

Progress during 2016–18

Minister's message



Despite positive changes to the status and roles of women over the past century, gender inequality persists in our community. It restricts women's full participation in the social, economic and cultural opportunities that Queensland offers. Gender equality benefits everyone. A gender equal society leads to better social and economic outcomes for all, but it can only be achieved when women and men across all parts of the community work together.

The Queensland Government's vision for women and girls is that the Queensland community respects women, embraces gender equality and promotes and protects the rights, interests and wellbeing of women and girls, which is reflected in the Queensland Women's Strategy 2016-21, launched in 2016 (qld.gov.au/womensstrategy). The strategy provides a framework for government, the private sector and the wider Queensland community to take action to achieve gender equality in Queensland. It has four priorities — participation and leadership, economic security, safety, and health and wellbeing.

We have consulted broadly with the community to develop an implementation plan for the strategy. The community implementation plan lists initiatives to be delivered by government, industry and the community sector, and makes a start towards achieving our vision for women and girls.

I am pleased to share the significant progress the Queensland community has made over the past two years in implementing the strategy. This document is just a snapshot of some of the highlights.

While we recognise that far more needs to be done, I am confident that we, the whole Queensland community, will continue to make a difference to the lives of women and girls in Queensland in the next two years, and beyond.

Di Farmer

Minister for Child Safety, Youth and Women
Minister for Prevention of Domestic and Family Violence

The government's investment in gender equality

Since 2015 the Queensland Government has invested in women's programs, services and strategies, demonstrating the government's commitment to achieving gender equality, including:

- \$420 million to assist disadvantaged Queenslanders, including women aged 15 years and over, through the Skilling Queenslanders for Work initiative
- \$328.9 million to implement the recommendations from the Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland report, with an investment over six years from 2015-16
- \$253.4 million to provide Queenslanders with vital family support services including counselling, pregnancy and parenting support services.

Highlights of the 2018–19 Women's Budget Statement include:

- \$96.3 million for family support services, including counselling, pregnancy and parenting support
- \$44.2 million for breast cancer screening services
- \$15.0 million for functional and inclusive change rooms and amenities to support women's participation in sport and recreation
- \$14.2 million for new and continuing domestic and family violence services
- \$10.1 million for sexual assault services
- \$8.7 million for eight domestic and family violence high risk teams across Queensland, including two new teams
- \$7.0 million for domestic violence shelters, including two new shelters
- \$6.5 million for the new Female Founders and Researchers program to support women start and grow their businesses
- \$6.0 million to expand paediatric retrieval services
- \$5.3 million for counselling and case management support for women who have experienced domestic and family violence or sexual violence





Participation and leadership

- Both the Premier and Deputy Premier are women and women comprise 50 per cent of Cabinet.
- The Chief Justice of the Supreme Court is a woman.
- Leanne Kemp, founder of blockchain startup Everledger, was appointed as the state's first woman Chief Entrepreneur.
- Women now make up 53 per cent of senior officers and equivalents and 37 per cent of the senior executive service and equivalents in the Queensland Public Sector.
- Women's representation on government boards increased from 31 per cent in 2015 to 47 per cent in 2018.
- Between 2015 and 2018, 1280 women were appointed to government boards, representing 49 per cent of all appointments.
- The government's Women on Boards website was accessed more than 10,000 times during its first year, providing resources for recruiters and women interested in board positions.
- The government delivered Queensland Women's Week in 2016, 2017 and 2018, providing \$450,000 to 163 organisations to host local activities and events.
- The Gold Coast 2018 Commonwealth Games were the most diverse Games of all time, with an equal number of women's and men's medal events for the first time in the history of a major multi-sport games.
- More than 130 young women have participated in the government's Queensland Women in Science, Technology, Engineering and Mathematics (STEM) prize, which supports participation in male-dominated industries.
- 138 Year 10 girls from across Queensland participated in STEM Girl Power camps, promoting female participation in STEM education and careers.
- More than 70 per cent of funding recipients of the Engaging Science Grants program were women.
- 700 women from diverse backgrounds found new connections and support at Better Ways of Working Meetup events, hosted by WORK180.
- The achievements of women were recognised by awards such as the Queensland Women in Fire and Emergency Services Awards, the Queensland Rural, Regional and Remote Women's Network Strong Women Leadership Awards, the Queensland Resources Council/Women in Mining and Resources Queensland's Resources Awards for Women, Women in Technology Inc's WiT Awards and the National Association of Women in Construction Queensland's Crystal Vision Awards.

