



EMILY'S LIST AUSTRALIA

IMPACT ANALYSIS

LEGISLATIVE AND POLICY ACHIEVEMENTS
OF EMILY'S LIST AUSTRALIA WOMEN IN POWER
ANDREWS LABOR GOVERNMENT 2014 – 2018

**PAID
FAMILY
VIOLENCE
LEAVE
SUPPORTS
WOMEN**



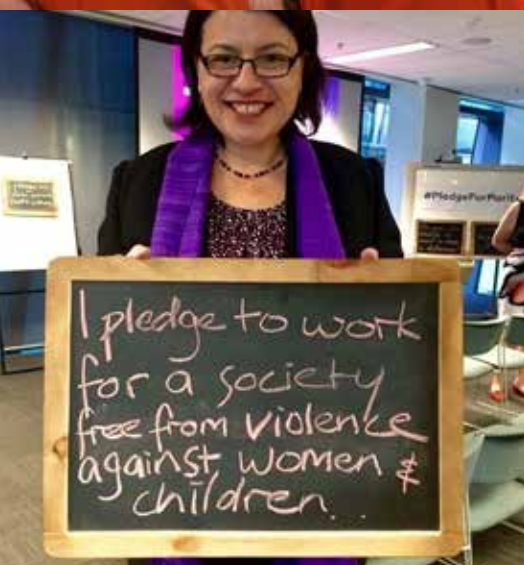
**Sporting Club
Grants Program
applications now open**



The **Victorian Liberals**
have as many **men**
named David
on their front bench
as **women**

**IWD 2018
#vicforwomen**

**ANDREWS LABOR
GOVERNMENT DELIVERS
MORE CHOICES FOR
MATERNITY CARE**



**Call out sexist
attitudes and
speak up
when violence
against women
is trivialised.**

Rosie Batty

**NOMINATIONS
OPEN FOR
VICTORIAN
RURAL
WOMEN'S
AWARD**

rirdc.gov.au



PICTURED: PREVIOUS WINNER
KATIE FINLAY & FRIENDS



**SAFE ACCESS
ZONES PASSES
THE LEGISLATIVE
COUNCIL.
WILL BE LAW.**

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EMILY's List Australia proudly acknowledges Aboriginal and Torres Strait Islander people as the first peoples and Traditional Owners and custodians of the land and water on which we rely.

We acknowledge and respect that Aboriginal and Torres Strait Islander people are steeped in traditions and customs built on an incredibly disciplined social and cultural order. This social and cultural order has sustained more than 50,000 years of existence.

We acknowledge the ongoing leadership role of the Aboriginal and Torres Strait Islander community on gender equality. As First Peoples, Aboriginal and Torres Strait Islander people are best placed to determine a culturally appropriate path to gender equality in their communities.

In this document 'Aboriginal' refers to both Aboriginal and Torres Strait Islander people.



Introduction

For 22 years, EMILY's List Australia has been focussed on increasing the number of progressive, Labor women in parliament. In 2018, it celebrated an incredible milestone - 250 women elected since the organisation was first established in 1996.

However, the election of women to parliament, while immensely important, was never an end in itself. The purpose of hard-fought commitments to affirmative action within the Australian Labor Party were not just about advancing individual ambitions of women interested in political life, it was also aimed at bringing in social change to make the world fairer and more equal for women everywhere.

EMILY's List Australia is committed to gender equality because better decisions are made with more women in the room – whether that is in parliament or in a large multi-national organisation. We are passionate about the reforms a critical mass of women can deliver in policy change, legislation and budgetary expenditure to change the lives of women in Australia and across the world.

This impact analysis, the fifth in the series, highlights the ambitious agenda for women and gender equality set by the Andrews Victorian Labor Government between 2014 and 2018.

The government developed, summarised and planned future actions through the creation of several key strategies and plans, including:

- *Safe and Strong: Gender Equality Strategy*
- *Free from Violence: Victoria's Prevention Strategy*
- *Women's Sexual and Reproductive Health Priorities Plan.*¹

Delivering reforms to benefit Victorian women has been a high priority for Victorian Labor – driven by EMILY's List members in Cabinet and the wider government, the Andrews Labor Government has been able to make major inroads into key areas of gender equity and diversity.

In this report, we provide a summary of their achievements, categorised according to EMILY's List Australia's five core principles – Equity, Equal Pay, Choice, Diversity and Child Care.

This report was prepared by EMILY's List Australia intern, Hattie Steele, who undertook all research and writing. We thank Hattie for her dedication and commitment. We also acknowledge all our MP's who provided feedback on the draft to ensure that we didn't miss any of their great achievements for women in this analysis.

The report has also been aided by two senior leaders of EMILY's List Australia – CEO Dr Maree Overall and National Co-Convenor Tanja Kovac – who both served as advisors to the late Fiona Richardson, Minister for Women and the Prevention of Family Violence, before her sudden passing in August 2017. Fiona cared deeply for data – metrics and analysis – that kept decision makers accountable for outcomes and performance. We hope she would approve of this analysis.

We hope that you will be too, as we examine the enormous achievements that a critical mass of progressive women can make when they work together – and why we believe so passionately that these women and this government deserves a second term.

Using the proven success of targets within the Australian Labor Party, the Andrews' government has achieved equality on public boards, leading Australia in its approaches. If all levels of government followed the lead of the Andrews Labor Government, we would have no doubt that Australia's ranking at 35th in the world in Gender Equality would rise again.

Thanks to this work, there has been a change in the awareness of the need for a more equal society. The work of our Ministers has paralleled the rise of the global #MeToo movement. Many forms of discrimination and prejudice are now called out, gender inequality feminism and women's rights has entered a fourth wave. As a first term government there is much to be applauded for the progressive policy initiatives achieved and specifically those that benefit women directly, but there is work yet to be done.

Changing the culture and attitudes towards girls and women that are the basis of the gender inequality that enables violence against women is a long-term process. It must be addressed throughout the whole of society and most importantly, will require significant and continual investment. Victoria is world leading in its ability to produce behaviour change campaigns that work, look no further than the Quit campaign to lower smoking rates and the Transport Accident Commission (TAC) campaigns to lower road tolls. Victorians are good at adopting new practises enforced by legislation such as seat belts and bicycle helmets. There is precedent for life style and attitudinal changes that lead to better health outcomes and happier lives. This can be the case for victims of family violence. Thanks to the efforts of the Andrews Labor Government, and in particular the tenacity and commitment of EMILY's List MPs, we are on track to stop violence against women before it starts.

Change only occurs with decisive leadership, long term commitment and the dedication of a whole of government approach involving all Ministers. By applying a gender lens at all stages of the decision-making process will go a long way to achieve a fair and equal Victoria.

The influence of women within the Andrews government has had a significant positive impact on the women of Victoria. There is no question that when women support women, everyone wins.

22 out of 27 women
in the 2014 – 2018
Andrews Victorian Labor
Government were EMILY's
List members.



Nine out of ten women
in the Cabinet were
EMILY's List members.

2

Brief history of EMILY's List

EMILY's List Australia is a membership-based, not-for-profit organisation founded in response to the lack of female Australian Labor Party (ALP) candidates and MPs in both state and federal parliaments. Launched in 1996 with the aim of rectifying the gender gap, former Victorian Premier Joan Kirner, Labor women's activist Leonie Morgan and many other Labor women came together to build support first in Victoria and then nationally for a fundraising and political support organisation based on the model adopted by the Democrats in the US.²

Since its inception, the organisation has supported hundreds of progressive female Labor candidates to win elections. It does this by providing financial and political support, training candidates in election campaigning and media management, as well as facilitating a mentoring program for new candidates.

EMILY's List also undertakes Gender Gap research – focus groups with women living in marginal seats – investigating the issues most important to women. This research provides vital information to our candidates on what women want, need and expect from a progressive Labor government.

In addition to direct candidate support, EMILY's List also:

- supports young and emerging women leaders through the Julia Gillard Next Generation Scholarship.
- works to embed affirmative action into the structure of the ALP³, progressively campaigning for an increased gender target in candidate preselection. The latest gender target – 50/50 by 2025 – will see the ALP reach gender equality within a decade.

