

# LEADING THE CHANGE: THE PATHWAY TO GENDER EQUALITY



YWCA CANBERRA  
[www.ywca-canberra.org.au](http://www.ywca-canberra.org.au)

# YWCA CANBERRA'S GENDER EQUALITY REPORT CARD

This Report Card assesses the progress of the ACT Government against the ACT Women's Plan 2016-2026, the Parliamentary Agreement for the 9th Legislative Assembly of the ACT and election commitments from the 2016 campaign.

The table uses a traffic light system to rate progress against each outcome area, with red representing areas where no progress has been made, orange representing areas where progress has begun and green representing full implementation.

## Equality in the workplace

Investigate contemporary procurement practices which promote gender equity.

Achieve gender parity in the ACT Legislative Assembly.

Identify the number and nature of sex discrimination complaints in the ACT.

Investigate options for external accreditation/citation with national bodies such as 'Male Champions for Change' and the Workplace Gender Equity Agency.

Scope options for the establishment of a women's network/mentoring program for all women in ACT Government Directorates, particularly targeting women in male dominated areas.

Survey women on their experience working in the ACT Public Service to identify opportunities and barriers.

Development of an Early Childhood Strategy in the ACT to improve gendered workforce participation.

Develop template and guidance materials for directorates and funded contractors to develop Gender Equity Strategies.

## Gender responsive government

Funding to improve gender segregation and address low proportion of women in male-dominated trades.

Develop or procure tools to capture gender disaggregated data for ACT Government services, programs and events.

Achieve gender parity on ACT Government boards and committees.

Review past training modules on Gender Impact Statements and Unconscious Bias to develop recommendations for Whole of Government implementation.

Research and develop appropriate Gender Impact Statements, (including considering gender in Triple Bottom Line Assessments) for use across directorates.

Fund the Women's Diversity Register to implement a strategic approach to provide opportunities for women to be nominated on ACT Government and non-government boards and committees.

Funding for the ACT Government Women's Advisory Council - for members' remuneration.

Apply a gendered lens to the review of the Elder Abuse Prevention Policy, in consultation with peak bodies.

## A life free from violence

Promote the use of Women's Safety Audits at events run by the ACT Government.

Support respectful relationships training for staff and students to reduce sexual harassment and discrimination at work, university campuses and schools from kindergarten to year 12.

Develop the Family Safety Hub co-designed in consultation with vulnerable communities.

Develop, fund and implement a new ACT Prevention of Violence Against Women and Children Strategy from 2018.

ACT Safer Families package - to support those suffering from family violence.

Support primary, secondary and tertiary prevention strategies to reduce gender-based violence against women and girls.

Criminalise sharing of intimate text images, without consent.

Develop training for Respect, Equity and Diversity Officers on discrimination, including sex discrimination and sexual harassment in the workplace.

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# THE ACT CAN LEAD THE WAY IN GENDER EQUALITY



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## Actions for the ACT Government to achieve this:

- 1** Fast track the implementation of the ACT Women's Plan through dedicated resources for the Office for Women with transparent targets and evaluation measures and ensure it is applied across government.
- 2** Streamline strategic over-sight of gender equality in the ACT through positioning the Office for Women in the Chief-Minister's Directorate.
- 3** Establish whole-of-government approach to women's rights and reinstate gender budget analysis to ensure that budgetary decisions contribute to gender equality.
- 4** Develop a Gender Equality Act that is informed by evidence-based international models and includes tangible quotas and targets.
- 5** Incentivise and support companies to introduce progressive gender equality policies and practices, including:
  - providing resources and support for employers to undertake a gender pay audit
  - paid parental leave entitlements that encourage shared care arrangements, build a culture that normalises male employee's uptake and supports the development of the bond between mother and child
  - support staff who are experiencing domestic violence, with the introduction of 10 days of paid domestic violence leave
  - reviewing sexual harassment and discrimination procedures to ensure claims are resolved sensitively, promptly and without recourse for the complainant
  - provide recognition of exemplary employers, including preferential selection for government awards and contracts.
- 6** Introduce a long-term strategy for primary prevention for violence against women, including funding a mandatory roll-out of respectful relationships education from kindergarten to year 12, in line with other jurisdictions in Australia, to drive attitudinal change.
- 7** Adopt a shared responsibility approach to work with ACT based universities to end endemic sexual assault and harassment on campus by ensuring a consistent approach to primary prevention, with all new students provided with mandatory respectful relationships and consent education that is relevant to diverse student populations.
- 8** Introduce a statutory definition of consent that is based on the concept of free and voluntary agreement.
- 9** Increase funding to specialist women's services to end violence against women, recognising the proven effectiveness of the specialist women's services sector and the gendered dynamics of violence. This should include services equipped to appropriately respond to intersecting forms of discrimination based on factors such as disability, religion, race and sexuality.
- 10** Undertake research to understand the multiple and intersecting levels of inequality in the ACT to inform future policy development.