SUCCESS STORY

Queensland Women in STEM prize, 2017

Winning the prize has allowed Dr Nasim Amiralian to start a new remote Indigenous enterprise to train and develop young Indigenous people as technicians and process operators.

Since winning the People's Choice Award, Jordan Debono has presented at three international world congress conferences and been appointed a University of Queensland Young Science Ambassador, inspiring young women to pursue a STEM career.



Economic security

- More than 14,000 women received assistance through the Skilling Queenslanders for Work initiative, with 6000 securing ongoing employment and 2000 pursuing further training.
- More than 5,500 women have been employed under the Back to Work — Regional Employment Package.
- 375 small business grants were awarded to Queensland women by Advance Queensland.
- 321 women received career guidance through the government's Mentoring for Growth program.
- 34 events and workshops were conducted to encourage women to start and grow businesses as part of the government's Women in Small Business initiative.
- The government hosted a Gender Pay Gap Forum during the 2017 Queensland Women's Week with the community and business sectors, to discuss pay equity and gender equality.
- More than 60 young women leaving state care received Care 2 Achieve scholarships to undertake university or TAFE studies.
- The Dignity First Fund funds social enterprises providing employment and training opportunities for women who are homeless or at risk of homelessness.
- More than 1000 girls in Years 7 to 12 at 16 schools undertook Indigenous Advancement Programs, encouraging young Indigenous women to remain in school and complete Year 12.

SUCCESS STORY



UQ Women in Engineering program

The program aims to increase University of Queensland (UQ) undergraduate engineering female enrolment to 30 per cent by 2023. 'During the last two and a half years, we have... engaged nearly 3000 female high school students... [and] expanded our outreach to schools within the Darling Downs and Wide Bay regions and North Queensland. We have interviewed and spoken to nearly 100 STEM teachers around Queensland.' In 2018, 23 per cent of domestic students who accepted their UQ undergraduate engineering offers were female.

- The Queensland Minerals and Energy Academy (QMEA), a partnership between the government, industry and education sectors, encourages female participation in the resources and STEM sectors (in 2017, 9.6 per cent of females from QMEA schools entered a mining-related apprenticeship or traineeship, compared with just 0.6 per cent of females from non-QMEA schools).
- 220 women and female students participated in the Women in Manufacturing breakfast series.
- Recently-arrived migrant women aged 17-24 were assisted to start professional and social networks and learn from youth mentors through the Stride Project.



Safety

- In 2017-18, the government assisted more than 55,000 women and girls with public housing and more than 23,000 with specialist homelessness services.
- 90 of the 121 recommendations for government in the Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland report have been completed.
- Permanent specialist domestic and family violence courts have been established and are operating.
- Integrated service responses to domestic and family violence are being trialled in three locations, Logan/ Beenleigh, Mt Isa and Cherbourg, bringing together all relevant government and community service providers.
- Domestic and family violence high risk teams have been established in six locations (with another two to open) to coordinate urgent support in high risk domestic and family violence situations.
- The Umi One, Mepla Way against Domestic and Family Violence conference was held in the Torres Strait in 2017, to discuss ways to end domestic and family violence in the region.
- Legislative changes have been made to improve victim safety and perpetrator accountability for domestic and family violence and sexual violence.
- The Sexual Health and Safety Guidelines — Mental Health, Alcohol and Other Drugs Services were developed to facilitate a service provider culture that promotes sexual health and safety and to assist with responding to sexual assault allegations.
- The government developed a domestic and family violence package for workplaces to adopt to support employees affected by domestic and family violence.
- 19 government agencies completed White Ribbon Workplace Program accreditation.
- Information workshops about sexual and intimate partner violence were delivered to LGBTIQ+ university students.
- Over 670 teachers were trained to deliver the Respectful Relationships education program in 2017, with program materials already being used by 368 Queensland schools.
- A whole-school approach to respectful relationships education is being trialled in 10 state primary schools, through the Our Watch pilot program.
- More than 17,000 school students across the state attended gender equality education seminars and workshops run by the One Woman Project.
- More than 80 girls and young women participated in the Girl Guides' pilot program, Voices Against Violence, at seven sites across the state, learned about domestic violence and safety, and shared their learning through community awareness campaigns.
- The Seniors Legal and Support Services and the Elder Abuse Prevention Unit supported female victims of elder abuse, who constitute over 69 per cent of victims reported to the Helpline.
- Queensland Corrective Services' MARA Re-entry Service supported 1812 women pre-release and 378 women post-release, including reconnection with children, stable accommodation, support for victims of domestic violence, mental health support and substance abuse intervention.
- The Department of Housing and Public Works is piloting a coordinated housing and support initiative for women on parole or at risk of being remanded in custody.