Each of these activities is undertaken to ensure that EMILY's List achieves awareness and change around its five key principles – equal pay, equity, diversity, child care and choice.⁴

3

EMILY's List in the Victorian Government

EMILY's List endorsed women who became Members of Parliament of the Andrews Labor Government in 2014 helped shape positive outcomes for women across Victoria. A number of 'firsts' occurred during this term of government, including the first women Minister for Police, the first woman Minister for Agriculture and the first ever Minister for the Prevention of Family Violence.



JACINTA ALLAN

ELECTORATE

Bendigo East (Legislative Assembly)

POSITIONS

Minister for:

- Public Transport
- Major Projects

Leader of the House
(Legislative Assembly)

COMMITTEE MEMBERSHIP

- Dispute Resolution
- Legislative Assembly Privileges
- Legislative Assembly Standings Orders



CHRISTINE COUZENS

ELECTORATE

Geelong (Legislative Assembly)

COMMITTEE MEMBERSHIP

- Family and Community Development (April 2015 –)
- Convenor of Labor Women's Caucus (2017 –)



LILY D'AMBROSIO

ELECTORATE

Mill Park (Legislative Assembly)

POSITIONS

Minister for:

- Industry (Dec 2014 – May 2016)
- Energy and Resources (Dec 2014 – May 2016)
- Energy, Environment and Climate Change (May 2016 –)
- Suburban Development (May 2016 –)

COMMITTEE MEMBERSHIP

Legislative Assembly Privileges



MAREE EDWARDS

ELECTORATE

Bendigo West (Legislative Assembly)

POSITIONS

Deputy Speaker (March 2017 –)

COMMITTEE MEMBERSHIP

- Family and Community Development (April 2015 – ; Chair May 2015 – June 2017)
- Legislative Assembly Privileges (March 2017 –)



JANE GARRETT

ELECTORATE

Brunswick (Legislative Assembly)

POSITIONS

Minister for:

- Emergency Services
- Consumer Affairs, Gaming and Liquor Regulation (Dec 2014 – June 2016)

COMMITTEE MEMBERSHIP

- Economic, Education, Jobs and Skills (March 2017 –)
- ALP National Vice President



JUDITH GRALEY

ELECTORATE

Narre Warren South
(Legislative Assembly)

POSITIONS

- Parliamentary Secretary to the Deputy Premier (Dec 2014 – July 2016)
- Parliamentary Secretary for Education (July 2016 –)

COMMITTEE MEMBERSHIP

- Convenor of Labor Women's Caucus (Dec 2014 – 2016)



DANIELLE GREEN

ELECTORATE

Yan Yean (Legislative Assembly)

POSITIONS

- Parliamentary Secretary for:
- Regional Victoria
 - Tourism and Major Events



BRONWYN HALFPENNY

ELECTORATE

Thomastown (Legislative Assembly)

POSITIONS

Government Whip in the Legislative Assembly (Aug 2016 –)

COMMITTEE MEMBERSHIP

Environment, Natural Resources and Regional Development (April 2015 – ; Chair April 2015 – March 2017)



JILL HENNESSY

ELECTORATE

Altona (Legislative Assembly)

POSITIONS

- Minister for:
- Health
 - Ambulance Services



NATALIE HUTCHINS

ELECTORATE

Sydenham (Legislative Assembly)

POSITIONS

Minister for:

- Aboriginal Affairs
- Industrial Relations
- Local Government (Dec 2014 – Sept 2017)
- Women (Sept 2017 –)
- Prevention of Family Violence (Sept 2017–)

COMMITTEE MEMBERSHIP

- Dispute Resolution (Sept 2017 –)
- Convenor of Labor Women's Caucus (2017 –)



SONYA KILKENNY

ELECTORATE

Carrum (Legislative Assembly)

COMMITTEE MEMBERSHIP

Scrutiny of Acts and Regulations
Convenor of Labor Women's Caucus (2017 –)



SHARON KNIGHT

ELECTORATE

Wendouree (Legislative Assembly)

POSITIONS

Parliamentary Secretary for
Human Services



JENNY MIKAKOS

ELECTORATE

Northern Metropolitan (Legislative Council)

POSITIONS

Minister for:

- Families and Children
- Youth Affairs
- Early Childhood Education (October 2017 –)

COMMITTEE MEMBERSHIP

Legislative Council Privileges
(April 2015 – March 2018)



LISA NEVILLE

ELECTORATE

Bellarine (Legislative Assembly)

POSITIONS

Minister for:

- Environment, Climate Change and Water (Dec 2014 – May 2016)
- Water (May 2016 –)
- Police (May 2016 –)

COMMITTEE MEMBERSHIP

Legislative Assembly Privileges (April 2015 – ; Chair)



JAALA PULFORD

ELECTORATE

Western Victoria (Legislative Council)

POSITIONS

Minister for:

- Agriculture
 - Regional Development
- Deputy Leader of the Government in the Legislative Council

COMMITTEE MEMBERSHIP

- Legislative Council Procedure (Feb 2015 –)
- Legislative Council Privileges (April 2015 – March 2018)



FIONA RICHARDSON (DECEASED)

ELECTORATE

Northcote (Legislative Assembly)

POSITIONS

Minister for:

- Women
- Prevention of Family Violence (Dec 2014 – Aug 2017)



HARRIET SHING

ELECTORATE

Eastern Victoria (Legislative Council)

POSITIONS

Parliamentary Secretary for Emergency Services (July 2016 –)

COMMITTEE MEMBERSHIP

- Public Accounts and Estimates (April 2015 –)
- Environment and Planning (May 2015 – June 2018)
- Port of Melbourne Select (Aug 2015 –)
- Fire Services Bill Select (June – July 2017)
- Legal & Social Issues (June 2018 –)



ROS SPENCE

ELECTORATE

Yuroke (Legislative Assembly)

POSITIONS

Parliamentary Secretary for:
 • Public Transport (July 2016 –)
 • Roads (July 2016 –)
 Government Whip (Dec 2014 – Aug 2016)

COMMITTEE MEMBERSHIP

Electoral Matters (April 2015 – ;
 Deputy Chair Aug 2015 –)



NATALIE SULEYMAN

ELECTORATE

St Albans (Legislative Assembly)

COMMITTEE MEMBERSHIP

• House (April 2015 –)
 • Law Reform, Road and Community Safety (April 2015 –)
 • Penalty Rates and Fair Pay (March 2017 –)



JACLYN SYMES

ELECTORATE

Northern Victoria (Legislative Council)

POSITIONS

Government Whip in Legislative Council (June 2015 –)

COMMITTEE MEMBERSHIP

• Environment & Natural Resources (Dec 2014 – April 2015)
 • Independent Broad-based Anti-corruption Commission (April 2015 –)
 • Accountability and Oversight (April 2015 –)
 • Legal and Social Issues (May 2015 –)
 • Fire Services Bill (July 2017 –)
 • Legislative Council Privileges (March 2018 –)



MARY-ANNE THOMAS

ELECTORATE

Macedon (Legislative Assembly)

POSITIONS

• Parliamentary Secretary for Health (Dec 2014 – Nov 2016)
 • Parliamentary Secretary for Carers (July – Nov 2016)
 • Cabinet Secretary (Nov 2016 –)

COMMITTEE MEMBERSHIP

Convenor of Labor Women's Caucus (2014 – 2016)



GAYLE TIERNEY

ELECTORATE

Western Victoria (Legislative Council)

POSITIONS

Deputy President Legislative Council
(Dec 2014 – June 2016)

Minister for:

- Training & Skills (Nov 2016 –)
- Corrections (Nov 2016 –)

COMMITTEE MEMBERSHIP

- Economy & Infrastructure (Aug 2015 – May 2016)
- Legislative Council Procedure (Feb 2015 – June 2016)
- Port of Melbourne Select (Aug 2016 –)
- Environment and Planning (May – Aug 2015 & May – Aug 2016)



VICKI WARD

ELECTORATE

Eltham (Legislative Assembly)

POSITIONS

Parliamentary Secretary for Industry and Employment (Nov 2016 –)

COMMITTEE MEMBERSHIP

- Environment & Natural Resources (Dec 2014 – April 2015)
- Public Accounts and Estimates (April 2015 –)
- Environment, Natural Resources & Regional Development (April 2015 – March 2017)



GABRIELLE WILLIAMS

ELECTORATE

Dandenong (Legislative Assembly)

POSITIONS

Parliamentary Secretary for:

- Industry & Employment (July – Nov 2016)
- Health (Nov 2016 –)
- Carers & Volunteers (Dec 2014 – July 2016; Nov 2016 –)

COMMITTEE MEMBERSHIP

Penalty Rates and Fair Pay (March 2017 –)

While EMILY's List women held important portfolios, it is significant to note that no women held portfolios with direct oversight of financial matters in the state. In addition, women were absent from the Expenditure Review Subcommittee of Cabinet (ERSC), with four men sitting on the committee setting the annual state budget. This was a departure from previous ERSC's in the Bracks/Brumby Labor Governments, which included women's voices, despite them not holding financial portfolios. There is some work to be done at Cabinet level, if the government is re-elected, to ensure that there is gender equality in budget setting and accountability fora. Deciding how money is spent is a fundamental decision making in government and women need to be at the table.



