



NSW WOMEN'S STRATEGY 2018-2022

Year Three Action Plan: To 30 June 2021



Minister's Foreword

As the Minister for Women, I am extremely proud to present the *NSW Women's Strategy Year Three Action Plan: to 30 June 2021*.

The Year Three Action Plan is a continuation of the fantastic work done in the previous two action plans, under the *NSW Women's Strategy 2018-2022*.

I approached development of the Year Three Action Plan intending to build on the great work already established.

It is important to acknowledge that the Year Three Action Plan was developed during a time when NSW was experiencing severe drought, bushfires and the COVID-19 pandemic.

While we applaud the resilience of communities, we know many are still doing it tough. As a woman from regional NSW, I know how heavily these challenges weigh on our rural communities. I am proud to stand behind the targeted actions of the Year Three Action Plan aimed at supporting the economic circumstances and wellbeing of women and girls in these areas.

For the third year in a row, the NSW Rural Women's Network is continuing its amazing work by delivering a number of projects focused on supporting the health and wellbeing of rural women. For instance, the Rural Women's Network will be hosting a virtual Reclaiming Wellbeing During Crisis workshop series, to provide useful information and services to support the emotional wellbeing of rural women.

The NSW Rural Women's Network is also focusing on encouraging economic participation and leadership opportunities, through the delivery of a number of projects including the AgriFutures™ Rural Women's Award, the annual NSW-ACT Rural Women's Award Alumni and the 2021 NSW Rural Women's Gathering at Forbes.

We know existing gender inequalities have been exacerbated by the occurrence of a natural disaster and then compounded by the impact of a health crisis.¹ As NSW's largest employer, it is vital the NSW Government sets an example. We have remained focused on championing women in leadership positions, as well as leading the promotion of flexible working.

The Department of Education is supporting the workplace participation of primary caregivers by ensuring access to before and after school care for all parents with children at public primary schools. The Public Service Commission will also continue their work in increasing the number of women in senior leadership roles across the NSW Government sector.

I am incredibly proud that the NSW Government is continuing to support women's economic opportunity and advancement. As part of the 2020-21 NSW Budget, women who have been without work for an extended period will be able to apply for grants of up to \$5,000 to help cover the costs of returning to work. Eligible recipients will be partnered with a Return to Work Coordinator to develop a Return to Work Plan.

Government cannot do it alone. As a society we must continue to work to remove barriers and create more opportunities to help women and girls in NSW to achieve their full potential.

A handwritten signature in black ink that reads "B. Taylor".

The Hon. Bronnie Taylor MLC
Minister for Women



NSW Women's Week



NSW Women's Week



The Exchange Tamworth, October 2020

About the NSW Women's Strategy and Action Plans

The *NSW Women's Strategy 2018 - 2022* (NSW Women's Strategy), launched in August 2018, is a whole-of-government and whole-of-community policy framework providing a comprehensive and targeted approach to promoting gender equality.

The NSW Women's Strategy is being delivered through four annual action plans, which present initiatives under three priority areas:



**Economic opportunity
and advancement**



Health and wellbeing



**Participation
and empowerment**



Impact of COVID-19

Although we have seen significant progress for NSW women's economic security in recent years, COVID-19 has had a significant impact on all aspects of life in NSW. Women and girls face specific health, economic and participation challenges, exacerbating pre-existing gender inequalities that exist more broadly in society.²

The Year Three Action Plan includes a number of actions, which aim to understand and address the impacts of COVID-19 on women and girls in NSW. For example, Women NSW are continuing to analyse the impact of COVID-19 on the economic, social and personal wellbeing of women, and to consider possible gaps in support, emerging issues and opportunities. They are also holding roundtables with key government partners to discuss economic recovery for women, and developing and promoting a Women Returning to Work resource kit.

Delivery of some actions in the Year Two Action Plan have been significantly impacted by COVID-19, resulting in seven actions reported as 'delayed' or 'not started'. Women NSW will continue working with agencies to progress Year Two actions.



Women's Strategy Year Two Report

The Year Two Action Plan was the second annual action plan and delivered a number of initiatives that aimed to improve the economic, social and physical wellbeing of women and girls across NSW.

Part one of this document contains the *NSW Women's Strategy Year Two Action Plan Report (achievements to 30 June 2020)* (Year Two Report) which provides a summary of the progress agencies have made towards their Year Two targets.

Some of the highlights from the Year Two Report include:

- development of a tool to promote existing financial literacy resources to women – the Women's Financial Toolkit - It's your future
- delivery of a video communications based training resource to assist services in working with Aboriginal families and young people patients
- delivery of priority projects through the NSW Rural Women's Network, including producing two issues of the *Country Web*, showcasing rural women's stories and providing access to key information and supports, delivering the annual Rural Women's Gathering, and facilitating the Shaping Our Future Together workshop for rural women.

At 30 June 2020, of the 56 Year Two actions:

- 29 were complete
- 5 were progressing
- 16 were on track
- 5 were delayed
- 1 was not started.³

Women NSW will continue to work with agencies to progress Year Two actions.



Women's Strategy Year Three Action Plan

Part two of this document contains the Year Three Action Plan.

The Year Three Action Plan builds on some of the actions from the Year One Action Plan and Year Two Action Plan, such as:

- increasing the number of women in senior leadership roles across the NSW Government sector
- delivering the NSW Women's Health Framework
- increasing the early detection of breast, bowel and cervical cancers.

The Year Three Action Plan also contains a number of new and innovative initiatives including:

- increasing the visibility of women working in the contemporary music industry
- delivering an inaugural Aboriginal Reporting for Better Cancer Outcomes report
- delivering three videos of the NSW Through Their Eyes series, which will focus on the stories and lived experiences of girls and young women in NSW.

Diversity and inclusion

Through the Year Three Action Plan, the NSW Government continues its commitment to embedding multicultural principles in all actions and initiatives. This will help improve the economic, social and physical wellbeing of all women and girls irrespective of their language, religion or ancestry.

The Year Three Action Plan recognises and supports the need to address the ongoing disadvantage experienced by Aboriginal women in NSW, including their health, economic, and social outcomes. In the Year Three Action Plan, the needs of Aboriginal women and girls will be embedded across the actions.

The NSW Government is also committed to promoting equality and wellbeing for women of all sexual orientations and gender experiences, including lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) women. The NSW Government acknowledges that women in LGBTIQ communities face greater health disparities, are at a higher risk of experiencing violence and encounter greater barriers to accessing support than women in the general population. We will work to develop targeted actions throughout the course of the NSW Women's Strategy that aim to address the impact of minority stress, ongoing stigma, harassment and marginalisation experienced by many LGBTIQ women in NSW.



Intersections with NSW Government policy on domestic, family and sexual violence

The Women's Strategy does not include responses to domestic, family and sexual violence, but acknowledges the disproportionate impact of this violence on women and girls. The NSW Government continues to deliver reforms under the [NSW Domestic and Family Violence Blueprint for Reform 2016 - 2021: Safer Lives for Women, Men and Children](#); the [NSW Sexual Assault Strategy 2018-2021](#); and the [NSW Homelessness Strategy 2018-2023](#). Further, the NSW Ministry of Health delivers a wide range of specialist violence, abuse and neglect (VAN) services that help to minimise the impact of trauma, support patient recovery from trauma, and promote their long-term health and wellbeing.

Governance, monitoring and evaluation

The Minister for Women is responsible for overseeing the impact of NSW Government policy and practice on women and girls to ensure equitable outcomes.

The Department of Communities and Justice (DCJ) convenes a NSW Women's Strategy Interdepartmental Committee to guide and support implementation, monitoring and reporting of the action plans and evaluation. The Interdepartmental Committee also plays a critical role in identifying initiatives for inclusion in future action plans that are reflective of community need.

NSW Government investment in women and girls: Highlights for 2020-21

The NSW Budget 2020-21 builds on the successes from our previous budgets, delivering on the NSW Government's commitment to advancing gender equality for the 4.1 million women and girls living in NSW.⁴

Following the challenges posed by 2020, it is more important than ever to support the women of NSW. The following highlights from the 2021-21 Budget affirm the NSW Government's commitment that women and girls be empowered, have full access to opportunity and choice, be valued for their diversity, be recognised for their contribution, and feel able to participate in all aspects of life freely and safely.

1. Economic opportunity and advancement

The NSW Government is committed to developing women's economic opportunities and financial wellbeing, and presenting clear pathways to occupations and industries in which women remain under-represented. In 2020-21, the NSW Government:



has committed **\$10 million** over two years for the **Return to Work program**, whereby NSW women who have been without work for an extended period will be able to apply for grants of up to \$5,000 to help cover the costs of returning to work. Eligible recipients will be partnered with a Return to Work Coordinator to develop a Return to Work Plan.



has committed **\$120 million** to extend the NSW Government's free preschool program for community and mobile preschools to the end of 2021.



has committed **\$57.4 million** for the creation of a **Trades Skills Pathways Centre**, in order to address skills shortages in the NSW economy by recognising trade skills, establishing new trade pathways and improving skilled-employment opportunities for women.



has committed **\$17 million** for **targeted investment in the care economy** – early childhood, community services, social housing, aged care, disability care and personal support – in order to support job growth and improve worker quality.



is continuing to engage with key community stakeholders and advisory forums such as the **NSW Council for Women's Economic Opportunity**, which provides invaluable advice to the NSW Government on policies and programs that aim to improve economic and social opportunities for women and girls.

2. Health and wellbeing

The NSW Government supports a holistic approach to the health of women and girls.
In 2020-21, the NSW Government is investing:



\$17 million over two years to pilot a package for in-home care for pregnant women who are suffering from **hyperemesis gravidarum** (severe morning sickness) to better understand and treat the condition.



\$10.2 million over four years to fund Tresillian and Karitane to extend access to their virtual residential parenting services and evaluate service delivery outcomes and experiences.

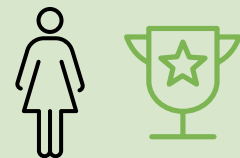
3. Participation and empowerment

The NSW Government supports women's engagement through social networks, access to information and building confidence. In 2020-21, the NSW Government:



has committed **\$400,000** for the **Investing in Women Funding Program**, for innovative programs that support the economic opportunity, advancement and participation of women and girls in NSW.

will be delivering a series of **events and activities for NSW Women's Week 2021**, including the NSW Women of the Year Awards.



has introduced a new **paid parental leave policy** for **NSW public-sector employees**, offering 14 weeks leave to a new child's primary carer, regardless of gender.



Year Two Final Report: to 30 June 2020

Legend



Complete

Action is complete as at 30 June 2020.



Progressing

Action is nearly completed or will be completed soon after 30 June 2020.



On Track

Action due date goes beyond 30 June 2020 (for example, action is due in 2025).



Not started

Action has not been started as at 30 June 2020, and there are no plans to start the action in the near future.








Delayed



Action has not been started or completed as at 30 June 2020, but there are solid plans to start or complete the action in the near future.



