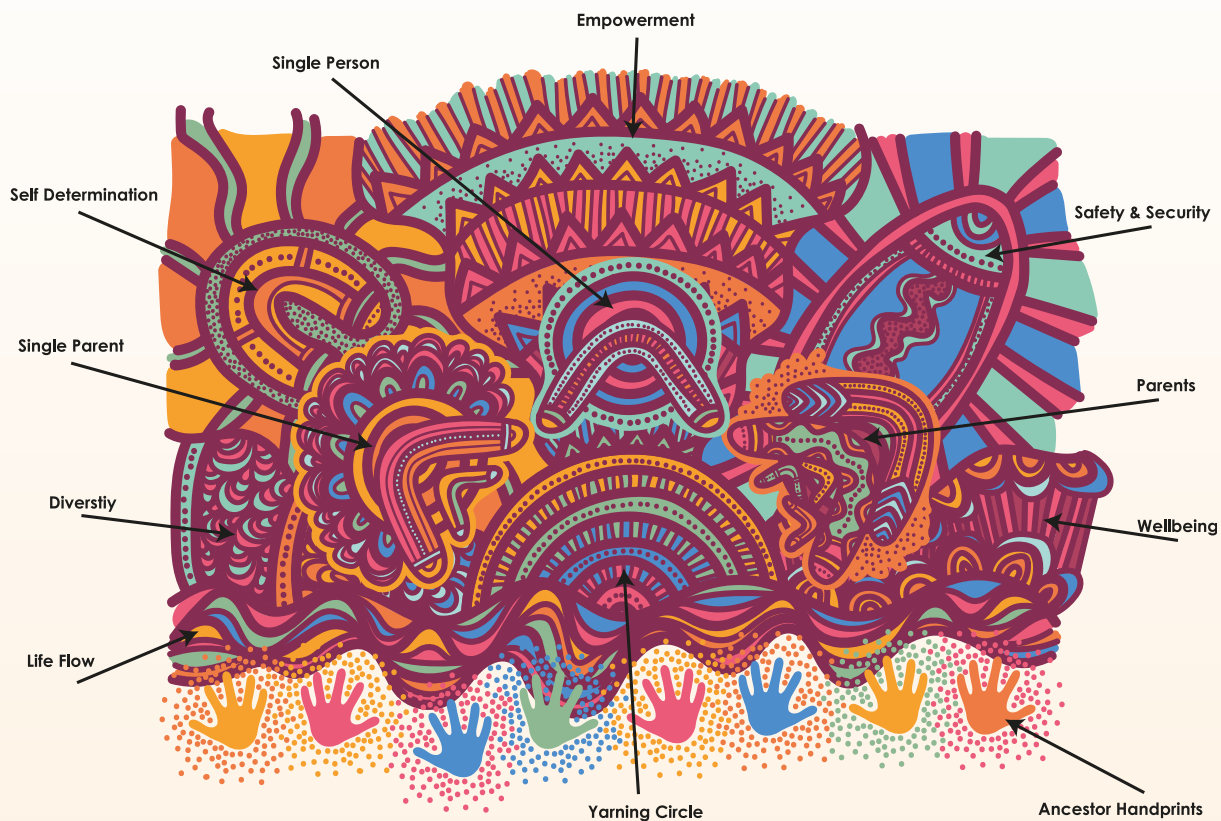
- ▶ The Department of Justice and Attorney-General:
  - will work with other agencies to **embed a gender lens** across all the work they do;
  - develop and implement a refreshed approach for the **Women on Boards Initiative**; and
  - use the **Investing in Queensland Women** grant program to enhance and promote the achievements and recognition of women and girls across the state.
- ▶ The Special Commissioner, Equity and Diversity will work with the Public Sector Commission and Queensland Government departments to undertake **inaugural gender equality auditing** and meet the obligations of the new *Public Sector Act 2022* to progress equity.



*Photo supplied by Department of  
Employment, Small Business  
and Training*

### **Australian Training Awards 2022 – Apprentice of the Year Jennah Halley**

Cairns refrigeration technician, Jennah Halley, was awarded the Apprentice of the Year award at the Australian Training Awards 2022. Jennah returned to work after eight years as a single mum. Her training journey started when her brother, also a refrigeration technician, asked her to help out a few hours a week. From there, Jennah grew a keen interest in the industry and, with the completion of her Certificate III in Air Conditioning and Refrigeration in 2021, she is believed to be the only qualified female refrigeration technician in Cairns – a statistic she’s hoping to help change.



## About the artist

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

Casey has a creative background in graphic design and is the co-founder and artist, alongside her partner Roy Fisher, of CHABOO, a home decor and design business specialising in hand painted Aboriginal art on wooden products and graphic design art pieces.

## About the artwork

Everyone lives differently, has different support systems and achieves goals differently. This artwork consists of different stories, from different living groups, having a yarn and discussing life.

The three main centrepiece elements consist of three different demographic groups, single parents, single persons and parents with children.

The groups are represented in the boomerangs to signify strength (structure), power (returning abilities), technique (hunting and gathering) and diversity (several uses).

- ▶ **Single parents** – this art piece represents a single parent with children with a big family/community support system.
- ▶ **Single persons** – this art piece represents a single person, creating their own footprints.
- ▶ **Parents** – this art piece represents parents with children sharing their stories and creating their own.

The semi-circle in the centre represents a yarning circle, that is holding all of the conversations through the line work and creating footprints, through the dots.

The background has five different sections representing the yarning circles conversation of diversity, self determination, empowerment, safety and security and wellbeing.

- ▶ **Diversity** – the curved elements in this section represent different cells mixing and creating diversity amongst one another.
- ▶ **Self determination** – this section is strength of one's being expanding out into the world. The centre 'u' element represents a person with the tiny dots being footprints that expand out through the outer curved lines.
- ▶ **Empowerment** – the triangle elements in this section represent goals/stepping stones moving upwards, the lines are the tracks being made and the dots are the people helping and supporting us.
- ▶ **Safety and security** – this section represents the safety and security we all need. The centre element signifies a shield, providing security and safety e.g. safety in all situations, employment and economic security.
- ▶ **Wellbeing** – this section represents our health and wellbeing, physically and mentally. The outer 'u' shaped elements represent the mental and physical aspects of one's self. The lines represent connection, working and learning from one another.

The wavy lines (on the bottom of the artwork) represent the flow of our lives, nothing is in a straight line. We all have our ups and downs.

The handprints are that of our ancestors, helping us in our walking lives to achieve our goals and create knowledge for our future generations.





For further information please visit:  
[www.qld.gov.au/womensstrategy](http://www.qld.gov.au/womensstrategy)