4

Key gender strategies

GENDER EQUALITY

In 2016, the Andrew's Government launched *Safe and Strong: A Victorian Gender Equality Strategy*, outlining and framing government actions to achieve gender equality. With an emphasis on sustained action over time, the strategy outlines a comprehensive plan for achieving gender equality, detailing key areas of focus for behavioural and social change in the community with a special focus on reducing violence against women.

Using international evidence and written submissions, the strategy draws on examples of successful gender equality strategies from across Australian communities and the globe. Consultations were undertaken with a variety of stakeholders, gaining the perspective of people from various backgrounds. Some of these groups included regional Victorians, Aboriginal Victorians, people with disabilities, seniors, young people, LGBTI Victorians and members of various work sectors and industries.⁵

The strategy was also supported by the establishment of a Ministerial Advisory Council on Women's Equality, with respected women leaders in the community keeping the government accountable for its achievements.

The strategy was initially supported with a \$9 million budget allocation in the 2016 – 17 budget to enact the listed actions.⁶ In the 2018 – 2019 Gender Equality Budget Statement, a further \$8 million was announced for the continued implementation of the strategy.⁷

Since the strategy was adopted, completed reforms include:

- increased representation of women on paid public boards
- increased visibility of the Victorian Women's Honour Roll
- the establishment of the Ministerial Council on Women's Equality
- the establishment of an Equal Workplaces Advisory Committee
- Working on the regular delivery of Gender Budget Statements
- a gender auditing pilot in State and local government.⁸

The founding reform of the strategy – enactment of a *Gender Equality Bill* – is currently undergoing community consultation, with online submissions and a series of targeted conversations take place across the state.

A recent Citizens' Jury recommended implementation of a 40:40:20 gender equality quota in the Victorian public sector.

It is anticipated that the *Gender Equality Bill* will outline how Victorian Government departments, public sector entities such as hospitals and TAFEs, and local governments can and should plan, promote and report on gender equality.

The *Gender Equality Bill* is due to be introduced to the Parliament early in 2019 if the Andrews Labor Government is returned⁹.

During 2015 – 2016, considerable work was done to rebuild the Office of Women, after its cyclic cost-cutting and marginalisation by the Coalition, in preparation for the Victorian Gender Equality Strategy. The Office of Prevention and Women's Equality was established in 2016, initially in the Department of Premier and Cabinet and later in the Department of Health & Human Services. The oscillation across departments of public servant expertise in women's policy setting, along with uncertainty in funding, will continue to present a challenge for any future Labor government. The prospect of the entire department being downsized or cut remains a real threat should Labor lose the election.

The Government has guarded against this, by supporting the emergence of Gender Equity Victoria – a new state-wide peak organisation bringing together women's health organisations, domestic violence organisations and women's leadership entities together to independently monitor the State's performance on achieving equality for women and the founding reforms of the Victorian Gender Equality Strategy. Supported with an initial grant of \$400,000, this state-wide women's peak organisation will need ongoing government funding, with neither the Government nor the Opposition making such a pledge.



A Gender Equality Bill will be enacted in early 2019 if the Andrews Labor Government is re-elected

FAMILY VIOLENCE PREVENTION

A central focus for the Andrews' Labor government has been putting an end to family violence.

Starting with Daniel Andrews' announcement while in Opposition of the first Royal Commission into Family Violence, record breaking resources have been devoted by the Government to an issue which historically has been treated as a private matter, rather than a public problem.

In December 2014, Australia's first Family Violence Prevention Minister was appointed, with EMILY's List MP Fiona Richardson taking up the role on behalf of the government. As reported on a nationally acclaimed Australian Story, the Premier was unaware of Richardson's own personal experience of family violence as a child survivor when appointing her. Along with Rosie Batty, who was given a special appointment to the head of a newly formed Victim-Survivor's Advisory Council, Richardson brought victim-survivor voices to the heart of the reform agenda.

In 2015, the Royal Commission was formally empowered to bring an end to the marginalisation of this policy issue by investigating how to eliminate family violence, develop better responses and support for victims and greater accountability for perpetrators.¹⁰

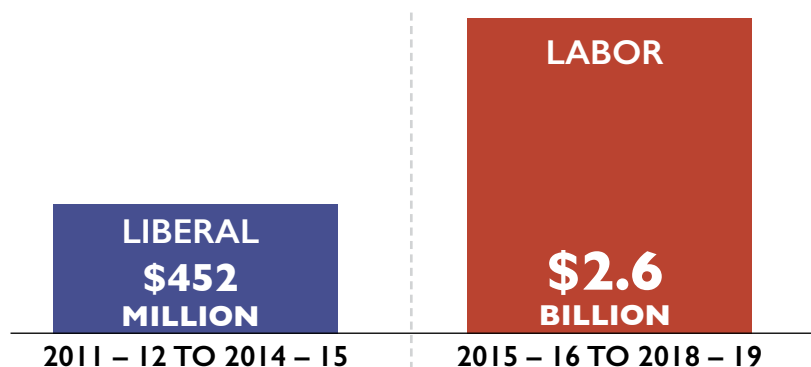
With a pledge from the Premier to implement every single recommendation made by the Commissioners, there was considerable anticipation of the reforms throughout 2015, however this did not stop several early commitments being made by the government including paid family violence leave for Victorian public sector employees and the commencement of Respectful Relationships Education in schools.

In March 2016, the Royal Commission tabled their recommendations in Parliament. Of the 227 recommendations, 90 recommendations have been implemented as at 1 May 2018, as documented on the state government website.¹¹ The Andrews' government predicts that 70% of the recommendations will be completed by the end of 2018, as many ongoing projects come to a close.¹²

Using these recommendations, the Andrews' government created *Free from Violence: Victoria's Prevention Strategy* and the *Family Violence Rolling Action Plan 2017 – 2020*. The latter directly fulfils recommendation 187 of the Royal Commission, setting goals and actions to be achieved within the timeframe.¹³

The Andrews' Labor Government's resourcing of its family violence reforms has been unprecedented. Each budget over the last four years has been record breaking. In total the Andrews Government has invested \$2.6 billion into preventing and responding to family violence. This is compared to the \$426 million under the previous four years of the Bailleu/Napthine Government. The spending eclipses the Commonwealth and all other states and territories combined.

STATE GOVERNMENT'S SPENDING ON FAMILY VIOLENCE PREVENTION



A Cabinet decision to share responsibility for the family violence reform delivery across multiple portfolios, saw responsibility for coordinating family violence reform shift for the first time under a Victorian Labor Government from the Housing and Women's portfolios, to a Special Minister of State. It was also the first time that both men and women ministers had explicit responsibility for implementing aspects of the portfolio.

Sadly, Minister Richardson died of cancer while in office and was unable to see all these reforms to fruition. However, another strong EMILY's List woman, Minister Natalie Hutchins, took on the Family Violence Prevention portfolio after Fiona's passing.