Priority Area One: Economic opportunity and advancement

Status	Action	Target	Lead
	1.1 Drive implementation of flexible working in the government sector	By June 2020, develop practice guidelines and governance processes that assist agencies to sustainably embed flexible working practices.	Public Service Commission
	1.2 Deliver Opportunity Pathways program for women experiencing disadvantage	50% of Opportunity Pathways participants will be women by March 2022.	Department of Communities and Justice
	1.3 Maximise superannuation for women	Hold three Superannuation for Women sessions.	Department of Planning, Industry and Environment
	1.4 Increase opportunities for women across all Create NSW strategies	Investigate and include viable opportunities across each strategy as developed.	Create NSW
	1.5 Work with NSW Council for Women's Economic Opportunity to address barriers to women's employment	Develop a tool to promote existing financial literacy resources to women.	Women NSW




Status	Action	Target	Lead
	1.6		
	(a) Understand the barriers and enablers to women's career progression to senior leadership in the NSW Government sector and pilot interventions to inform evidence based strategies to increase the proportion of women applying for pipeline and senior leader roles	In partnership with the Behavioural Insights Unit (Department of Customer Service), pilot interventions to increase the proportion of women applying for pipeline and senior leadership roles by December 2019.	Public Service Commission
	(b) Trial Inclusive Leadership Experience	Trial the Inclusive Leadership Experience program with selected agencies by August 2019.	Public Service Commission
	(c) Trial Opendoors	Trial the Opendoors program for six months until December 2019.	Public Service Commission
	(d) Carry out analysis of government sector workforce talent pipeline	Carry out analysis of the government sector workforce talent pipeline by December 2019.	Public Service Commission
	1.7		
	(a) Implement specific strategies to increase the proportion of women in leadership in NSW Government departments	Increase the proportion of women in senior leadership roles in the NSW Government sector to 50 per cent by 2025.	Public Service Commission
	(b) Implement specific strategies to increase the proportion of women in leadership in NSW Government departments	Increase the representation of women in senior leadership roles from 53 per cent to 60 per cent by 2025.	Education
	(c) Implement specific strategies to increase the proportion of women in leadership in NSW Government departments	Continue to work towards the Premier's Priority of increasing the proportion of women in senior leadership roles to 50 per cent by 2025.	Department of Planning, Industry and Environment
	(d) Implement specific strategies to increase the proportion of women in leadership in NSW Government departments	Achieve 50 per cent representation of women in senior leadership roles by 2025.	Department of Communities and Justice
	(e) Implement specific strategies to increase the proportion of women in leadership in NSW Government departments	Increase the proportion of women from culturally and linguistically diverse (CALD) backgrounds in leadership positions.	Multicultural NSW
	1.8 Increase the proportion of women in leadership roles in the screen sector	50:50 gender parity in the screen sector by 2020.	Create NSW
	1.9 Develop the NSW Sport Leaders of Change program	NSW Sport Leaders of Change guidelines produced by 30 June 2020.	Office of Sport

Status	Action	Target	Lead
	1.10 Investigate the capacity of Arts and Cultural Development Program-funded organisations to implement diversity action plans	Investigate establishing diversity data collection across Arts and Cultural Development Program-funded organisations to implement diversity action plans.	Create NSW
	1.11 Increase representation on all Create NSW committees, working groups and panels	Achieve 50:50 gender parity in the membership of arts, screen and cultural advisory committees, working groups and grant assessment panels convened by Create NSW by June 2020.	Create NSW
	1.12 Drive public sector equity	Increase opportunities for women to join NSW Government boards and committees.	Department of Premier and Cabinet
	1.13 Create entrepreneurial opportunities for women in NSW	Deliver further workshops and speaker series events on female entrepreneurship in 2019-2020, including in regional and rural NSW.	Sydney School of Entrepreneurship /Treasury
	1.14 Enhance opportunities for investment in female entrepreneurs in NSW	Establish the first Innovation Colab by December 2019. Collect data to support evidence base for future initiatives by June 2020. Trial an education program for youth under 15 years by June 2020. Develop angel investors education program by June 2020.	Women NSW/ Innovation Colab
	1.15 Support women to start and grow businesses across NSW (Business Connect)	Women comprise at least 45 per cent of Business Connect clients annually. Women report higher levels of business confidence after participating in Business Connect.	NSW Treasury
	1.16 Help women to start and manage their own business	Deliver an online educational program to 5,000 women in small, micro-business or start-up operations by January 2024.	TAFE/Education
	1.17 Attract more female students to Science Technology Engineering Mathematics (STEM) vocational and higher education	Launch new Generation STEM initiatives in 2019-2020.	Education/CSIRO
	1.18 Create skills and employment pathways for women in construction through the Infrastructure Skills Legacy Program	Double the number of women in non-traditional trades from 1 per cent to 2 per cent on NSW Government infrastructure jobs by June 2023.	Education/ Training services NSW
	1.19 Improve career development for women in the minerals and energy sector	Support the Women in Mining Network to provide a mentoring program for 30 women by December 2019.	Women NSW/ Women in Mining Network
	1.20 Increase the number and visibility of female coaches at all levels	Deliver stakeholder consultations to inform the NSW Female Coaching Framework during 2019-2020	Office of Sport





Priority Area Two: Health and wellbeing


Status	Action	Target	Lead
	2.1 NSW Women's Health Framework	Local Health Districts, Speciality Health Networks and Pillars to set local priorities and develop or refresh plans to achieve the goals of the framework by June 2020.	Ministry of Health
	2.2 Video communications around working with Aboriginal patients	Deliver video communications based training resource to assist services in working with Aboriginal families and young people patients by June 2020	Ministry of Health
	2.3 Increase the early detection of breast, bowel and cervical cancers	<p>Increase breast screening participation rates for NSW women aged 50 – 74 years to 55 per cent by June 2023</p> <p>Increase NSW women's participation in the National Bowel Cancer Screening Program to 60 per cent by 2020</p> <p>Maintain NSW participation rate in the National Cervical Screening Program at 56 per cent in 2020</p>	Cancer Institute NSW
	2.4 Primary Care Cancer Strategy	The Cancer Institute NSW Primary Care Cancer Strategy will be delivered by June 2020.	Cancer Institute NSW
	2.5 Implement the First 2,000 Days: A Framework for Maternity, Child and Family Health	All districts reported on progress towards priorities in their local plans by June 2020.	Ministry of Health
	2.6 Healthy Eating and Active Lifestyles	7,587 Get Healthy in Pregnancy referrals across NSW for 2019/20.	Ministry of Health
	2.7 Reduce smoking among pregnant women	<p>Reporting on measures:</p> <p>Women who smoked at any time during pregnancy (%): decrease on previous year.</p> <p>Women who quit smoking by the second half of pregnancy: 4% increase on previous year.</p>	Ministry of Health /Cancer Institute NSW
	2.8 Mums and Kids Matter program	Provide 32 residential care packages for mothers with moderate to severe mental health problems and their children less than 5 years of age by 30 June 2020.	Ministry of Health
	2.9 Eating disorders	All Local Health Districts and Specialist Networks will develop a local implementation plan, in response to the NSW State Plan, by June 2020.	Ministry of Health

Status	Action	Target	Lead
	2.10 Deliver specialist housing for older women	Pilot targeted social housing options for older women across three sites: Blacktown, Penrith and Liverpool local government areas (services to commence from 2019-20).	Land and Housing Corporation
	2.11 Promote housing stability for women leaving domestic and family violence	Expand Staying Home Leaving Violence to five new sites located in Griffith, Albury, Coonamble/Walgett, Port Stephens and Richmond Valley. To be completed under the Homelessness Strategy 2018-2023.	Department of Communities and Justice
	2.12 Provide housing and support for women who are homeless due to domestic and family violence	Increase Core and Cluster accommodation for families experiencing domestic and family violence in three sites in Orange, Griffith and Moruya, to be evaluated for expansion. Construction to begin for the Orange model in July 2019, with service delivery scheduled to commence in April 2020. Site planning is underway in Griffith and Moruya. Construction to begin in Griffith in September 2019.	Department of Communities and Justice










Priority Area Three: Participation and empowerment

Status	Action	Target	Lead
	3.1 Develop a new Carers Strategy and promote awareness of carers	Female carers, including young carers, will be represented in the co-design process and their issues and needs reflected in the new Carers Strategy, which will be launched in 2020. Improve the recognition and awareness of carers in NSW.	Department of Communities and Justice
	3.2 Review disability inclusion action plans	Increase the engagement and participation of women and girls with disability in the development and implementation of disability inclusion action plans.	Department of Communities and Justice

Status	Action	Target	Lead
	3.3 Build resilience for regional, rural and remote women through the Rural Women's Network	<p>Deliver priority projects through the NSW Rural Women's Network (RWN) in 2019-2020, to link rural women to useful information, services, and networking opportunities.</p> <p>Some of these projects include:</p> <ul style="list-style-type: none"> • produce two issues of RWN's flagship publication, The Country Web, showcasing rural women's stories and providing access to key information and support • deliver the NSW-ACT state component of the AgriFutures™ Rural Women's Award including managing the state selection process and the NSW RWA Gala Dinner • support the NSW-ACT RWN Alumni to hold an annual networking and skills development workshop as well as continue to promote their skills and achievements to key stakeholders through the alumni directory to increase the representation and participation of rural women in government, community and industry boards and committees • coordinate nominations and Member of Parliament announcements for the annual Hidden Treasures Honour Roll project, which recognises and celebrates rural women volunteers and promotes the valuable role of volunteering in the community • support the Walcha and Forbes communities to deliver the annual NSW Rural Women's Gathering events, including delivering governance training and providing support and advice to local Committee members • conduct a social return on investment for the 2019 and 2020 NSW Rural Women's Gathering to provide an annual snapshot of the social and economic value of gatherings • facilitate four two-day Shaping Our Futures Together workshops for rural women in partnership with Department of Primary Industry's Rural Resilience Program • provide rural women with access to information to support their needs and ensure they are well connected via RWN social media channels, Rural Email List, RWN website, and participation in key rural events and activities. 	Department of Primary Industries



Status	Action	Target	Lead
	3.4 Support older women to share their stories	Older women in NSW have the opportunity to share their stories, through an intergenerational forum and radio program.	Older Women's Network/ Department of Communities and Justice
	3.5 Continue to support girls' school education and raise girls' aspirations	Girls fulfil their educational potential and have high aspirations for life beyond school.	Department of Education
	3.6 Recruitment and recognition of volunteers, and build volunteer sector capacity	Deliver a mainstream media campaign to promote volunteering to women, which includes tailored messages to female audiences, case studies and stories from female volunteers. Increase the number of female nominations to programs such as the Premier's Volunteer Recognition Program, and the NSW Volunteer of the Year Awards.	Department of Communities and Justice
	3.7 Include women and girls as a priority for Multicultural NSW grants programs	Promote Multicultural NSW grants to organisations that target women and girls.	Multicultural NSW
	3.8 Establish a culturally diverse women and girls roundtable to advise on issues that affect women and girls of culturally diverse backgrounds	Women and girls from culturally diverse backgrounds, through the roundtable, have a forum to voice their ideas and concerns regarding NSW Government policy and initiatives.	Multicultural NSW
	3.9 Scale up a girl empowerment program across NSW	Deliver the Daughters and Dads Active and Empowered program across NSW by 30 June 2020.	Office of Sport
	3.10 Establish the Her Sport Her Way grant program	Deliver the new Her Sport Her Way Grants Program in 2019-2020.	Office of Sport