SUCCESS STORY



Queensland Government's Stop the Hurting — End Domestic Violence communication campaign

The Queensland Government initiated a campaign to raise young Queenslanders' awareness of domestic and family violence and remove the sense of 'shame'.

Co-design workshops with Queensland youth identified music as a powerful way to engage with young people. In Stage One of the campaign in 2017 young Queenslanders competed by writing song lyrics on domestic and family violence for a chance to meet ARIA award-winning hip hop artist Illy and feature in his campaign song 'Back Around'.

In 2018, Stage Two of the campaign continued raising young people's awareness on domestic and family violence through social and digital media channels, including release of Illy's song 'Back Around' featuring the winners' lyrics and recording for download at qld.gov.au/stopthehurting. Evaluation indicates that the campaign is having a positive impact on changing young people's knowledge and attitudes towards domestic and family violence.



Health and wellbeing

- More than 570 victims of sexual assault and 470 victims of domestic and family violence were supported by the 24 hour social work service at the Royal Brisbane and Women's Hospital's Emergency Department (Australia's first).
- More than 1200 sick newborns have been retrieved from central and south east Queensland by the Neonatal Retrieval Service and brought to Brisbane hospitals since 2017.
- The North Queensland Advanced Neonatal Transport Service was established in Townsville and now services the community from Mackay north to the Torres Strait and west to Mt Isa.
- A Midwifery Model of Care tool has been introduced to 50 per cent of Queensland's maternity programs to provide rural and regional women with more choice in care options.
- 700 pregnant women undertook the 'Quit for You... Quit for Baby' program, and six months post program completion, 35% reported they had quit smoking.
- 550 Pepi-Pods (safe sleeping pods) were distributed to Aboriginal and Torres Strait Islander families and 29 Pepi-Pod Program Orientation Workshops were delivered to service providers.
- The first whole-of-government Queensland Sport and Active Recreation Strategy 2019–29 was being developed, scheduled for release in 2019. Development of this strategy has been guided by a broad range of consultation processes with stakeholders including those representing women and girls' participation in sport and active recreation.
- The Join the Movement campaign supported women to increase their level of activity and health, with more than 2.2 million online video views and more than 1000 women participating in the Join the Movement Adventures campaign.
- The State Development Program funded over 300 regionally-based women to participate in golf, 60 women to participate in yachting and 397 women and girls in remote Indigenous communities to participate in netball.
- More than 300 girls aged 7–14 years participated in the Girl Guides Queensland's Free Being Me program, helping them gain life skills, body confidence and self-esteem.
- The Deadly Choices Sistas program, conducted by the Institute for Urban Indigenous Health, provided healthy lifestyle education programs to 200 audiences annually in 14 Moreton Bay region high schools, community settings and the Brisbane Youth Detention Centre.

SUCCESS STORY



2018 Queensland Women's Week

The Queensland Government established Queensland Women's Week in 2016, expanding International Women's Day celebrations into a week-long, state-wide series of events and activities to celebrate women's achievements and contributions.

In 2018, the theme was 'Celebrate wellbeing. Everybody wins' to recognise that women's wellbeing has benefits for families, children and the entire community. More than \$150,000 were awarded to 60 organisations to host activities and events during the week, including an International Women's Day Cultural Diversity Soccer Showcase in Nudgee, a virtual walk around Queensland in Kingaroy, and road trauma prevention training in Gympie.