Legislative changes

As a consequence of the breadth of the Royal Commission recommendations and dispersed responsibilities for their delivery, there was a variety of legislation enacted by the Andrews' government.

Both the *Children Legislation Amendment (Information Sharing) Act 2018* and the *Family Violence Protection Amendment (Information Sharing) Act 2017*, create an information sharing system, which enables agencies and other groups to pass on information about survivors and perpetrators without breaching privacy laws and allowing for quicker and more informed responses from family violence services.¹⁴

The *Family Violence Reform Implementation Monitor Act 2016* established a monitor to oversee the implementation plan for the recommendations of the Royal Commission, ensuring their completion.¹⁵

The *Family Violence Protection Amendment Act 2017*, changes court requirements around intervention orders for children and affected family members.¹⁶ It also extends the maximum duration of family violence safety notices, fulfilling rec. 002 of the Royal Commission.¹⁷

Alongside these changes, amendments have been enacted to the *Infringements Act 2006*, to allow for family violence as a special circumstance entitling a person to have a traffic infringement withdrawn or revoked, fulfilling rec. 113 of the Commission.¹⁸ These changes respond directly to the Royal Commission, helping to create a stronger system to service the needs of family violence victims.

The Andrews Labor Government's reform agenda continued right up until the final sitting week in 2018, with a significant new piece of legislation enacted. The *Prevention of Family Violence Act* formally establishes Respect Victoria as an independent statutory authority. This enshrines the prevention of family violence in law and will hold both government and communities to account on acting to stop violence before it starts, and to demonstrate how this can be achieved. Respect Victoria opened in August 2018 to ensure primary prevention remains on the Government's agenda into the future¹⁹.

Policy changes

The most significant policy change for the entire reform process was the decision to put victim-survivors at the centre of the reform process, with mother of the late Luke Batty and domestic violence advocate Rosie Batty charged with leading feedback directly from those most impacted by the reforms. The Government led a reform process with a commitment to co-design the new family violence system with the community.

In November 2015, while awaiting the Royal Commission recommendations, the Government and Opposition agreed to suspend regular Parliamentary Business for a day to enable MP's to hear directly from victim survivors, the Chief Commissioner of police and men's behavioural change experts on the scale and breadth of the family violence problem. This was an unprecedented event, building cross party support for the Royal Commission and delivering a rare display of bipartisanship.

While the Andrews Labor Government has retained its commitment to implement all of the recommendations, the Opposition has not made the same pledge. Or backed it up with funding.

Key family violence policy and budgetary initiatives

- **The Housing Blitz and Rapid Housing programs** has involved updating of refuges, delivery of new social housing, and provision of rental assistance to those in need.²⁰ Initial funding detailed in the 2016/17 Budget, including \$16 million for private rental assistance, and \$50 million for rapid housing assistance, allowing for the provision of social housing and head leasing.²¹ This latter program was extended in the 2017/18 Budget with an extra \$2 million.²² In the 2018 – 19 Budget, the focus shifted to the provision of after-hours accommodation and refuges, up to 12 refuges funded through the provision of \$27.7 million.²³ \$1.3 million was also given to additional crisis properties in the Wimmera South Mallee area.²⁴ These policies and associated Implementation Task Force respond to rec.019 of the Royal Commission.²⁵
- **Respectful Relationships Education** program works within schools to provide information to improve both student and staff knowledge of family violence and respectful relationships, helping to promote gender equality.²⁶ This reflects the Andrews Government focus on prevention, educating young people about healthy relationships by encouraging change from a young age. \$21.9 million was allocated to the program over 2 years in Budget 2016 – 17.²⁷ This extended further in the 2018 – 19, with an additional \$22.8 million.²⁸
- **The Orange Door – Support and Safety Hubs.**²⁹ A key recommendation of the Royal Commission, the establishment of Support and Safety Hubs is an infrastructure policy, designed to bring together disparate services to streamline support for at risk families. 4 of 17 sites have been launched to date in Barwon, Bayside Peninsula, North Eastern Melbourne and the Mallee. Progress has been slow in terms of achieving physical goals, limiting assessment of their actual effect on Victorian women at this stage. The hubs are a direct response to rec.037 of the Royal Commission.³⁰
- **Training general services to identify family violence.** Over 4 years, \$38.4 million in funding was provided in the 2017/18 Budget to train public hospital staff to identify and help family violence victims, part of the focus on prevention.³¹ In the 2018 – 19 Budget, \$5 million was allocated to training for those working in family violence services under the Industry Plan for Family Violence Prevention and Response.³² This aims to improve and expand these services.
- **Flexible and therapeutic support services and packages for survivors.** Responding to rec. 011. and rec. 017 of the Royal Commission, the Andrews Labor Government boosted funding for these services³³ Flexible support packages received an initial \$68 million over two years in the 2016 – 17 Budget, the packages designed to provide immediate support, usually housing assistance, and more long-term recovery, such as access to education.³⁴ This also included funding for financial counselling, to guard against financial abuse.³⁵ The initial 2016 funding was used to train and employ 10 counsellors at 14 agencies across the State.³⁶
- **Culturally appropriate family violence responses.** The Andrews Government has funded a number of community lead programs for Culturally and Linguistically Diverse services (CALD), Aboriginal Australian initiatives and LGBTI services:
 - Multicultural Capacity Building & Participation Grants program funds diverse groups to tackle family violence within their community.³⁷ This connection was made more explicit in 2018, seen in the specific 'Prevention of Family Violence Stream' grants..³⁸ Additionally, actions were proposed in the African Communities Action Plan, the result of consultation between the Victorian Government and the African Ministerial Working group, to help prevent and detect family violence in these communities.³⁹
 - Djirra's Koori Women's Place received \$1.2 million in funding over 2 years in the 2017 – 18 Budget for its services⁴⁰, including the Sisters Day Out Program, a day of wellbeing workshops

with the presence of family law experts; Dilly Bag, which draws on cultural principles to promote healing; and Young Luv, an educational program on healthy relationships.⁴¹ The Government also funded the Dalag Walert project at the Wathaurong Aboriginal Cooperative where communal possum cloak creation is bringing families together to prevent family violence. The Aboriginal Family Violence Prevention and Legal Service, which helps with reporting, legal matters and community education, as well as to the Victorian Aboriginal Legal Service, both received \$11 million over four years in the 2017 – 18 Budget.⁴² The 2018 – 19 Budget focused on the implementation of the Aboriginal 10-Year Family Violence Plan, receiving \$13.5 million.⁴³ This plan wishes to create accessible and appropriate programs, develop an Indigenous family violence services workforce, and encourage self-determination.⁴⁴