Status	Action	Target	Lead
	3.11 Develop the Her Sport Her Way Participation Planning Tool	30% of key NSW sporting organisations have accessed the Participation Planning Tool by 30 June 2020.	Office of Sport
	3.12 Celebrate and recognise achievements of women in sport	Women leaders in sport recognised at the 2020 International Women's Day Sport Leaders Breakfast.	Office of Sport
	3.13 Provide information to older women	Establish up to three new partnerships with community groups or organisations to provide information relevant to older women.	Older Women's Network/ Department of Communities and Justice
	3.14 Gendered language and inclusion	Develop a presentation on gendered language and exclusion, and use to promote awareness of these issues.	Women NSW
	3.15 Deliver NSW Women's Week	Deliver a community grants program with a focus on diverse events during Women's Week 2020.	Women NSW
	3.16 Online showcasing of inspirational women in regional and remote communities	Deliver a 2020 NSW Inspirational Women Online Showcase, which focuses on women from regional and remote communities.	Women NSW
	3.17 Promoting and reporting on funded contracts and social investments that focus on women's interests, including older women, tenants or other targeted cohorts for DCJ services	Gather and report on data on an annual basis that reflects the provision of services and outcomes achieved for women as a target cohort for Social and Affordable Housing Fund services specifically and other program areas, where identified.	Partnerships, Department of Communities and Justice



Year Three Action Plan: To 30 June 2021



Priority Area One: Economic opportunity and advancement

Our shared goal is to improve women's financial wellbeing and security and to support diverse and flexible employment opportunities for women and girls. We will create employment opportunities across occupations and industries where women remain under-represented.

Overall outcomes

- The NSW Public Sector, one of the largest aggregate employers in NSW (approximately 10 per cent of NSW's total workforce⁵), will remain a leader on gender equality and a champion for women in leadership and flexible working.
- Women can freely participate in the workforce and access a broad range of career opportunities, including occupations and industries in which they are traditionally under-represented.
- Women are supported and empowered to achieve economic independence to enable economic security.



Female Leaders Lunch - Macksville

ACTIONS to influence the number of women in leadership roles across the NSW Government sector

Lead

1.1 Increase the number of women in senior leadership roles across the NSW Government sector

The **Premier's Priority** for a world class public service includes a commitment to drive public sector diversity by increasing the proportion of women in senior leadership roles in the NSW government sector to 50 per cent by 2025.

Public Service
Commission

The NSW Government's commitment to public sector workforce diversity and inclusion means that we are best placed to represent the customers we serve and deliver greater outcomes for the NSW community.

Target: Increase the proportion of women in senior leadership roles in the NSW Government sector to 50 per cent by 2025.

We will:

- continue to lead and support the delivery of the Premier's Priority for a world class public service, monitoring key cluster-based actions to drive progress against the women in senior leadership target and reporting progress to the Premier
- embed a behavioural insights recruitment intervention across the NSW government sector, which has been piloted and proven to encourage more women to apply for pipeline and senior leadership roles
- continue to provide the sector with guidance and advice to implement and embed flexible working into workplace cultures
- deliver Try a Small Act of Inclusion mini-campaign across the NSW Government sector, which is targeted at senior leaders to raise awareness about inclusive leadership, showcasing case studies and examples of everyday acts of inclusion senior leaders can take to make their workplaces more inclusive of diversity
- evaluate the impact of the Opendoors Career Sponsorship pilot program. This pilot partnered highly influential senior leaders with sector-based, diverse high-achievers to accelerate their career advancement and promote equality. Findings from the review will inform refinements to the program to ensure it effectively meets outcomes and identify opportunities to increase the reach of the program in departments and agencies.

1.2 Increase the proportion of women from CALD backgrounds in leadership positions within the NSW Public Service

In support of the Premier's Priority of achieving a world class public service by driving diversity and increasing women in senior leadership roles to 50% by 2025, Multicultural NSW will continue to ask NSW Government agencies to report on the number, training spend and pathways for women leaders from CALD backgrounds.

Multicultural NSW

Target: Continue to include CALD women in leadership as a theme for public agencies reporting against the Multicultural Policies and Services Programs to support increased numbers of CALD women in leadership positions.

We will:

- collect results from public agencies through the Multicultural Policies and Services Programs on the number of CALD women leaders, the leadership training spend on CALD women and the type of positions and roles of CALD staff
- conduct a survey with agencies that did not provide data in their reports
- identify issues or gaps to inform future strategies to increase women from CALD backgrounds in leadership positions.

1.3 Women in Leadership podcasts

In 2020, 70% of the Service NSW Executive Leadership Team consisted of women. To celebrate the large representation of women in senior leadership roles, Service NSW has been hosting a Women in Leadership breakfast twice a year. Since the COVID-19 pandemic, Service NSW will host podcasts in replacement of the Women in Leadership breakfast celebrations.

Service NSW

This action will encourage women across the Service NSW network to participate in Share your Story, celebrating women's successes and achievements.

Target: To host fortnightly podcasts for women in the Service NSW network.

We will:

- ensure diverse women are represented in podcasts
- ensure engagement with the promotion of the podcasts on multiple communication platforms
- consider this new concept of celebrating women's successes as a result of COVID-19 indefinitely.

1.4 Leadership programs for women

The Department of Planning, Industry and Environment's (DPIE) vision is to create thriving environments, communities and economies for NSW. The Department is also working towards achieving the Premier's Priority of 50% women in leadership roles by 2025 by supporting women's leadership journeys and career development.

Department of
Planning, Industry
and Environment

Target: Continue to deliver specific programs and initiatives targeted at all levels to increase the proportion of women in senior leadership roles by 2025 and create a pipeline of suitable talent.

We will:

- expand our current formal Women in Senior Leadership (WISL) mentoring program to include participation by 100 women in Clerk Grade **11/12** (or equivalent) from across three clusters in the **NSW public sector**. The 10-month program will help to prepare mentees for senior executive roles and provide opportunities for networking and professional development through coaching, mentoring and tailored workshops on topics covering self-awareness, change leadership and building a personal brand
- introduce an Inspired Women's Leadership Speaker Series, which will be open to all genders, with a focus on topics particularly relevant to women. The 'lunch and learn' style sessions will cover personal and professional development, from building self-awareness and emotional intelligence to communicating with confidence and managing their career
- in conjunction with the Public Service Commission, implement a DPIE Opendoors sponsorship program aimed specifically at women in Senior Executive Band 2 roles. Participants will be matched with a Senior Executive Band 3 sponsor. Sponsors will provide opportunities to gain access and exposure to people and networks to support participants in achieving their career aspirations and vision. As part of the structured program, participants will undertake 360-degree feedback from peers, colleagues, direct reports and other leaders to build self-awareness and help identify strengths and areas for development.

1.5 Provide equitable leadership development opportunities for women

In 2019, 76.2% of the NSW Department of Education's permanent and temporary workforce was female.⁶ However, there remains a proportionally higher representation of males in senior leadership roles across the department, including as school principals.

Department of
Education

NSW Education is committed to addressing this imbalance and aims to increase the representation of women in senior leadership roles to 60 per cent by 2025.

To support this aim, we will ensure women have equitable access to leadership development opportunities within the department.

Target: Evaluate leadership development programs by 2021 to ensure equitable access for women in corporate and school-settings.

We will:

- undertake an audit of our leadership development programs and evaluate current and past program participant data to confirm gender equality in participation rates
- review the application process and marketing campaigns associated with key leadership programs to identify potential barriers for women
- make recommendations on how to improve participation rates for women based on research findings and best practice.

1.6 Improve gender balance in leadership positions

Transport is committed to achieving an inclusive and diverse organisation that represents the customers and community that we serve. This representation leads to greater creativity, innovation and collaboration, and ultimately greater outcomes for our people and the community. **Transport for NSW** has a commitment to achieve 40% women in leadership roles by 2025, to achieve the Premier's Priority of Driving Public Sector Diversity.

Transport cluster

Target: Increase the representation of women in leadership roles to 34% by July 2021.

We will:

- promote a culture based on respect and inclusion
- continue to enact cluster and divisional targets for women in leadership
- continue to use gender balanced interview shortlists and panels for senior roles **and entry level talent program**
- review job descriptions to ensure gender inclusive language and only necessary criteria is adopted
- provide our people with opportunities to hear from our senior female leaders via our 'Inspiring Women in Conversation Series' and other related events
- conduct a pilot with Work180 to expand and strengthen our channels for attracting talented and diverse women.

ACTIONS to promote gender equality and support women working in the NSW government sector

Lead

1.7 Gender Equality Action Plan

NSW Treasury

In 2020, Treasury launched its first Diversity and Inclusion (D&I) Strategy. One of the focus areas is female leadership, aligned with the Premier's priority of having 50% of senior leadership roles held by women in 2025.

In the financial year 2020-21, the Gender Equality Stream of the Treasury D&I Strategy and Network aims to review and monitor the current state in Treasury with regard to potential gender equality opportunities, and create a comprehensive and targeted plan, bench-marked against best practice, to continue to improve our gender equality position.

Treasury will continue to support Women With Impact – a group of passionate employees, who host accessible female-powered events at Treasury with inspiring female leaders on topics relevant to gender equality and female leadership.

Target: Commence implementation of a Gender Equality Action Plan by 30 June 2021.

We will:

- review and monitor the current state in Treasury regarding gender equality
- develop a best practice Gender Equality Action Plan
- support the Women With Impact initiative.

1.8 Support women's employee networks

Department of
Planning, Industry
and Environment

The Department of Planning, Industry and Environment's (DPIE) various women's employee networks facilitate engagement and empowerment through peer learning, professional development and support helping women to thrive in the workplace. The DPIE is committed to an inclusive workplace and supporting employee network activities aligned to our diversity and inclusion goals and advancing gender equality.

Target: Support activities organised by the DPIE Diversity and Inclusion (D&I) team and women's employee networks aimed at empowering women and advancing gender equality in the workplace by June 2021.

We will:

- **host a specific women's event on International Women's Day 2021 and continue to support DPIE women's employee networks, including the Spokeswomen program, to encourage networking, peer learning, knowledge sharing and professional development over the next twelve months.**

1.9 Women's financial wellbeing

Department of
Planning, Industry
and Environment

Reviewing the gender pay gap is a key factor in achieving gender equality and ensuring women's financial wellbeing and security. DPIE values the work of our female workforce, and is committed to ensuring that women and men are paid equally for work in the same role at the same standard or are performing different work of equal or comparable value.

