

NSW Women's Advisory Council – 8 December 2025 – Communique

Attendance and Apologies:

Members who attended the meeting included:

- Associate Professor Jill Duncan OAM
- Ms Janine Farah
- Ms Karen Price
- Ms Tara Hunter
- Ms Mariam Mourad
- Professor Elizabeth Hill
- Ms Elise Coppins
- Ms Julie Perkins
- Ms Violet Roumeliotis AM
- Ms Belinda Cashman PSM
- Dr Marlene Krasovitsky
- Ms Tanya Smyth (Director, Women NSW) – ex-officio
- Ms Alex Caples (Executive Director, Communities Justice and National Security, The Cabinet Office) – ex-officio

Apologies for the session included:

- Ms Gill White (Deputy Secretary, Social Policy and National Reform, TCO) – ex-officio
- Ms Georgia Shakeshaft

Other attendees included:

- Ms Gemma Worboys (Associate Director, Women NSW)
- Ms Rosie Castle (Senior Associate, Women NSW)
- Mr Alex Haigh (Associate, Women NSW)
- Mr Lucian Lax (Assistant Associate, Women NSW)
- Professor Michael Flood (Queensland University of Technology)
- Puja Hothi, Manager, Diversity and Inclusion, Department of Climate Change, Energy, the Environment, and Water

Minister's Portfolio Update:

The Minister for Women updated the Council on her recent work and priorities. The Minister updated on the Domestic, Family and Sexual Violence Portfolio, the Women and Women's Safety Ministerial Council and events during the 16 Days of Activism against Gender-Based Violence.

Chair's Update:

The Chair updated the Council on two recent out of session submissions: the Single Digital Patient Record team and the NSW Telco Authority. The Chair asked members to ensure they are keeping the Secretariat up to date on their own out of session activities.

The Chair also met with the Co-Chairs of the LGBTIQ+ Advisory Council, with an eye to working together in future.

Member Updates:

Council members shared key updates from their work and networks since the 22 September meeting.

Strategic Plan – Workshop:

Council members discussed potential focus areas and actions for the final year of their term. To synthesise this information, the Secretariat will distribute a survey to members ahead of the first meeting in 2026.

Presentation – Department of Climate Change, Energy, the Environment and Water: Diversity, Equity and Inclusion Plan (GEAP):

Puja Hothi presented the Department of Climate Change, Energy, the Environment and Water (DCCEEW) Diversity, Equity and Inclusion Plan to the Council. Puja outlined the human-centred design approach DCCEEW took to their plan, as well as the unique challenges and opportunities they faced in its development. Council members discussed the integrated nature of DCCEEW's diversity plans, as well as the metrics for its success, and its positive reception among the Department's internal stakeholders.

Presentation from Professor Michael Flood: Engaging men and boys to progress gender equality:

Professor Michael Flood presented on his work about engaging men and boys in gender equality programming and policy. Professor Flood gave an overview of the growing field of "healthy masculinities", and noted a growing appetite for engaging men on issues of violence prevention, both in policy and among the community. Professor Flood also offered suggestions for how to move forward, including introducing standards for best practice and scaling up initiatives, and for governments and policy-makers to lead this work from the front.

Member-led presentation – Tara Hunter: On vicarious trauma:

Member Tara Hunter presented on understanding and responding to vicarious trauma, based on policies incorporated into Full Stop Australia. Vicarious trauma (VT) is the cumulative effects of exposure to the trauma of others, and experiencing the symptoms as if you had been through that traumatic event yourself. Council members discussed whether vicarious trauma is inevitable, as well as both factors and predictors of VT, and organisational responses.

End of Communique