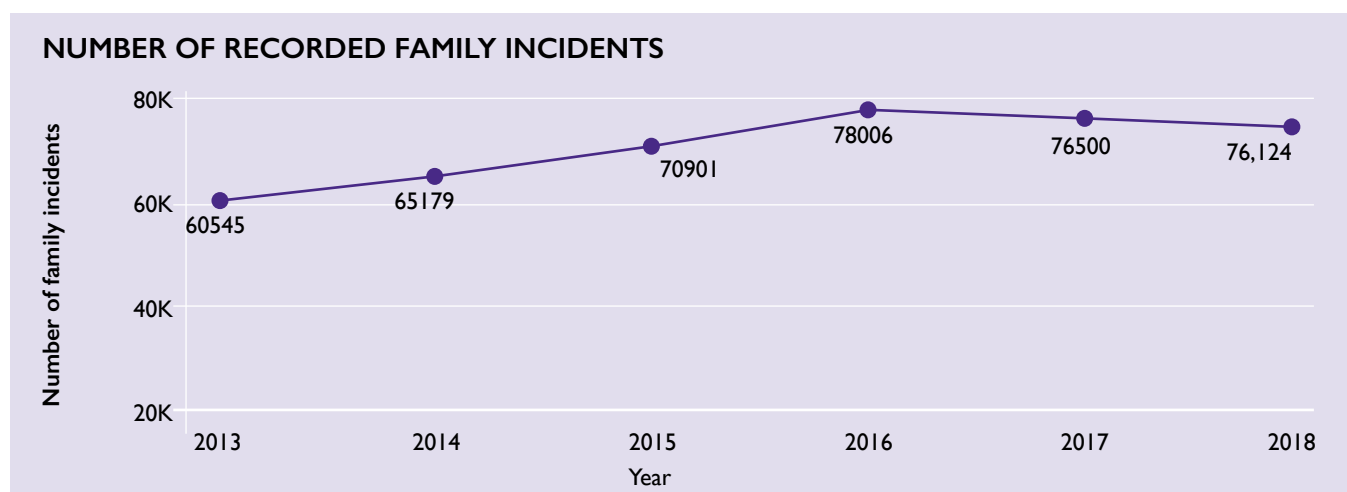
- Research into LGBTI family violence was allocated funding of \$2.7 million in 16/17.⁴⁵ This is particularly important as research is currently limited, but what scholarship does exist suggests that rates of family violence in LGBTI homes are proportional to their heterosexual counterparts.⁴⁶ In 2017 – 18, a further \$5.3 million was provided for the development of services.⁴⁷ These efforts are supported by the LGBTI Family Violence Working Group, helping to implement recommendations 166 – 169 of the Royal Commission.⁴⁸ Groups receiving this funding includes Drummond Street Services, Transgender Victoria and Victorian AIDS Council.⁴⁹
- Gender & Disability Workforce Development Program and the Disability and Family Violence Crisis Response aim to improve services for women with disabilities who experience violence. The eligibility of the latter program was extended, allowing women with disabilities to access up to \$9000 for up to 12 weeks.⁵⁰ This is important as women with disabilities often have trouble leaving the circumstances that have led to family violence as the perpetrator may also be their carer.⁵¹

But perhaps the greatest reforms have been in justice, where women victims have found the experience of ending family violence to be re-traumatising. The Andrews Labor Government has implemented changes in the court system, including the creation of five Specialist Family Violence Courts allocated. \$90.7 million allocated over 5 years, to be established at Ballarat, Frankston, Shepparton, Moorabbin, and Heidelberg Magistrates' Courts.⁵² The courts will be redesigned and upgraded with a focus on their safety and accessibility for victim survivors.⁵³ Further, other courts will also be upgraded, with separated waiting areas for family violence victims and new interview rooms.⁵⁴

Additional funding for police, including the training of 415 specialist family violence officers, was also provided in the 2017 – 18 Budget.⁵⁵

Pleasingly, all these initiatives are starting to have an impact on the number of recorded family incidents in the state⁵⁶.

Empowering Victims Voices



Source: Crime Statistics Agency (www.crimestatistics.vic.gov.au/crime-statistics/latest-crime-data/family-incidents-8)

5

Legislative and policy achievements against EMILY's List five key principles

EQUITY



We strongly believe in the right of every woman to enjoy equal rights and privileges before the law, regardless of sexual orientation and gender identity. This is because equality is a fundamental human right that should be enjoyed by all.⁵⁷

Lifting women's representation

A large focus of the Andrews Labor government has been on the representation of women on public boards, using its whole of government leverage to set targets of 50% women by 2018. The Women's Boards Leadership Program, along with a concerted focus by individual Ministers to ensure public sector accountability on the issue and oversight by the Minister for Women, has resulted in a number of outstanding leadership results for women, with the target being met way ahead of schedule.

Some of the achievements in promoting women on boards includes:

- Minister for Health, Jill Hennessy announcing women made up 54% of all Victorian health and public hospital boards.⁵⁸ This was an increase of 9% over the previous two years.
- Minister for Water, Lisa Neville, announcing women make up 60% of all Catchment Management Authorities and 53% of water corporation boards.⁵⁹

Funding was provided to expand the monitoring of the target in the Office of Prevention & Women's Equality (OPWE). This influence extended further with the GoWomenLG 2016 campaign to increase the number and diversity of women candidates for the 2016 local government elections and was funded by \$50 000.⁶⁰

The use and enforcement of targets has been successful. The Government also hoped its advocacy for women's leadership would set an example to the private sector to set its own targets and monitoring systems.⁶¹ As the Victorian Gender Equality Strategy anticipates, it is likely that more work must be done to engage the private sector to set its own gender targets.

Promoting women's leadership

The Andrews Labor Government has worked strategically to make appointments of women to a number of important leadership roles across government, including statutory authorities, government departments and courts. This has resulted in a series of notable firsts.

- The first woman Governor, Linda Dessau;
- The first woman Solicitor General Melinda Richards SC;
- The First woman Victorian Government Solicitor, Marlo Baragwanath
- The First Woman appointed Victorian Director of Public Prosecutions, Kerri Judd QC
- The first Commissioner for Gender and Sexuality, Ro Allen
- The first woman appointed to lead the National Gallery of Victoria, Janet Whiting
- The first Chief Engineer, Dr Colette Burke
- The first CEO of Family Safety Victoria, Sue Clifford
- The first CEO of Respect Victoria, Tracey Gaudry and Chair Melanie Eagle
- The inaugural Victorian Treaty Advancement Commissioner Jill Gallagher
- The first Voluntary Assisted Dying Review Board chaired by Betty King, QC.

This list is not exhaustive and no doubt we have left some notable firsts out. But it's clear, that the gender agenda to lift the visibility of women in leadership roles across Victoria has been deep and significant for the Government. Each woman appointed to these roles have had distinguished careers and entirely meritorious – a stark contrast to Coalition views and some in the private sector that finding good women to fill roles is difficult. Clearly, the Andrews Labor Government has not had this problem

In addition to making these strategic appointments, the Government also established a number of pathway programs to ensure future pipelines of talented women leaders across a variety of portfolios.

- **The Joan Kirner Young and Emerging Women Leaders program**, bearing the name of one of EMILY's List founders and Victoria's only woman Premier, develops the leadership of women aged between 18 – 40, focusing in areas of Joan's interest: education, environment, women's health, western suburbs of Melbourne, Aboriginal Women's leadership, and culturally diverse women's leadership.⁶² The program provides skills, networks and experiences necessary to become a leader.⁶³
- **Relaunch of Here She Is Directory!** An initiative of the Victorian Women's Trust, Here She is! provides the contact details of leaders and expert women in their fields.⁶⁴ This aims to increase the number of keynote speakers and presenters at conferences and events.⁶⁵
- **The contributions of Victorian women** have been recognised through the Honour Roll of Women since 2001. Over the course of the last four years notable new inductees have been appointed and a new website hosting recent appointments has been established⁶⁶ along with an Alumni and Ambassadors network. The 2018 Honour Roll inductees include professors, scientists and educators.⁶⁷
- **Girl Guides Victoria** has been funded with \$1 million to extend young girls to gain skills and confidence.⁶⁸ With a focus on reaching girls from CALD and disadvantaged backgrounds, Girl Guides Victoria will promote equity in opportunity and access of their programs.⁶⁹
- **The Change our Game Scholarships** look to create space for women in senior executive positions within sport. Minister for Women, Natalie Hutchins, alongside the Minister for Sport, John Eren announced \$220 000 had been allocated for 24 scholarships, aimed towards women already in sport to form a pathway into senior roles.⁷⁰ The allocation of these scholarships will be overseen by the recently established Office for Women in Sport and Recreation – the first of its kind public sector entity in Australia.⁷¹ These initiatives come directly from the *Independent Inquiry into Women in Sport and Active Recreation – A Five Year Game Plan for Victoria*.