Target: Review the current gender pay analysis across all Senior Executive Bands by December 2021.

We will:

- work with the Public Service Commission (PSC) to analyse any pay gaps at senior executive levels.



1.10 Support women's financial wellbeing and economic security in retirement

Australia has a persistent gender gap in retirement savings and incomes. Women tend to retire with significantly less savings in their superannuation account than men do, with women's median superannuation account balances 20.5% lower than those of men.⁷ In general, women have lower average lifetime earnings, are more likely to be employed in part-time or casual work, and take more time out of their careers to care for children and their families. This affects the capacity of women to earn higher incomes and build their superannuation balances.

Department of
Planning, Industry
and Environment

Target: Hold five online Superannuation for Women sessions for staff within the Department by June 2021.

We will:

- deliver superannuation information sessions specifically targeted for women. The sessions will be delivered in a virtual setting to ensure access to as many of our female employees, and will provide information and general advice to empower women to maximise financial outcomes in retirement through superannuation.

1.11 Promoting pay equity across the cluster

The Transport cluster is committed to achieving pay equity across our workforce for similar or comparable roles. This is a key factor in ensuring a fair, respectful and inclusive work environment, where everyone has equal opportunity to grow and succeed. As public transport and construction continue to be predominantly male dominated sectors, a focus on pay equity is also an important strategy in promoting greater gender representation and equality across our workforce.

Transport cluster

Target: Raise awareness of the pay gap across the Transport cluster and reduce any gaps across the cluster.

We will:

- closely monitor and assess areas where gender pay gaps exist to further understand the root causes and help eliminate any disparity
- deliver a pay equity dashboard for senior leader roles to help the cluster have greater visibility on disparities and where action is needed.

1.12 Responding to Domestic and Family Violence and Abuse as a workplace issue

Domestic and family violence is a societal issue and barrier to gender equality. Transport recognises that the workplace needs to play a role to respond to this issue, to support the wellbeing and safety of our people.

Transport cluster

Target: Ensure appropriate support is in place for people impacted by domestic and family violence.

Target: Build awareness of domestic and family violence and capability of Transport cluster staff to provide the right support and referral pathways.

We will:

- introduce an intranet site with internal and external support mechanisms including specific services for specific at risk groups
- speak publicly about our commitment to domestic and family violence and advocate for greater awareness and support in the workplace
- raise awareness of the supports available including Special Leave arrangements, flexible working, other practical support and that our offices continue to remain open during COVID-19
- conduct a pilot learning program to equip Transport cluster staff with the knowledge and skills to appropriately and safely recognise, respond and refer any person impacted by domestic and family violence in our workplace.

ACTIONS to increase women's access to a broad range of career opportunities, including occupations and industries where women are traditionally under-represented

Lead

1.13 Sport Leaders for Change

Under *Her Sport Her Way*, the Office of Sport has adopted a target of 50% representation of women on State Sporting Organisation (SSO) and State Sporting Organisation for People with Disability boards by 2023.

Office of Sport

It is critical that leaders step forward to drive change from the top down persistently and consistently. For cultural change to be successful it needs to be underpinned by long term planning and resourcing and involve everyone at all levels. Under the Sport Leaders for Change Program the Office of Sport will engage targeted CEOs to become champions for gender equality and commit to practical actions to improve sport outcomes for women and girls in their sports.

Target: Deliver the Sport Leaders for Change Program during 2020-2021.

We will:

- engage targeted sport Chief Executive Officers to become champions for gender equity and commit to practical actions to improve sport outcomes for women and girls
- provide resources and support to SSO leaders to achieve board targets.

1.14 Girls Leadership in Sport Summit

Under *Her Sport Her Way*, priority will be given to encouraging and supporting young women to advance their careers in sport and aspire to leadership positions.

Office of Sport

Target: Deliver the Girls Leadership in Sport Summit by June 2021.

We will:

- partner with the education, sport and university sectors to develop Sport Summit content and linkages to existing programs across the state
- consider delivery options for the Sport Summit given the COVID-19 operating environment.

1.15 Increase support for working parents or carers in the screen industry

Screen NSW recognises the need to support working parents and carers, largely women, in the screen industry and build awareness about screen practitioners whose caring responsibilities may impact negatively on their role.

Create NSW

Survey data indicates that seven out of 10 (71.8%) primary carers in Australia are women.⁸ It is necessary to provide support and opportunities to help working parents and carers participate in roles they may otherwise miss out on due to care arrangements or responsibilities.

Screen NSW has introduced the *Screen Momentum Attachment Register*. Projects that receive over \$400,000 in funding are expected to engage at least one crewmember, key creative or head of department who identifies as a carer recently or is currently impacted by care responsibilities.

Target: Increase employment of carers and working parents in the screen industry in NSW.

We will:

- introduce the Screen Momentum Attachment Register
- ensure any project in receipt of over \$400,000 in funding engages at least one crew member, key creative or head of department who identifies as a carer recently or is currently impacted by care responsibilities.



1.16 Increase visibility of women working in the contemporary music industry

Create NSW recognises the under representation of women in the contemporary music industry in NSW as music practitioners. The aim of these actions is to profile and promote female musicians in NSW, working with key industry bodies to achieve this.

Create NSW

Survey data, including research from the University of Sydney,⁹ found that gender-based inequality in the industry operates on two dimensions: in terms of who 'makes it' successfully and who 'makes the decisions' impacting the industry. Despite the recent global success of female musicians, labour markets and occupations in the Australian music industry are heavily skewed towards males. Women represent a third of all employed musicians.

Create NSW will develop a register of women music practitioners working in NSW to promote their work.

Target: Increase visibility of women working in the contemporary music industry in NSW.

We will:

- introduce a Women in Music Register
- ensure that a minimum of 50% of practitioners profiled in Make Music Day 2021 collateral, promotional material, case studies and campaigns are women.

1.17 Female Students in Infrastructure

Of all the people who work in construction, women comprise only 12 percent of the workforce.¹⁰ In line with the **NSW Government Action Plan: A ten point commitment to the construction sector**, School Infrastructure NSW (SINSW) is helping to increase industry diversity by encouraging students to open up their thinking to infrastructure beyond just construction and trades, and increase the number of women joining the industry.

School
Infrastructure NSW
Department of
Education

Target: Expose more than 300 female high school students (Years 7-12) and school leavers (Year 12 Graduates) to careers in infrastructure through delivery of the Infrastructure Pathways program of initiatives over three years.

We will:

- increase the number of female students exposed to SINSW capital works projects through programs aligned to the Stage 4 technological and applied studies (TAS) curriculum and Stage 5 STEM curriculum
- increase the number of female students learning about the diverse careers in infrastructure
- help female students make informed decisions around subject selection and career pathways
- increase the number of female trainees in infrastructure based office roles
- help prepare female students for success in future employment by engaging with inspiring leaders.

ACTIONS to support and empower women to achieve economic independence and economic security

Lead

1.18 Investing in Women Funding Program

The Investing in Women Funding Program funds NSW organisations to develop and implement projects that improve women's economic opportunity and advancement, health and wellbeing, and participation and empowerment. In 2020 \$425,503 in funding has been distributed to 13 organisations.

Women NSW

Target: Deliver projects over 2020-21 under the Investing in Women Funding Program

For 2020-21, the successful projects funded under Investing in Women are:

- Link Housing Ltd
- Pointer Remote Roles
- Richmond Valley Council
- Two Good Foundation
- Lean In Inc.
- The University of Newcastle
- The Flagstaff Group
- Winanga-Li Aboriginal Child and Family Centre
- Women's and Girls' Emergency Centre
- Settlement Services International Inc.
- The Exchange Dubbo Pty Ltd
- Wentworth Community Housing Limited
- NSW Women in Dairy Inc.



Barnardos Three Wise Women Coffee Cart project



Investing in Women Front and Centre WISE Women in Social Enterprise Pathways project.

1.19 Scholarship for regional and rural women to participate in Future Women Program

The NSW Government will support women from regional and rural NSW to participate in a scholarship program with Future Women. Future Women is a women's program delivering leadership training, a curated network, career and project opportunities and events to women.

Women NSW

Target: Provide 24 scholarships for women in regional and rural NSW to participate in Future Women program.

We will:

- Select 24 women from regional and rural NSW to receive the Future Women scholarship
- Enable these women to participate in activities through Future Women, including workshops, educational modules, mentoring sessions and webcasts.

1.20 Internship Program for Women

Service NSW is launching a paid internship program for disadvantaged women. Partnerships with local community groups have been developed to engage vulnerable women who may have been affected by domestic and family violence and/or homelessness.

Service NSW

The intent of this program is to inspire empowerment by leveraging recruitment policies to represent our diverse community, and aligns with the current Premier's Priority of 'breaking the cycle of disadvantage'.

Target: To engage six participants, by 30 June 2021.

Target: To retain 100% of participants for at least six months.

Target: To transition 50% of participants into ongoing employment at completion of the internship.

We will:

- increase partnerships with local community groups across NSW
- commit to recruitment campaigns specifically for this target group
- provide case management support and development while in the roles during the internship tenure
- ensure the cohort of women is provided with tools and resources to assist with professional development.

1.21 Dress For Success employment training with the Country Women's Association

This action aims to support and assist women living in regional, rural and remote NSW to join or return to the workforce.

Women NSW

Rural and regional women have a lower rate of workforce participation compared to rural and regional men (56.5 per cent and 66.8 per cent, respectively).¹¹

Target: Support job training for women living in regional, rural and remote areas of NSW, in partnership with Dress for Success and the Country Women's Association.

We will:

- partner with Dress for Success to deliver a tailored program of free online webinars designed to upskill, or retrain women living in regional, rural and remote areas of NSW, to join or return to the workforce
- continue to identify and address additional employment barriers women in rural, regional and remote NSW have to overcome
- partner with the Country Women's Association (CWA) to promote the online courses to their extensive membership.



1.22 Increase workforce participation for primary caregivers

In April 2019, the NSW Government committed \$120 million to making *Before and After School Care* (BASC) available to all parents **with children** at public primary schools **by 2021**. A core element of the commitment is providing families more access to convenient and flexible services. The BASC initiative will enable increased workplace participation for primary care givers, the majority who are female and cite caring for children as a significant barrier to accessing the workforce.

Department of
Education

Target: Ensure access to before and after school care for all parents with children at public primary schools by Term One 2021.

We will:

- work closely with schools to implement solutions, such as new infrastructure builds to increase access to BASC services for NSW families
- implement market engagement strategies to grow sustainable services to increase access to BASC services for NSW families
- implement programs to encourage market response to better meet the needs of working families, including more flexible and convenient care options.

