

Progress during 2019-21

Attorney-General's message

Since 2016, there has been significant progress in improving the lives and rights of women and girls in Queensland. Government, business and the community have come together to work towards a Queensland that respects women, embraces gender equality and promotes and protects the rights, interests and wellbeing of women and girls.

Despite this, we all know that gender inequality remains a persistent issue that prevents women from realising their full potential. A Queensland with true gender equality will benefit everyone.

The Queensland Women's Strategy 2016-21 provided a framework for government, as well as community and corporate partners, to take action against gender inequality. The Strategy included four priority areas: Participation and Leadership, economic security, safety, and health and wellbeing.

I am proud of the progress and achievements made by the Queensland community, many of which are highlighted in this document. I recognise that the Queensland Women's Strategy sits within a context of a cultural landscape that has developed as a result of the hard work of many community members who deserve our thanks.

We know that we have a long way to go, but I remain inspired and motivated by the strong and willing Queenslanders who fight for gender equality every day.

With a new *Queensland Women's Strategy for 2022-27*, we will build on the significant progress made to date and work with the Queensland community to create a fair and equal Queensland.

Shannon Fentiman

Attorney-General
Minister for Justice
Minister for Women and Minister for the Prevention of Domestic and Family Violence

The government's investment in gender equality

Over the life of the Queensland Women's Strategy 2016-21, the Queensland Government has invested in women's programs, services and strategies, demonstrating the commitment to achieving true gender equality, this includes:

- More than **\$600 million** in addressing domestic and family violence in Queensland, including additional funding to respond to the impacts of COVID-19;
- Up to **\$140 million** over four years for the revitalized Back to Work program; and
- **\$160.9 million** to provide housing and support services to vulnerable people, including those experiencing domestic and family violence.

Highlights of the 2021-22 Women's budget statement include:

- **\$320 million** over four years for the Skilling Queenslanders for work initiative
- **\$30 million** over four years to boost support services for victims of domestic, family and sexual violence.
- **\$650,000** under the Female Founders Program.
- **\$6.4 million** to support Active Community Infrastructure Projects.
- **\$2.5 million** for the Community Action for a Multicultural Society Program.
- **\$2 million** for engagement programs to support First Nations female students.
- **\$8 million** to support the continuation of culturally appropriate maternal, parenting and child health services for First Nations women.
- **\$5.1 million** in programs for women in custody or contact with the courts to reduce the risk of entering or returning to prison.



Participation and leadership

- For the first time in history, the Queensland Premier, the Governor, the Police Commissioner and the Chief Justice of the Supreme Court are all women.
- Women now make up 50.76 per cent of senior officers and equivalents and 49.5 per cent of the senior executive service equivalents in the Queensland Public Sector.
- Women represented 46.4 per cent of senior leadership positions within Queensland Corrective Services and 44.2 per cent of the total workforce.
- Women's representation on government boards increased from 31 per cent in 2015 to 54 per cent in June 2020.
- Six of the eight Queensland University Vice-Chancellors are women.
- Queensland women are leading key research and innovation institutions, including at the QIMR Berghofer Medical Research Institute, the Centre for Horticultural Science at the University of Queensland, Advance Queensland Artificial Intelligence Hub and Queensland Immersive (XR) Technologies Hub.
- 327 Year 10 girls from across Queensland participated in the STEM Girl Power Initiative, promoting female participation in Science, Technology, Engineering and Mathematics (STEM) education and careers.
- The achievements of women were recognised by awards such as the Queensland Women in Fire and Emergency Services Awards, AgriFutures Rural Women's Awards, Women in Small Business Awards, Queensland Women in STEM Prize.

- Women made up 40 per cent of the recipients of the 2020 Advance Queensland Industry Research Fellowships.
- More than 350 First Nations women have participated in the Queensland Indigenous Youth Leadership Program.

SUCCESS STORY



Women in Construction

The National Association of Women in Construction (NAWIC) encourages all industry sectors to employ women in leadership and decision-making roles to enable change and support gender equality. The Queensland Chapter of NAWIC works tirelessly to spread the word to young women that they can find a successful career in the construction industry. Support from the Investing in Queensland Women grant program, will help them to speak with female high-school students, teachers and career guidance officers to promote study pathways and careers in construction.



Economic security

- Since 2015, more than 34,000 women received assistance through the Skilling Queenslanders for Work initiative, with over 19,000 securing ongoing employment, 5,022 pursuing further training and 498 returned to school.
- Since 2016, more than 10,600 women have been supported into employment through the Back to Work program.
- 42.6 per cent of successful grant recipients under the Advancing Small Business Queensland Strategy, and 52.7 per cent under the Small Business Entrepreneurs Grant Program, identified as women.
- Women have continued to be supported to grow their own jobs through the Business Basics, Business Boost and Business Growth Fund programs.
- Social enterprises are being supported to scale-up activities and create training and employment opportunities particularly for vulnerable and disadvantaged Queenslanders, with \$8 million committed over two years for the Social Enterprise Jobs Fund.
- Women receiving business guidance through the Government's Mentoring for Growth program increased from 24.7 per cent in 2019 to 30.8 per cent in 2021.
- The Advance Queensland Female Founders Program and Women's Research Assistance Program are providing resources, tools and support to give women a leg-up in their workplace or university. To date, 496 founders have attended 36 skills workshops, 159 women have had personalised mentoring, and 114 scaleups have had advisory board support. 40 percent of the recipients of the 2020 Advance Queensland Industry Research Fellowships were women.