POLICIES AND PROGRAMS

Women in agriculture and business

During this term, the Andrews Labor government supported initiatives to boost women in business and agriculture. The Victorian Women in International Business which connects women through workshops and training programs, helping to get businesses export ready.⁷² The Andrews Government hosted the inaugural all-women trade delegation to China this year, focusing on trade and investment in the areas of entrepreneurship, innovation and technology.⁷³ This was an initiative outlined in the Victorian Gender Equality Strategy.⁷⁴

The Minister for Agriculture and EL member, Jaala Pulford is the first woman in this portfolio and was quick to note the importance of women to the agricultural sector, observing that almost a third of Victoria's farmers are women.⁷⁵ Minister Pulford prioritised the re-establishment Rural Women's Network in 2017, allocating \$1.7 million in funding over 4 years.⁷⁶ It was de-funded by the previous Coalition government and its return was an election promise of the Andrews Labor Government.⁷⁷ The Network helps build community, and is a place to share information and celebrate the achievements of women in rural areas.⁷⁸ The Victorian AgriFutures Rural Women's Award was also established to recognise and nurture women with innovative ideas and projects in agricultural industries.⁷⁹

Women in corrections

Women in correctional facilities face a difficult task in dealing with multiple issues, including re-integrating after release, mental health problems, and escaping from family violence. These issues were recognised by financing multiple programs to support women in prison and assist them to live better lives. In 2016, the Minister for Corrections and EL member, Gayle Tierney, announced funding for multiple training programs to assist female offenders.⁸⁰ One such program is the *Women's Mentoring Program* which matches volunteers with incarcerated women, helping them to re-integrate into the community. The program is run by the Victorian Association for the Care and Resettlement of Offenders (VACRO) which received \$270 000 to undertake this work.⁸¹ Another program to receive funding was *Fun with Mum*, connecting mothers with their children through activities run at the Dame Phyllis Frost Centre.⁸²

Since 2007, women in correctional facilities have increased by 81%, paralleling the growing pressure on existing prison resources across Victoria. As part of large upgrades to Victoria's prison system in the 2018 – 19 Budget, \$43 million was provided to open mental health beds at the Dame Phyllis Frost Centre.⁸³ Sadly, we know that a significant number of incarcerated women are victims of family violence. The Andrews Labor Government provided \$2 million for the continuation of the *Out of the Dark* recovery program, which provides a 10-session group program for women in prison, covering topics of abuse, managing stress, and providing resources to those in need.⁸⁴ These services help to create equitable services and opportunities for women within correctional facilities, helping them to reintegrate into safety when released from prison.

Women in emergency services and policing

Over the course of the term, many initiatives have been undertaken to promote gender equity in emergency services and policing. Victoria Police received a \$2 Billion boost in funding and resources under this term of the Andrews Labor Government. Police Minister, Lisa Neville, oversaw the unprecedented levels of investment which includes increased resourcing for family violence responses.

Ministers for the Environment, firstly Lisa Neville and later Lily D'Ambrosio, oversaw the development of an *Action Plan for Women in Fire and Emergency Leadership Roles* in the forest fire management division.⁸⁵

Fire Services management has been a key focus of the Andrews Labor Government, with the relationship between the twin services of the Metropolitan Fire Brigade (MFB) and Country Fire Authority (CFA) being subject to scrutiny and reform. The role of women firefighters has been part of those reforms with the Government commissioning the Victorian Equal Opportunity and Human Rights Commission to conduct a review into Equity and Diversity in the CFA and MFB. Minister Jane Garrett who oversaw the referral of bullying and harassment allegations to the VEOHRC later resigned from her portfolio following a long running dispute with the United Firefighters Union. The Appeal Court of the Supreme Court of Victoria has recently determined that the referral to the VEOHRC was unlawful, after the UFU challenged its validity, and that the report should not be released.⁸⁶

Despite this, the CFA-MFB launched a joint recruitment campaign in February 2018. Aimed at recruiting 450 new firefighters with a special focus on promoting greater diversity in the profession. The results of this recruitment campaign are yet to be known.

Women in health and mental health

With regards health and equity, the Andrews Labor Government has elevated issues often ignored or hidden from view to a being a state-wide priority. The *Women's Sexual and Reproductive Health Plan* spearheaded by Minister for Health, Jill Hennessy, saw significant focus placed on the funding of research and support services for women with endometriosis and Poly Cystic Ovarian Syndrome. A \$100 000 grant was given in 2016 to support the roll-out of endometriosis resources, the first of its kind in Victoria.⁸⁷ Around 200 000 women across Victoria suffer from the condition.⁸⁸ These resources cover both pre- and post-diagnosis information, which can help those diagnosed, or experiencing symptoms.⁸⁹ In more physical terms, the Andrews Labor Government has set up a PCOS Clinic at the Monash Medical Centre to help those affected by the condition.⁹⁰ PCOS is the 'most common endocrine abnormality in reproductive-age women,' so it is important that these women get the services they need to manage the complex symptoms of the condition.⁹¹ Services they provide are specialist doctors, group education sessions, dietitian services and laser hair removal.⁹²

A focus on eradicating Breast Cancer was aided with the funding and establishment of the Maroondah Breast Cancer Centre in the outer east of Melbourne, as well as extending funding for BreastScreen Cancer screenings. The latter program will receive an extra \$1.35 million a year, hoping to reach an extra

10 000 women.⁹³ These screenings can help with early detection and survival rates of those diagnosed.⁹⁴ The Maroondah or Eastern Health Breast Cancer Centre was built with \$10 million of Government funding, to be a one-stop shop for breast cancer services.⁹⁵ Along with building this new facility, a new Women's and Children's hospital is under construction in Sunshine, named after Joan Kirner.⁹⁶

In 2017, the Andrews Labor Government passed the *Voluntary Assisted Dying Act 2017*, which allows for and regulates the access and application of euthanasia.⁹⁷ It is notable that many stories from women were utilised during the intensive press coverage of this reform with women predominantly in favour of assisted dying for terminally ill people.⁹⁸ These stories helped create the momentum for change. Minister Jill Hennessy received the 2017 EMILY Award for her dedication to human rights of terminally ill people and the successful passage of this law through parliament.

Mental health was not forgotten by the Government. In 2015, federal funding ceased for perinatal depression services, so the Andrews Labor Government stepped in by providing \$1.6 million in the 2016 – 17 and 2017 – 18 budgets.⁹⁹ In 2018 – 19, funding is provided up until 2021 – 22.¹⁰⁰ This continued support for perinatal depression services is important as the condition does not receive a lot of attention in national mental health discourse. The Gender Equality Budget Statement 2018 – 19 includes the funding of general mental health upgrades to Victorian hospital services; however, these are not addressed directly at women. Of course, women will benefit from the changes, including increased bed numbers and new short-stay units at 6 hospital emergency departments, but this is incidental to a general upgrade in services.¹⁰¹ These actions will help create improved and more accessible services to women experiencing mental health issues, the targeted programs creating a more equitable environment in the treatment of these conditions.

A new program gives grants between \$5000 – 80 000 to groups helping those from diverse communities experiencing or at risk of experiencing mental health issues.¹⁰² This is important as the program acknowledges cultural differences that affect recovery and experiences of mental illness.

Women in sport

Women's sport facilities are being upgraded. In the 2018 – 19 budget, \$82 million was allocated to upgrade and build new facilities with a focus on supporting professional women's sport.¹⁰³ One chosen facility, Ikon Park, is being upgraded to be made into the home of women's AFL, specifically getting \$20 million.¹⁰⁴ Another \$64.6 million has been provided to the State Netball and Hockey Centre for a major upgrade, which includes the incorporation the Change our Game Sport Leadership Centre.¹⁰⁵ On a community level, the Female-Friendly Facilities grants allows for sport and recreation centres and clubs to be upgraded, providing for female participation by creating changerooms and spaces for women.¹⁰⁶ To support these infrastructure changes, \$17.7 million was allocated for the Significant Sporting Events Program, which helps fund national and international sporting events, including important professional opportunities for women.¹⁰⁷ Through funding and infrastructure improvements, the Andrews Labor Government has encouraged and supported women in sport, on both community and professional levels, making the sporting field more equal for women.