1.23 Continue to examine the impacts of COVID-19 on women's economic, social and personal wellbeing

Women are particularly vulnerable to the economic, social and health impacts of COVID-19, given the gender inequalities that exist more broadly in our society.¹² Some of these impacts include employment impacts due to women's overrepresentation in precarious work, an increased burden of unpaid domestic labour, greater health risks due to women's overrepresentation in frontline roles and increasing mental health concerns.

Women NSW

Target: Continue analysis of the impact of COVID-19 on the economic, social and personal wellbeing of women and consider possible gaps in support, emerging issues and opportunities.

We will:

- continue analysis of the impacts of COVID-19 on women's economic, social and personal wellbeing, and consider possible service gaps or opportunities for women
- work with other government agencies to support the NSW Government response to the impacts of COVID-19 on women in the immediate recovery and longer-term reform phase.

1.24 Work with the NSW Council for Women's Economic Opportunity to improve women's economic opportunities and financial wellbeing

Women NSW

The NSW Council for Women's Economic Opportunity (CWEO) was established to provide the NSW Government with specialist advice on enhancing women's economic opportunities.

In 2020-21, CWEO's key objectives are:

- to advise the Minister for Women on critical issues impacting women's economic opportunities and financial wellbeing in the recovery phase of natural disasters and COVID-19
- to increase awareness of government, non-government and corporate programs that aim to improve economic opportunities and financial wellbeing for women.

For 2020-21, CWEO will focus on the topics of financial wellbeing and women returning to work.

Target: Enhance and promote the *Women's Financial Toolkit* – *It's your future* website.

We will:

- enhance the design and content of the Women's Financial Toolkit, based on user feedback, targeted research, user testing and consultation with government, non-government and corporate stakeholders
- implement a social media campaign through Women NSW's social media channels and CWEO members' networks to improve awareness of the Women's Financial Toolkit, including for carers, older women and women living in **regional, rural and remote areas**.

Target: Promote awareness of priorities for women in the economic recovery phase of the drought, 2019-20 bushfires and COVID-19 by 30 June 2021.

We will:

- hold a roundtable with key government partners to discuss:
 - gender equality targets for economic initiatives developed in 2020-21
 - improving women's workforce participation and income
 - specific return to work strategies for female mature age workers, veterans, and carers, as well as women living in **rural and remote** areas of NSW
 - critical issues regarding access to **employment and business support services** in **rural and remote** areas of NSW.
- consult individuals, service providers, government agencies and peak bodies in **regional, rural and remote** areas of NSW regarding economic challenges and opportunities for women, and ways to improve financial wellbeing of women in those communities
- develop a policy discussion paper on superannuation and women in NSW.

Target: Promote the NSW Government Return to Work Program.



Amanda Rose, CWEO member, Western Sydney WISE Women Program



CWEO

1.25 Gender-responsive procurement

Gender-responsive procurement involves the selection of ‘services, goods and civil works that consider the impact on gender equality and women’s empowerment’.¹³

Women NSW

There are a number of tools and strategies that can be used to promote and foster women-led and owned businesses, such as increasing access to information and networks, establishing gender-responsive procurement policies or legislation and setting diversity targets.

Target: Undertake research on options for gender-responsive procurement for the NSW Government.

We will:

- investigate the evidence base and best practice approaches to gender-responsive procurement, and undertake an inter-jurisdictional analysis
- develop options for gender-responsive procurement that could be considered for the NSW Government.

1.26 Gender-responsive budgeting

Gender-responsive budgeting helps to ensure equitable and effective distribution of government resources and funding to all genders, with the aim to promote gender equality and women’s empowerment.¹⁴ There are a number of different approaches to gender-responsive budgeting which have been utilised within Australia, and internationally.¹⁵ These include:

Women NSW

- Analysis of the impact of budgets on diverse groups of men and women
- Release of budget statements which outline government investment in women
- Legislation which mandates government agencies to consider women in resource allocation, or set aside a percentage of their budget to women-centre programs and services

Target: Explore options for gender-responsive budgeting for the NSW Government.

We will:

- research gender responsive budgeting approaches, and analyse their effectiveness.
- put forward options for gender-responsive budgeting for the NSW Government to consider



Priority Area Two: Health and wellbeing

Our shared goal is to promote and support a holistic approach to women's health across the lifespan. Women's physical, social and economic potential is maximised when they are supported to live their healthiest lives.

Overall outcomes

- Health and wellbeing outcomes for women will be improved across the lifespan.
- Health service delivery for women in NSW is coordinated and integrated.
- Women in NSW have access to appropriate mental health supports.



Cancer Institute Health Forum
– NSW Women's Week 2020



Bio & Beyond - Women's Week 2020

ACTIONS to ensure that health services for women are coordinated and integrated, and respond to the diverse needs of women

Lead

2.1 Improve equitable access to reproductive and sexual health information and services in NSW

The *NSW Abortion Law Reform Act 2019* (the Act) ensures abortion in NSW is treated as a health issue rather than a criminal issue. The Act:

Ministry of Health

- Establishes a health-centred approach for abortion
- supports a woman's right to reproductive health and autonomy
- provides clarity and safety for health practitioners providing abortions.

Target: To improve equitable access to safe abortions and contraception for marginalised women in NSW, including women in regional NSW.

We will:

- work with community-based non-government and private service providers and medical practitioners, particularly general practitioners
- provide reproductive and sexual health and service information which supports women's ability to make choices about which healthcare pathway is best for them
- involve reproductive and sexual health service providers in NSW Health policy development.

2.2 NSW Women's Health Framework 2019 (*the Framework*)

Women and girls have unique health needs and can face diverse barriers to accessing services. The *Framework* promotes a holistic approach to women's health, and applies across NSW Health and the broader system including private sector organisations, not-for-profit organisations and other government agencies. It provides overarching principles, goals and strategies that integrate the wide range of services that seek to improve the health and wellbeing of women and girls in NSW across their life course.

Ministry of Health

Target: Annual report on progress against the goals of the framework.

We will:

- support local health districts and specialty networks to set local priorities to achieve the goals of the framework
- publish an **annual snapshot** of progress against the framework and priorities for the coming year.



ACTIONS to increase the early detection of cancer in women, and better support women who are affected by cancer

Lead

2.3 Primary Care Cancer Framework

The Primary Health Care sector has a key role in supporting people affected by cancer and **has been identified** as a focus area in the [NSW Cancer Plan](#). Cancer impacts on people living with a diagnosis or caring for a loved one. With a growing and ageing population, the cancer burden across NSW is expected to increase. One in two people will be diagnosed with cancer before their 85th birthday.¹⁶

Cancer Institute
NSW

The Primary Care Cancer Framework has been developed to better engage the primary health care sector to improve cancer control. Key focus areas for the strategy are:

- engagement and partnerships, fundamental to strengthening and supporting the role of primary health care (PHC) in cancer control
- equitable and accessible services, working with PHC to enhance and promote person-centred and culturally appropriate care that facilitates access to services and programs by priority populations
- information and communication to support evidence-based decisions, made with patients about their care
- data evaluation and research, optimising the role of PHC in cancer control research and the use of data and evidence to facilitate system improvement.

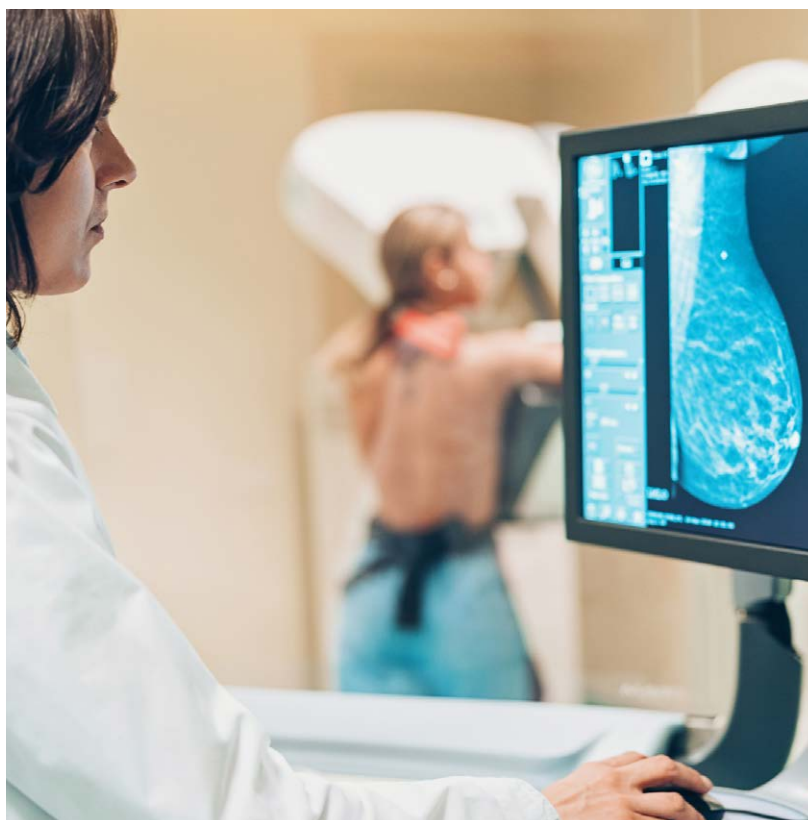
Target: Delivery of the Primary Care Cancer Framework will commence in 2020-21.

We will:

- implement the NSW Primary Care Cancer Strategy in financial year 2020-21
- engage the PHC sector for local implementation of the Primary Care Cancer Framework, in collaboration with the Cancer Institute NSW and local health districts.



Cancer Institute Health Forum
- Women's Week 2020





2.4 Increase the early detection of breast, bowel and cervical cancers

Breast cancer is the most common cancer affecting women in NSW, with one in seven women developing breast cancer in their lifetime.¹⁷

Cancer Institute
NSW

Bowel cancer is Australia's second biggest cancer killer.¹⁸ If detected early, bowel cancer can be successfully treated in more than 90% of cases.¹⁹

A cervical screening test prevents cervical cancer by detecting the human papillomavirus (HPV). HPV is the cause of most cervical cancers.²⁰

Screening programs offer free tests that detect cancers or precursors of cancers in the early stages. Early detection means women have more effective treatment options and better outcomes.

Target: Increase breast screening participation rates for NSW women aged 50 – 74 years to 55% by June 2023.

Target: Increase NSW women's participation in the National Bowel Cancer Screening Program to 60% by December 2020.*

Target: Monitor NSW participation rate in the renewed National Cervical Screening Program in 2020.**

We will:

- deliver effective, evidence-based programs that increase the early detection of breast, bowel and cervical cancers
- develop, implement and evaluate innovative strategies that increase participation in screening programs, with a specific emphasis on priority populations with high rates of unscreened and under-screened women
- reduce the variation in participation rates based on geographic, socio-economic, linguistic **and** cultural differences
- monitor the impact of transition to the renewed national cervical screening program.

*The participation rate for January 2019 to December 2020 will be reported by the Australian Institute of Health and Welfare (AIHW) in 2023.