- The role of Special Commissioner, Equity and Diversity was created within the Public Service Commission, with an initial focus on gender pay equity and addressing gender-based disparities across the sector.

SUCCESS STORY

Women in STEM

The Queensland Government continues to support women to realise their potential in STEM careers. Logan-based Kathryn Potter and her company Physiotherapy Innovations developed and manufactured a world-first innovation, the Therabubble, to improve patient breathing in health-care settings. This has been supported by the Queensland Government's Ignite Ideas Program and mentoring through the Female Founders Program.



Safety

- All 121 recommendations for government in the *Not Now, Not Ever* Report have been completed.
- The independent Women’s Safety and Justice Taskforce was established in March 2021, releasing its first report in December 2021 on how best to criminalise coercive control, and due to deliver the final report examining women’s experiences across the criminal justice system in June 2022.
- The evidence-based Transition to Success program was delivered to 135 young women across Queensland during 2019-21 to assist in lowering their risk of offending or re-offending by engaging them in education, training and employment.
- \$600 million in domestic, family and sexual violence initiatives since 2015 including establishing seven new shelters for women and children escaping domestic and family violence. Since the Queensland Housing Strategy was launched, new domestic and family violence (DFV) shelters in Coen, Roma, Caboolture and Coomera. An extension of an existing shelter was completed in Cleveland. Replacement shelters have been delivered in Cherbourg, Pormpuraaw and Woorabinda, and on the Gold Coast.
- The Government hosted the Housing Outcomes for Older Women Workshop which examined issues faced by older women in accessing suitable housing and understanding the service system, as well as considering opportunities for improvement.
- Queensland Corrective Services’ (QCS) MARA Re-entry Service supported 1,965 women, including reconnection with children, stable accommodation, support for victims of domestic violence, mental health support and substance abuse intervention. QCS’ CREST Re-entry Service supported more than 990 women in Northern Queensland to access integrated and culturally safe pre-release and post-release support.

- In partnership with Our Watch, the *Respectful relationships education in primary schools* pilot was completed, with findings provided to further enhance respectful relationships education in Queensland state schools.
- Consultation with over 180 stakeholders was conducted to strengthen respectful relationships education and increase student understanding of consent and reporting of sexual assault.
- In 2020-21, the Elder Abuse Helpline provided information, support and referrals to people in relation to 1,373 older women victims of elder abuse across Queensland.
- The Safe and Together model was delivered to 557 child safety staff. The model is a perpetrator pattern-based approach to assessment, intervention and safety planning for children, young people, parents and families impacted by DFV. Its three key principles underpin domestic and family violence-informed child safety practice and assist practitioners to hold perpetrators accountable for their choices and behaviour and assist protective parents to care for their children.

SUCCESS STORY

Community of Practice

The Mount Isa Integrated Service Response organised a Community of Practice focusing on the Safe and Together Model for agencies involved in, or whose agencies work intersects in the DFV sector. Safe and Together Model training was delivered to 40 local government and non-government participants, providing the foundation for domestic violence informed practice including tools and language to embed the learnings into their day-to-day work. Following this training, the group participated in multiple Community of Practice Workshops over six months. These sessions were guided by Safe and Together practitioners to allow the group to convert the knowledge and skills acquired during the training into everyday practice. The group were able to use local case studies to explore practice considerations and ultimately achieve the goal of improving the local service system more broadly.



Health and wellbeing

- In the 2020-21 Financial Year - 11 Mobile Women's Health Nurses provided almost 4,000 occasions of service, including over 600 to Aboriginal and Torres Strait Islander women. Over 92,000km's were travelled to provide this women's preventive health outreach model in rural and remote Queensland.
- The Together in Mind day program has been fully implemented across 12 Hospital and Health Service sites and Mater Health. The program provides an effective, sustainable intervention for perinatal mothers with a moderate to severe mental health diagnosis, as well as their infants and families.
- The Pregnancy Handheld Record including an alcohol screening tool and information for advice and referral has been implemented and is now considered 'business as usual' in maternity services in Queensland.
- Under the CAMS program, information sessions were held by organisations in Bundaberg, Mount Isa and Townsville focusing on women's mental health, connectivity and belonging, empowerment and connecting women from culturally diverse backgrounds with Aboriginal women Elders and sisters.
- Through a partnership with *Share the Dignity*, an initiative has commenced to provide students in 120 Queensland schools with access to free sanitary products through installation of Dignity Vending Machines.
- 41 of the 43 government-funded social isolation services supported older women across the state by promoting active ageing, healthy lifestyle options and opportunities to strengthen social connectedness. One social isolation service, the Older Women's Network, promotes the rights, dignity and wellbeing of older women with locations in South East Queensland, Gympie and Mackay.

- The Gold Coast Health Waijungbah-jarjums program has achieved its antenatal quit smoking targets. In 2019-21 Financial Year, 1,752 pregnant women were referred to Quitline to receive specialised quit smoking support from the 'Quit for You...Quit for Baby' program. Of this total number, 364 women identified as First Nations.

SUCCESS STORY



Together in Mind program

Following participation in the Together in Mind day program many mothers have formed support networks through meeting other mothers in the program. The ongoing benefits of this have been observed by the program's mental health clinician. Their participation has also led to their enrolment in further Child Health and Perinatal Peer Group activities and programs, such as Circle of Security programs, other parenting groups, and the Peach Tree Perinatal Wellness groups.