Women in STEM (science, technology, engineering and mining)

Linked to increasing the participation of women in the workplace, the Andrews Labor Government has focused on developing and recognising women in STEM. This has involved encouraging younger women to join these fields. Initiatives included 'Meet a Scientist' events, the funding of #SheHacks Victoria through LaunchVic, and the launch of the Australian branch of Girls in Tech.¹⁰⁸ These programs encourage high school and university students to engage with STEM fields and develop important skills. LaunchVic itself has the first board in the country's tech space to have more women than men, the board being 54% women.¹⁰⁹

Other opportunities supported includes Code for Vic II, Inspiring Women Fellowships and Women in Games funding. Code for Vic II received \$450 000, part of the Public Sector Fund, placing teams of women into government departments to work for 6 months to showcase their skills and improve services.¹¹⁰ The Inspiring Women Fellowships supported 4 women scientists entering or re-entering the profession through the provision of a total \$150 000, designed to address the lack of women in senior scientific leadership positions.¹¹¹ Finally, funding of \$140 000 was provided to support several professional placements for women in game development, hoping to build skills, experiences and networks.¹¹² Along with these programs, women in STEM were celebrated through the Victorian Honour Roll of Women. Eight of the twenty women selected worked and achieved success in STEM fields, ranging from chemistry to medicine.¹¹³

In the Gender Equality Budget Statement 2018 – 19, \$28.6 million was allocated to expand the Tech Schools program, which promises to offer tailored programs for female students.¹¹⁴ However no details on exact programs have been provided yet. These programs will create opportunities for women in STEM rectifying inequalities currently in these field of endeavour.

Women in training

The Andrews Labor Government has provided and planned support for workers facing job losses, mostly from the automotive industry and the closure of coal fired power-stations in the Latrobe Valley. While men have been the primary employees of these industries, the effect on women and children of job losses is also felt across the communities where these industries once thrived. Actions taken by the Government are detailed in *Victoria's Automotive Transition Plan* and the plans of the Latrobe Valley Authority.¹¹⁵ Another project, the Local Industry Fund for Transition, supports businesses transitioning through changes in the manufacturing sector.¹¹⁶

The boost to TAFE training in the 2018 – 19 budget cycle, including providing 30 free TAFE courses in a range of areas, in agriculture, ageing support, allied health, Child youth and family intervention, hospitality, nursing , justice and nursing, along with a wide range of traditionally male dominated industries¹¹⁷ Although open to all Victorian students, the program covers courses typically associated with women, including nursing, ageing support, and education support.¹¹⁸ This will make access to TAFE more equitable, as the up-front costs of these courses deter many from undertaking them and will greatly assist women in Victoria.

There have also been specifically women focussed investments. Jobs Victoria allocated \$150,000 to Fitted for Work to assist 400 women into employment, through its SheWorks Program.¹¹⁹ The Yuile Park Community College's Young Parents Program (YPP) was supported with a \$10,000 Advance 2018 grant to help train young mothers. This program assists more than 20 young mothers to run the YPP Café, gaining important skills in hospitality.¹²⁰

The Andrews Labor Government is also working with the construction industry through the Building Industry Consultative Council, allocating \$500 000 in the 2018 – 19 budget, to investigate ways to encourage more women into the sector.¹²¹

Women in transport

Minister for Public Transport Jacinta Allan and Minister for Roads and Ports Luke Donnellan launched a program to lift women's participation in the transport industry from 16% to 25% by 2020. The \$1 Million program sets targets to increase women in senior leadership roles across the industry and to mentor young women early on in their careers. With major investments in transport infra-structure anticipated over the next decade, it is important that women, as well as men, are beneficiaries of jobs and employment in the growing sectors.

Minister Allan has been responsible for oversight of incredible reforms to public transport, including the establishment of the Level Crossing Authority and the subsequent removal of level crossings across the state, the new Metro Tunnel and extension of the train line to Mernda in the growing northern corridor of Melbourne. An ambitious, forward thinking agenda, taking account of future population growth, has been pledged should Labor win a second term including \$50 Billion Suburban Train Loop connecting Melbourne Airport to education and innovation hubs in Bundoora, Burwood and Monash Clayton.

On a much smaller scale, but no less important, Minister Allan also catered for women looking to access safe, affordable transport solutions through support for women's ridesharing app Shebah. A Victorian built app, the brainchild of mum of four George McEncroe, Shebah is a woman only ridesharing service, which benefited from new ridesharing laws adopted by Parliament in 2016.

Women in television and film

The Andrews Labor Government, through Film Victoria is increasing the number of female-led projects on screens – and has already surpassed its goal to see women represented as at least 50 per cent of all writers, directors and producers on Government-funded projects.

This really boosts the number of women film makers – Screen Australia data indicates that only 34 per cent of producers, 15 per cent of directors and 22 per cent of writers in Australia's feature film industry are women.

In addition, Film Victoria has updated the Victorian Screen Industry Code of Conduct to reflect a zero-tolerance approach to unsafe workplace practices and behaviours including discrimination, harassment and bullying.



6

EQUAL PAY



We believe the difference in the nature and way women work, including time out for caring, should not lead to significantly lower wages or superannuation for women.¹²²

The Victorian Gender Equality Strategy states that Victorian women, in 2016, earned only 87.6 cents for every dollar of Victorian men.¹²³ This decreased slightly in 2017, with the gender pay gap being 12.2%, down from 14% in 2015.¹²⁴ This is comparable to the national average of 15.3%, as well as to both the lowest gap, 10.3% in South Australia, and the highest, 22.5% in Western Australia.¹²⁵ No gap is acceptable, this financial setback affecting women, especially later in life.

According to the Gender Equality Strategy Victorian women between 55 – 64 years of age end up with insufficient superannuation coverage the result of unequal pay and work practices¹²⁶.

Although change is happening, it can only be created through application of specific policies and pressure to achieve equality. The Andrews Labor Government has taken action during its first term to address these challenges.

Equal workplaces advisory council

In 2017, as part of the Victorian Gender Equality Strategy founding reforms, the Equal Workplaces Advisory Council was established to help close the pay gap in both public and private sectors in Victoria.¹²⁷ Reporting to the Minister for Women and the Minister for Industrial Relations, Natalie Hutchins, the Council aims to highlight best practices in regards to gender pay equity and occupational segregation.¹²⁸ Along with this Council, the Women@Work Conference was held on March 21 2018, allowing for business leaders to access information on how the gender pay gap occurs, how to conduct gender auditing, and how to implement flexible work practices.¹²⁹ The conference also provided details about family violence leave and OHS obligations around sexual harassment.¹³⁰ This comprehensive forum allowed for those involved to take in new information, encouraging them to apply these practices to their own workplaces. The Andrews Labor Government acknowledged the issue of the gender pay gap, instituting and sharing policies to rectify it in both the public and private sectors.

Recruit Smarter

The Andrews Labor Government also turned inwards to look at public sector practices in relation to the gender pay gap. In the State of the Public Sector Report, the pay gap is 12%.¹³¹ This is notable considering that 67% of the workforce in this sector are women.¹³² The report demonstrates that women are gender segregated into traditionally female-dominated areas, like junior clerical roles, nurses, teachers and welfare

support workers.¹³³ Acknowledging this issue, the Andrews Labor Government has planned multiple actions to create change, most of them listed in the Victorian Gender Equality Strategy. Gender auditing is now being utilised to consider pay equity, recruitment and promotion practices and working arrangements, looking to identify which policies work best to create change.¹³⁴

Recruit Smarter is a particularly innovative program to achieve greater equity in the hiring of staff in the public service. Led by Minister for Multicultural Affairs, Robin Scott, Recruit Smarter ensures a fairer playing field in the job application process by maintaining gender and diversity blindness through CV de-identification, unconscious bias training to HR and senior management and strategic use of language in job advertising.¹³⁵ The pilot is specifically designed to rectify all biases, not just gender. This intersectional approach helps women from CALD backgrounds, a group often marginalised in the job application process. The first report, prepared by the Centre for Ethical Leadership, highlights the successes of the pilot in transforming recruitment practices in the VPS to advance women and people from culturally diverse backgrounds.¹³⁶



Long service leave

In 2018, the Andrews Labor Government made two significant improvements to long service leave (LSL) that will be of great benefit to women. In June, changes were introduced into the *Long Service Leave Act*, making leave fairer and more flexible, especially for women.¹³⁷ Under the leadership of Natalie Hutchins, Minister for Industrial Relations, and Minister for Women, the act was updated to accrue LSL during all paid leave and during the first 52 weeks of unpaid parental leave. This will assist those who take parental leave as it now counts as service, with no amount breaking continuity of service.¹³⁸ These changes also allow for workers to apply for leave after 7 years, not 10.¹³⁹ Earlier legislation did not recognise parental leave as favourably as other forms, this affecting women especially, as they often take on caring roles over men.¹⁴⁰ This Act will help women who undertake caring roles, allowing for more time with their children at the start their life without penalization. By making long service leave more flexible, it is now more equitable for women.