**Since the introduction of the renewed national Cervical Screening Program with a five yearly screening interval, and transition to the National Cancer Screening Register with limited data, NSW will monitor participation in 2020.

2.5 Report on cancer outcomes for Aboriginal women through the inaugural Reporting for Better Cancer Outcomes (RBCO) Aboriginal report

Aboriginal people experience a higher burden of cancer with higher mortality rates than non-Aboriginal people.²¹

Cancer Institute
NSW

The development of an Aboriginal RBCO report, will provide information to key stakeholders across NSW to help them identify opportunities to improve the services they provide to Aboriginal women receiving care in NSW.

The report will highlight indicators and measures specifically in cancer prevention, screening, treatment and clinical trials, specific to Aboriginal people, including Aboriginal women.

The data and information reported will aim to highlight areas of variation across NSW and opportunities for improvement across the continuum of care.

Target: Deliver the inaugural Aboriginal Reporting for Better Cancer Outcomes (RBCO) report by June 2021.

We will:

- access, link and analyse data in cancer control, including cancer prevention, screening, cancer treatment and clinical trials
- create information, knowledge and insights out of data and engagement with community, clinical and system experts through the appropriate governance structures
- disseminate the report to NSW key stakeholders including, but not limited to, Aboriginal Community Controlled Organisations, Aboriginal Health and Medical Research Council, local health districts, Primary Health Networks and other cancer organisations working in Aboriginal health
- facilitate and encourage the use of the report by service providers as an enabler of quality improvement initiatives.



ACTIONS to support women during pregnancy, mothers and babies

Lead

2.6 Reduce smoking among pregnant women

Women who smoke have a greater risk of ectopic pregnancy and miscarriage, having a premature baby, having a sickly and small baby, and/or the baby dying during or soon after birth. Further, smoking during pregnancy can increase a babies' risk of suffering from sudden infant death syndrome (SIDS), asthma, respiratory infections and middle ear infections after they are born.²²

Cancer Institute
NSW/Ministry of
Health

Target: Women who smoked at any time during pregnancy (%): **decrease on previous year (2019).**

Target: Women who quit smoking by the second half of pregnancy: **4% increase on previous year (2019)**

We will:

- embed tobacco cessation in pregnancy services to reduce smoking related harms.

2.7 Healthy eating and active lifestyles

All public maternity units in NSW are trained to refer to the **Get Healthy in Pregnancy Coaching Service to support** women achieve nutrition and physical activity recommendations, healthy gestational weight gain, quit smoking and abstain from alcohol during pregnancy.

Ministry of Health

Target: 10,000 Get Healthy in Pregnancy referrals across NSW for 2020-21.

Measure: Referrals received from all public hospital birthing units in NSW which contribute to the overall entries into the service.

We will:

- support pregnant women to achieve nutrition and physical activity recommendations.
- support pregnant women to abstain from alcohol during pregnancy.
- support pregnant women to quit smoking during pregnancy by offering brief intervention and referral to NSW Quitline.



2.8 Implement the First 2000 Days: A Framework for Maternity, Child and Family Health

Ministry of Health

The first 2000 days is a critical time for physical, cognitive, social and emotional health. What happens in the first 2000 days of life has been shown to have an impact throughout life. The First 2000 Days Framework is an evidence-based platform that will guide health service policy, planning and delivery. When health care is informed by this framework, families will receive better care in the first 2000 days and build a healthy foundation to last a lifetime.

All **Local Health Districts** will use the First 2000 Days Framework strategic objectives to inform local priority setting and planning. The objectives of the framework are to:

- understand and promote the importance of the first 2000 days and the best opportunities for action
- provide care to all and work in partnership to promote health, wellbeing, capacity and resilience during the first 2000 days
- provide additional services for those who need specialised help, when they need it.

Target: All Local Health Districts will report on progress towards priorities in their local plans by June 2021.



*Opening of Tresillian Residential unit, Macksville
- February 2021*



Mums and Kids Matter Program



*The Rev Keith Gardner and The Hon. Bronnie Taylor
MLC, NSW Minister for Women & Mental Health*

2.9 Scope impact of miscarriage and In Vitro Fertilisation on women's workforce participation

Approximately one in five women who know they are pregnant will have a miscarriage before 20 weeks.²³ Following a miscarriage, many women experience physical effects and a period of intense grief and emotional distress,²⁴ impacting their ability to return to work in the short and long-term.

Women NSW

Accessing In Vitro Fertilisation (IVF) may also impact women's workforce participation. The IVF process is time-consuming and costly, and may involve numerous cycles. Going through IVF can be a highly stressful and anxious experience, particularly if multiple cycles are unsuccessful, with some couples reporting psychological impacts similar to bereavement.²⁵ Emerging evidence suggests the time needed to commit to IVF, as well as the emotional and physical impacts, is forcing women to take demotions, reduce their work hours or even quit their jobs.²⁶ The use of IVF in Australia has been increasing over time, with more than 13,500 babies born via IVF in 2016-17.²⁷

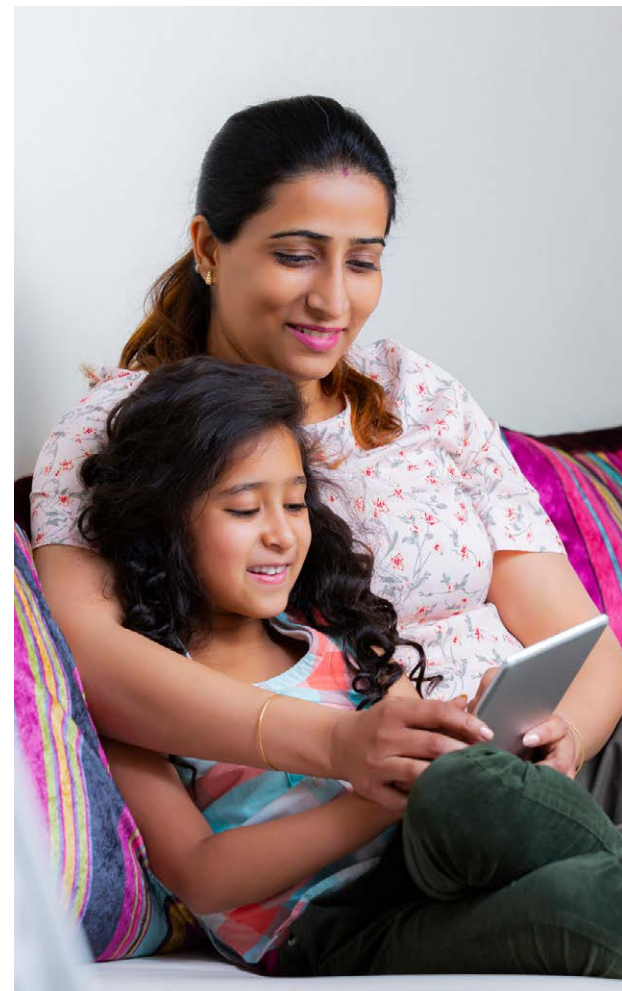
Target: Undertake an analysis of the impacts of miscarriage and IVF on women's workforce participation by December 2020.

We will:

- undertake research and analysis on the impact of miscarriage and IVF on women's workforce participation in NSW
- based on this research, scope and consider potential responses to mitigate the impact that miscarriage and IVF may have on women in the workplace.



Safer Baby Bundle



ACTIONS to support women experiencing mental health issues**Lead****2.10 NSW Health Perinatal Mental Health Consumer Toolkit (*the Toolkit*)**

Ministry of Health

NSW Health is collaborating with and funding the national consumer-led peak body, Perinatal Anxiety and Depression Australia (PANDA), to develop the Toolkit and provide ongoing support to NSW consumers/peer workers. The Toolkit will contain **videos, education and resources** to inspire and support consumer participation and peer support in perinatal (and related) mental health service planning/design, implementation and evaluation in NSW Health.

The rationale for the toolkit includes:

- As many as one in five women develop a mental health problem during pregnancy or in the first year after the birth of their baby. These problems can have a negative impact on the health and wellbeing of the mother, infant and family.
- The annual cost of perinatal anxiety and depression in Australia has been estimated to be \$877 million according to a 2019 report by Price Waterhouse and Coopers.²⁸
- This Toolkit reflects the NSW Health Women's Health Framework (2019) – that is, to help women and girls to engage more with health and wellbeing services to improve the quality, relevance and accessibility of NSW Health services.²⁹
- Research has found that training and support for perinatal mental health consumers has positive outcomes, **for example, empowers roles** and provides safety and skills.

Target: Complete the NSW Health Perinatal Mental Health Consumer Toolkit by July 2021, which will provide an innovative, unique and practical resource to support more women in consumer participation/peer work in mental health and related services in NSW Health.

We will:

- involve and prioritise the diverse perspectives of consumers at every level, from planning, development through to feedback throughout its design.
- make this resource freely available to all women, via the NSW Health public internet, to ensure that **both regional and rural** women have equitable access during COVID-19.
- monitor the reach and the impact of this toolkit through evaluation strategies.

2.11 NSW Statewide Service Plan for People with Eating Disorders 2020-2024 (*NSW Service Plan*)

Ministry of Health

The NSW Service Plan will provide a framework to increase state-wide coordination and specialist clinical mental health leadership for people with eating disorders, their families and carers, and improve equity of access to both mental health and physical health services for people with eating disorders in NSW.

The framework will be developed by the InsideOut Institute, together with **local health districts**, specialty networks and the NSW Ministry of Health.

Target: The NSW Service Plan will be published in late 2020.

We will:

- ensure local health districts and specialty networks develop a local eating disorders implementation plan in response to the NSW Service Plan
- monitor recruitment by local health districts and speciality networks of local eating disorders coordinators, who play an integral role in the development and maintenance of their local service plans, and build local capacity to respond to the treatment needs of people with eating disorders, their families and carers.

ACTIONS to improve women's wellbeing in all areas of life, including through housing and access to social supports

Lead

2.12 Improving outcomes for young people, including girls and young women, impacted by domestic and family violence

It is estimated that over half a million children and young people have seen or heard violence against their mother or female carer, and this can cause significant lifelong impacts.³⁰ There is also a correlation between these early experiences of domestic and family violence for children and young people, and higher levels of incarceration and intergenerational transmission of violence.

Youth Justice NSW

The *Youth Justice Domestic and Family Violence Strategy 2019-2022* focuses on improving outcomes for young people within the criminal justice system who are both victims of and/or use domestic and family violence.

Target: To enhance outcomes for young people who use violence in the home when engaged by Youth Justice staff, by providing an expert and well supported workforce by June 2021.

We will:

- develop and deliver a comprehensive domestic and family violence training package for Youth Justice staff
- develop and deliver training and support resources for Youth Justice Conferencing convenors coordinating conferences involving domestic and family violence related offences.

Target: To reduce impacts of domestic and family violence, by delivering best practice interventions specifically aimed at addressing the underlying causes of offending and strengthening responses to past trauma for girls and young women in the youth justice system by June 2021.

We will:

- develop and deliver Her Journey Her Life program for Aboriginal girls in Youth Justice to address domestic and family violence offending behaviour and past trauma
- enhance the Changing Habits and Reaching Targets behaviour intervention, to specifically address the impacts of domestic and family violence offending
- deliver and evaluate a Dialectical Behaviour Therapy pilot to girls in detention to improve emotional regulation, interpersonal skills, mindfulness and distress tolerance.



Lou's Place 2020



2.13 Outreach to older women living in regional NSW

The Older Women's Network (OWN) will develop initiatives to reach out to older women living in regional NSW to provide them with wellbeing activities online.

The project aims to:

- reduce social isolation faced by older women living in regional NSW, and
- increase awareness of the older women living in regional NSW of the range of services available to them.

Target: Share fortnightly newsletters with older women in regional NSW so they are informed of services and initiatives relevant to their health and welfare.

Target: Offer weekly wellness classes to older women, to remain active and engaged so their mental health and wellbeing is maintained.

We will:

- keep older women in regional NSW informed of services and initiatives which are relevant to their health and welfare
- support older women in regional NSW to get online to participate in wellness activities.

Department of
Communities and
Justice

2.14 Support rural, regional and remote women's wellbeing through the Rural Women's Network

The year of 2020 posed unprecedented challenges for many Australians, with major implications for people's emotional and physical wellbeing. Regional, rural and remote women facing additional barriers to accessing health supports and services. The NSW Rural Women's Network (RWN) provides a range of platforms to support, inform and connect rural, regional and remote women in NSW and give them a strong collective voice.

Rural Women's
Network
Department of
Primary Industries

During trying times, the RWN seeks to support the emotional wellbeing of regional, rural and remote women by providing useful information and services.

Target: Deliver the Rural Women's Network's Reclaiming Wellbeing During Crisis virtual workshop series.

We will:

- deliver the Reclaiming Wellbeing During Crisis virtual workshop series for rural women to provide them with information and skills so they can continue to support their families and communities during times of crisis.



Cressida Cains 2020 NSW-ACT AgriFutures
Australia Rural Women's Award winner



2019 Walcha NSW Rural Women's Gathering
committee members



Priority Area Three: Participation and empowerment

Our shared goal is to support women's engagement through social networks, access to information and building confidence using diverse representations of women and girls.

Overall outcomes

- Women in NSW are socially connected.
- Women in NSW engage in sports.
- Women in NSW are connected to appropriate information and supports.



ACTIONS to empower women to be socially connected and confident**Lead****3.1 Social media campaign with the eSafety Commissioner to educate and create awareness of Image Based Abuse**

Women NSW will partner with the eSafety Commissioner to inform parents and caregivers to create awareness and educate them around image-based abuse.

Women NSW

Reports of image-based sexual abuse to the eSafety Commissioner increased by 200% on average from March to May 2020.³¹

The eSafety Commissioner helps Australians of all ages with image-based abuse, with around 30% of image-based abuse reports involving a person who was under 18 in the intimate image.

Target: Create a social media campaign to educate parents and young people about image-based abuse, in partnership with the eSafety Commissioner.

Target: Create an eSafety Toolkit as a package to support the social media campaign with information and resources on image-based abuse.

We will:

- create a social media campaign with the aim to inform and educate parents and young people about what image-based abuse is and what resources are available to help through the eSafety Commissioner
- promote and advertise the key messages through a social media campaign utilising Facebook, Instagram, Linked-In and Twitter
- create a package to accompany the social media campaign designed to share with local communities for further promotion of the campaign
- work with the eSafety Commissioner to ensure the key messages and information promoted is accurate, timely and links back to the eSafety Commissioner's resources and advice.

3.2 Showcasing Inspirational Women

The NSW Government is committed to supporting the participation and empowerment of women's engagement through social networks, building confidence by presenting diverse and strong representations of inspirational female role models.

Women NSW

A good role model can provide inspiration, guidance and leadership to other women, increasing skills, confidence and resilience. Providing strong role models can help women reach their higher potential. Positive role models not only include successful women across business, STEM, politics and industry but also includes community heroes who contribute to their local communities, often on a voluntary basis.

Target: Commence a monthly social media segment, interviewing an inspirational woman each month over a 12-month period.

We will:

- conduct interviews between the Minister for Women, and inspirational women to showcase on social media platforms.
- seek to highlight and recognise the achievements of women through the interview, providing inspiration to other women and girls
- identify and include a diverse range of women to interview including carers, NSW Women of the Year winners, women living in regional, rural and remote NSW, Aboriginal women, volunteers and women who have achieved extraordinary success in their chosen career.



3.3 Support and build the confidence of rural women to access and adopt agricultural and environmental innovation

Local Land Services (LLS) works with rural women to build their technical knowledge and capacity to apply to their individual enterprises, with the skills gained from agricultural and environmental extension programs.

Many rural women participating in LLS extension programs are new to the area or have returned on the back of successful careers outside the agricultural sector.

LLS rural women's group activities are designed to build confidence and provide women with the opportunity to network, and develop new professional and community relationships in positive environments.

Target: Collaborate with rural women's groups to tailor the delivery of Local Land Services extension programs to meet the needs of regional and local priorities.

We will:

- deliver hands-on practical sessions on topics such as livestock management, pastures, biosecurity, pest control, financial administration, health and safety and natural resource management through programs including the Northern Tablelands Ladies in Livestock and North West Women in Ag groups
- facilitate rural women's group participation in peer-to-peer learning such as Lifetime Ewe Management in the Riverina
- increase rural women's awareness of new agricultural business opportunities through established groups in the Central Tablelands.

Local Land
Services
Department of
Primary Industries

3.4 Celebrate and recognise the achievements of migrant and refugee women

Many female leaders of CALD background work tirelessly to support those in NSW. Their stories should be showcased.

Multicultural NSW

Target: To celebrate the contributions of migrant and refugee women to the NSW community on International Women's Day 2021.

We will:

- celebrate the achievements of CALD women and girls who work tirelessly in our communities to make a difference and use our social media platforms to promote the achievements of these women and girls in the week of International Women's Day 2021.

3.5 NSW Carers Strategy 2020-2030

The *NSW Carers Strategy 2020-2030* (Carers Strategy) will be an ongoing 10-year commitment by the NSW Government to people across the state who provide unpaid care and support to others. The Carers Strategy, launched in October 2020, will provide a framework for the whole of our community, including service providers, government and private businesses, to improve outcomes for carers and their families. The strategy will build on the *NSW Carers Strategy 2014-2019* and initiatives already underway across government and the community to support and recognise carers.

Department of
Communities and
Justice

Women make up the majority of carers, representing 57.8% of carers overall.³² Carers, including female carers, can struggle with a range of issues while caring, such as balancing paid work and caring, looking after their own health and wellbeing, financial well-being and economic opportunities, and limited opportunity to invest towards retirement through superannuation. The COVID-19 pandemic has highlighted the importance of carers and the need to identify, recognise and adequately support them in the critical work they do to support their family and the wider community.

Target: The diverse needs of female carers are well represented in the NSW Carers Strategy 2020-2030.

We will:

- monitor inclusion of female carers in the implementation of the NSW Carers Strategy, for example, a diverse range of female carers are represented in both governance and project implementation steering groups by 2022, and the strategy includes appropriate targeting of female carers
- monitor and measure outcomes for female carers in the NSW Carers Strategy's monitoring and evaluation plan.

3.6 Improve the safety of women and girls in Greater Sydney

Transport launched the Safety After Dark Innovation Challenge as part of the Greater Sydney Commission Women's Safety Charter, which focuses on women and girls feeling and being safer when travelling in our city and fully participating in the social and economic opportunities it offers.

Transport cluster

Target: Improve physical safety for women and girls and make them feel safe and capable of going about their lives free from harassment and fear.

We will:

- bring together start-ups and industry to put forward ideas backed by data and insights to improve the safety of women and girls
- put in place actions that make travelling in the city safer for women at night.

ACTIONS to empower women to engage in sports

Lead

3.7 Her Sport Her Way Grant Program Round Two

Women and girls in NSW still face barriers to participation in sport and are under-represented in leadership positions.³³ The *Her Sport Her Way* (HSHW) grant program supports projects aligned to HSHW success measures, including more women and girls playing sport, improving retention of adolescent girls in sport, developing gender inclusive sporting cultures and more women in leadership positions.

Office of Sport

Target: Deliver Her Sport Her Way Grant Program Round Two by June 2021.

We will:

- review grant guidelines to reflect COVID-19 impacts and include a focus on recovery initiatives
- encourage organisations to utilise the HSHW Participation Planning tool to inform grant proposals
- collect and promote HSHW Grant Program Round One case studies
- conduct **grant evaluation workshop** with Round Two successful grant recipients.

3.8 Her Sport Her Way Awards

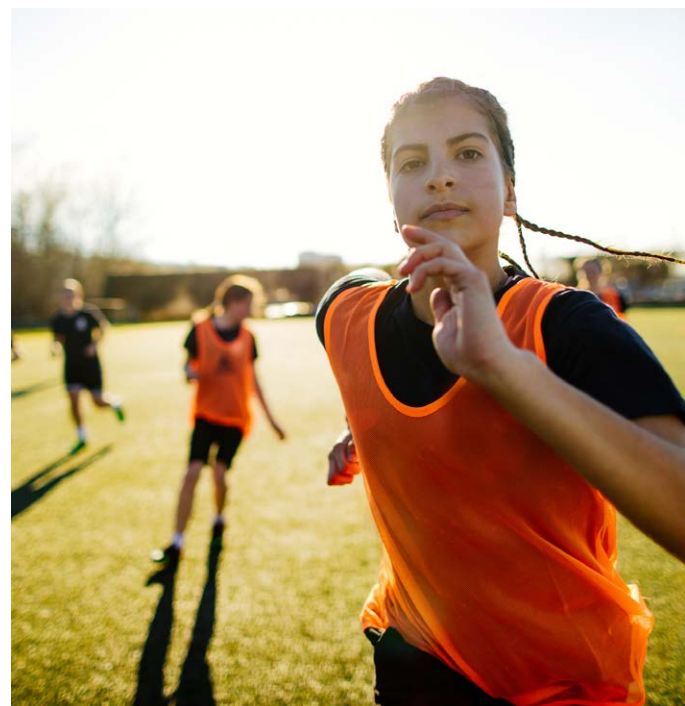
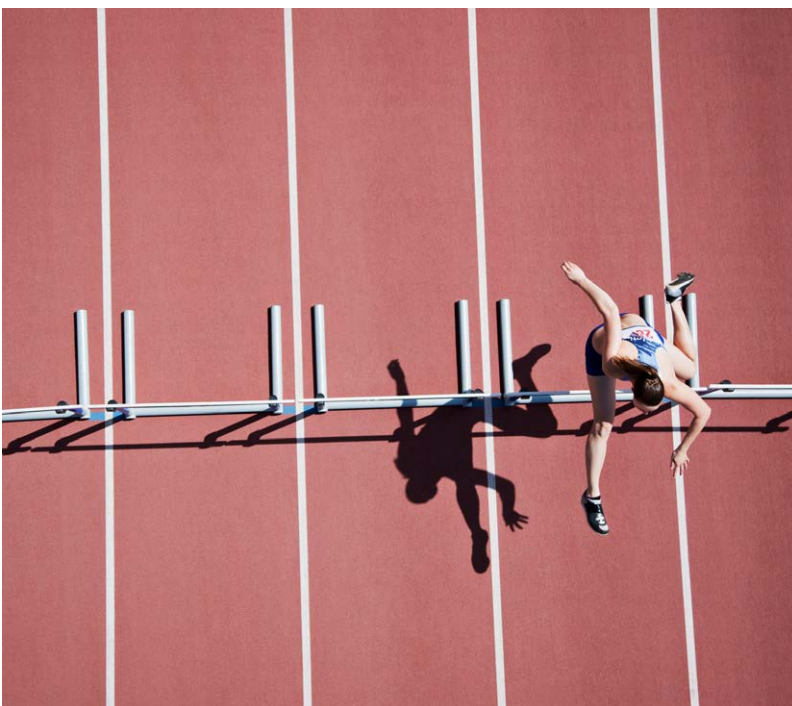
The visibility of women in sport as players and leaders must be enhanced to inspire young girls to normalise participation. Recognising and celebrating the achievement of female leaders in sport through awards and storytelling shines a light on gender equality across the sector. The *Her Sport Her Way Awards* program features four categories to recognise young achievers, outstanding organisations, champions and trailblazers.

Office of Sport

Target: Deliver the 2021 Her Sport Her Way Awards.

We will:

- **recognise the achievements of award winners at an event as part of International Women's Day celebrations**
- **feature award winners and their stories through the Collective Voices campaign.**





3.9 Scale up the Daughters and Dads Active and Empowered Program across NSW

During their childhood, girls are often marginalised in the physical activity context at home, school and in the community.³⁴ Targeting fathers to take an active role in increasing their daughters' physical activity levels and empowering young girls at the same time is an evidence-based approach to achieving change. COVID-19 impacts on families and vulnerable communities reinforce the need for cost-effective and accessible programs that can also benefit positive parenting and health.

Office of Sport

Target: Deliver Phase 2 of the Office of Sport Daughters and Dads Active and Empowered Program during 2020-2021.

Target: Deliver pilot of a cricket-specific program and develop one other sporting code program during 2020-2021.

Target: Conduct a pilot targeting vulnerable communities by June 2021.

We will:

- secure strategic program partners to enhance reach and access for underrepresented and disadvantaged groups
- develop an online training platform
- commence use of implementation and evaluations strategies for the scale-up of the program across NSW.

3.10 Collective Voices Campaign

Authentic storytelling drives emotional connection. The competitive advantage offered by women's sport is in the depth of engagement, accessibility and storytelling ability of talent, and positive brand association. The *Her Sport Her Way Collective Voices Campaign* is an online book showcasing stories of individuals and organisations that are driving positive change for women and girls in sport. Featuring four themes: Design Shapers, Dream Makers, Ceiling Smashers and Game Changers, each story celebrates the many and varied voices that are contributing to the women's sport landscape. This campaign seeks to engage and unite stakeholders and amplify key messages.

Office of Sport

Target: Deliver the Collective Voices Campaign throughout 2020-2021.

We will:

- feature stories that celebrate the contribution made by individuals and organisations to advance opportunities for women and girls in sport
- keep the campaign relevant and responsive to the changing COVID-19 environment.

3.11 Drive positive legacy from major women's sporting events

NSW is leading the way in hosting and bidding for major women's sport events. The support of events is led with a legacy focus, ensuring that **the sector** has the facilities and resources to enhance participation opportunities for women and girls before, during and after events have been held in NSW. These events provide the opportunity to inspire the next generation, engage local communities and deliver economic benefits to the people of NSW.

Office of Sport

Target: Contribute to the development of the 2022 International Basketball Federation (FIBA) Women's Basketball World Cup legacy initiatives.

Target: Contribute to the development of the 2023 International Federation of Association Football (FIFA) Women's World Cup legacy initiatives.

We will:

- contribute to the **LOC Advisory Committee on Event Legacy** for the 2022 FIBA Women's World Cup
- drive positive event legacy through Her Sport Her Way initiatives, including Daughters and Dads Active and Empowered Program, HSHW grants, Girls Leadership in Sport Summit and Collective Voices Campaign.

3.12 Virtual Roundtable – Positioning Women's Sport in the New World Order

The women's sport landscape has changed dramatically over the past five years and our female athletes continue to succeed and shine on a global scale. This rise in profile represents a significant opportunity to sustainably grow women's sport by attracting and leveraging investment. **Women's sport** had positioned itself to capitalise on an extraordinary 2019 before the coronavirus pandemic struck and disrupted momentum. To ensure the Her Sport Her Way leveraging investment initiatives are responsive to current impacts, a select group of stakeholders will participate in a virtual roundtable to report on initial COVID-19 impacts on women's professional sport, explore new opportunities for investment and provide feedback on HSHW priorities.

Office of Sport

Target: Deliver a virtual roundtable – Positioning Women's Sport in the New World Order.

We will:

- showcase the latest data regarding fans, engagement and sponsorship in relation to women's professional sport
- highlight new investment opportunities that resonate with consumer values in challenging and uncertain times
- prioritise HSHW leveraging investment initiatives based on roundtable feedback.

3.13 Trendspotter Forum

Office of Sport

In an era where brands are increasingly being held accountable to show social value and equity, women's sport represents an opportunity for brands to communicate positive health and social messages to their customers and make use of top **female sporting** talent as role models.

Despite the potential risk to investment imposed by the COVID-19 pandemic, it appears that women's sport has not fallen out of the hearts of Australia's sport fans. The True North Survey³⁵ has revealed for the second time that the strongest emotional connection of Australian fans is with women's national teams. The HSHW Trendspotter Forum will bring together the latest evidence, case studies, and learnings from sporting codes, brands, media, and government to provide a platform **for sport** and brands to explore new partnerships and investment opportunities in a COVID-19 operating environment.

Target: Deliver the Her Sport Her Way Trendspotter Forum by June 2021.

We will:

- gather the latest data, insights and case studies to feature at the Her Sport Her Way Trendspotter Forum
- engage with athletes from the Minerva Network, NSW Institute of Sport and Australian Olympic Committee for this event.



ACTIONS to ensure women have access to appropriate information and supports

Lead

3.14 NSW Through Their Eyes Series

Children and young people are more likely to respond to and engage with Government when they are involved in the development of and represented in the messaging.

Through consultations with children and young people, the Office of the Advocate of Children and Young People (ACYP) understand that they do not feel as though the media always accurately portrays their lives and experiences. This can be incredibly disempowering for a child or young person. As a society, we have a responsibility to ensure children and young people are empowered to share their lives and experiences.

NSW Through Their Eyes is an interview series by the ACYP. The concept behind this series is to ask a variety of inspirational children, young people and adults – who work with and for children and young people – about their life experiences and priorities for children and young people in NSW.

This series includes a number of short informative and interesting interviews that will inspire and give insight into the many different experiences of children and young people in NSW.

Women NSW and ACYP will collaborate on three episodes of the NSW Through Their Eyes series, showcasing the stories and experiences of girls and young women in NSW.

Target: Deliver three videos of the NSW Through Their Eyes Series, which will focus on the stories and lived experience of girls and young women in NSW.

We will:

- work with Women NSW to identify three inspiring female role models/leaders to take part in the video series
- develop a video showcasing the story of the chosen inspiring female role models/leaders, working in partnership with Women NSW
- publish these videos to align with milestones or events within the year that highlight the significance of girls and young women, such as International Day of the Girl (11 October), and World Children's Day (20 November).

Office of the
Advocate of
Children and
Young People

3.15 Improve the wellbeing of older culturally and linguistically diverse women and their participation within society

Older migrant and newly arrived refugee women often have additional barriers to accessing services and the support they need to participate in society. Through consultations with government and community stakeholders, Multicultural NSW is aware of the need to examine the issues in more detail.

Target: Investigate and identify service gaps and strategies to respond to the needs of older migrant and refugee women.

We will:

- investigate the experiences of older migrant and refugee women accessing information and services
- work with other areas of the NSW Government to address issues migrant and refugee older women are experiencing and foster their participation in society.

Multicultural NSW

3.16 Better understand employment barriers and opportunities for migrant and refugee women living in regional NSW

The Multicultural NSW Regional Resettlement Pilot Program aims to connect migrants and refugees to employment opportunities in the Riverina and Murray areas.

Multicultural NSW

Target: Examine employment opportunities available to migrant and refugee women in the Riverina and Murray areas.

We will:

- examine employment opportunities in the Riverina and Murray areas to better understand needs of refugee and migrant jobseekers, including women, as part of the wider Multicultural NSW Regional Resettlement Pilot Program
- explore opportunities to connect migrant and refugee women to employment in these regions.

3.17 Continue to build resilience for regional, rural and remote women through the Rural Women's Network

Women who live in **regional** and rural areas in NSW may face barriers to accessing supports and services. The NSW Rural Women's Network (RWN) provides a range of platforms to support, inform and connect **regional, rural and remote** women in NSW, and give them a strong collective voice.

Rural Women's
Network
Department of
Primary Industries

The RWN seeks to link **regional, rural and remote** women to useful information, services, social media platforms and networking events to build personal and business resilience, and strengthen rural communities.

Target: Create opportunities to give rural women a voice, share their stories and promote their achievements, connect them to relevant information and support, and provide them with leadership opportunities.

We will:

- produce the 2020 annual issue of *The Country Web* magazine themed 'Think well, feel well', to showcase rural women's stories and achievements, and provide them with access to key information and support to ensure they are well connected
- develop women's leadership skills and encourage industry participation through the AgriFutures™ Rural Women's Award
- support the NSW-ACT Rural Women's Award Alumni to hold an annual networking and skills development workshop and continue to promote their skills to stakeholders through the alumni directory with a goal to increase the participation of rural women on government, community and industry boards and committees
- promote **rural** women's achievements by showcasing and recognising the efforts of rural women volunteers in the 2020 Hidden Treasures Honour Roll, including coordinating **nominations and Members of Parliament** announcements
- provide advice, develop skills and knowledge, and support the 2020-21 committee to deliver the 2021 NSW Rural Women's Gathering at Forbes on 22-24 October
- review the Shaping our Futures Together leadership and development workshops **for rural** women to build leadership capacity, confidence, action planning skills and networks
- provide women with access to information to support their needs and ensure they are well connected through RWN social media channels, Rural Email List, RWN Website, and participation in **rural** events and activities.



NSW Women of the Year Awards 2020



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On track – Action due date goes beyond 30 June 2020 (for example, action is due in 2025).
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