In the last sitting session of this Parliament new legislation was passed, the Long Service Benefits Portability Act 2018, entitling workers in the community sector to LSL benefits after working for seven years in their industry, irrespective of the number of employers they have worked for over that time. Other professions, such as disability workers which missed out on inclusion following intervention by the cross benches, are hopeful of these provisions being expanded in a second term to cover workers in these industries as well. This is an incredibly important benefit to predominantly women workers in community services, security and contract cleaning, and work is now being done to design the regulations necessary to support the implementation and design schemes for the disability and early childhood sectors, all of which are predominantly women.



CHOICE – WOMEN’S SEXUAL AND REPRODUCTIVE HEALTH

We believe women must have control over their own bodies and choices in their lives. Reproductive freedom empowers women and men to choose if, when and how to begin the important journey into parenthood, without fear of discrimination, coercion or violence.¹⁴¹

In 2017, the Minister for Health Jill Hennessy, released the ‘landmark’ *Women’s Sexual and Reproductive Health Key Priorities 2017 – 2020* plan.¹⁴² Detailing the actions that the Andrews Labor Government has and will undertake to provide important services to women, the plan is supported by \$6.6 million in funding.¹⁴³ A new service plan for Maternity and New Born system is detailed, backed up by the allocation of \$16.8 million over 4 years in the 2016 – 17 Budget, hoping to strengthen oversight of the quality and safety across public maternal services.¹⁴⁴ There is a focus on education. Beginning with the Victorian Family and Reproductive Rights Education Program, this service aims to provide information about Female Genital Mutilation (FGM), wanting to end the practice and support those affected.¹⁴⁵ The report also expresses actions to provide education on fertility, contraception, termination, endometriosis, Polycystic Ovarian Syndrome (PCOS), and sexually transmitted infections.¹⁴⁶ The inclusion of both endometriosis and PCOS is important considering these conditions are often ignored, hidden, or misunderstood, going undiagnosed among women.¹⁴⁷ To assist with this education, plan details continued funding of key services, including the Melbourne Sexual Health Centre, Centre of Excellence in Rural Sexual Health, Multicultural Health and Support Service, and Family Planning Victoria.¹⁴⁸

In the 2016/17 Budget, \$6.6 million was allocated to Women’s Reproductive Health.¹⁴⁹ Aligning with the goals outline in the *Women’s Sexual and Reproductive Health Plan*, this money supported a variety of policies and legislation improving services and information around reproductive health.

Safe access zones legislation

An early legislative achievement of the Andrews Labor Government was the enacting of the *Public Health and Wellbeing Amendment (Safe Access Zones) Act 2015*. This act provides for a 150m zone around hospitals, GP clinics and health services that perform abortions.¹⁵⁰ The Act makes it an offence to harass or intimidate women and staff, and film people without their consent, within this zone.¹⁵¹ The research notes on the Act described the protests at East Melbourne's Fertility Control Clinic, numbers ranging from 3 to 12 protestors, swelling to 50 – 100 once a month, many from the Helpers of God's Precious Infants group.¹⁵² This legislation restricts the activities of this group, ensuring the safety and dignity of those who use and work within these services. Victorian women can assert their reproductive choice with added safety, ensured through this legislation.

Policies that support women's right to choose with regards to reproductive health include the creation of an informational phonenumber, and the refurbishment of the Family Planning Action Centre in Melbourne. The phonenumber, known as 1800 My Options, is operated by Women's Health Victoria, provides information and directs callers to appropriate services.¹⁵³ Launched by Jill Hennessy, Minister for Health, the phonenumber is part of the larger *Women's Sexual and Reproductive Health Strategy*.¹⁵⁴ The revamp of the Family Planning Action Centre was supported by \$50 000 from the Andrews' government, also part of the larger strategy.¹⁵⁵ The Centre provides information and services, including those around contraception and termination of pregnancies.¹⁵⁶ It includes the re-launching of support groups for same-sex attracted and gender-diverse young people, acknowledging the specific needs of these groups.¹⁵⁷ Along with these services, reproductive hubs have been established, or being planned across Victoria. Again, part of the *Women's Sexual and Reproductive Health Plan*, eight hubs have been announced, four to be in regional Victoria, making these services more accessible.¹⁵⁸ Two hubs have commenced, in Bendigo and Melbourne's West, providing women with services and information important to their sexual and reproductive health.¹⁵⁹ The phonenumber, the hubs and the centre provide women with the information and services to help them make the right choices regarding their sexual and reproductive health, part of the Andrews' government larger strategy to improve the health of Victorian women.

DIVERSITY



We believe democracy is enhanced through the diversity of people participating in it. More women in parliament, on corporate boards and in our courts lead to greater diversity of views and therefore better public policy outcomes.¹⁶⁰

Women experience discrimination and inequality differently, depending on other attributes which impact on their participation and inclusion in Victorian society. Intersectionality has mattered to EMILY's List since its inception and it measures its success not just by advancing white privileged women into parliament, but seeing greater diversity in its parliament, and in its legislative and policy outcomes.

The voices of diverse women, whether that be LGBTI women, women with disabilities, Indigenous and CALD women have been a priority of the Andrews Labor Government, with various consultations, policies and programs designed to be inclusive of diverse views. This is particularly true of the *Victorian Gender Equality Strategy*, the *Family Violence Strategy* and the *Sexual and Reproductive Health Strategy*. In a range of portfolio areas, targeted approaches have been used to enhance leadership of women's diverse voices.

Diverse women were heard, supported, and celebrated by the Andrews' government. Over the course of the term, the Minister for Women has made a number of inclusions on the Victorian Honour Roll of Women which celebrate the contribution of women from diverse backgrounds. These women are: Leading Senior Constable Maha Sukkar, the first Muslim policewoman to wear the hijab, now the Multicultural Liaison Officer with Victoria Police; Professor Svetha Venkatesh, researcher and industry leader in large-scale data pattern recognition; Sherene Hassan, Education Director at the Islamic Museum of Australia; Aunty Pam Pedersen, advocate in the Koori Court System, an Aboriginal community leader and sportswomen; and Dr Jessica Gallagher, Paralympian and sports ambassador.¹⁶¹

Aboriginal women and Treaty

Victoria is now set to have the first every treaty law with the *Advancing the Treaty Process with Aboriginal Victorians Bill 2018* being passed. Initiated in 2016 by Minister for Aboriginal Affairs Natalie Hutchins, the development of Treaty has been carefully co-designed with aboriginal communities across the state, with women aboriginal leaders playing a significant role in development. Natalie ensured community consultations took place in concert with Traditional Owners, clans and family groups across the state. The appointment of Jill Gallagher AO as the Victorian Treaty Advancement Commission to work with community to establish a democratically elected Aboriginal Representative Body has ensured that the Victorian Government is working in partnership to facilitate future treaty negotiations in line with the policy of self-determination¹⁶².

In addition to this ground-breaking work, Natalie has also overseen:

- Closure of the gap in early childhood and maternal health. Aboriginal children are now at parity with non-Aboriginal children in 4 year old kindergarten enrolments, perinatal mortality and low birthweight. This is evidence that self-determination works for Aboriginal women.
 - An Australian first – Aboriginal children in Aboriginal care which enables the head of an Aboriginal organisation to assume full responsibility for an Aboriginal child on a protection order under Section 18 of the Children Youth and Families Act 2005.
 - Historic investments into Aboriginal Family Violence Prevention.
-

Culturally and Linguistically Diverse Women

The Andrews' government has catered to the needs of CALD women through grants provided to community groups in a variety of different portfolios from state-wide services such as the Multicultural Centre for Women's Health, Refugee and Migrant Women's Coalition and Intouch Multicultural Centre to smaller community programs run through culturally specific groups, the investment has been targeted and important. The Mental Health CALD grants program provides grants from \$5000 to \$80 000 to groups which support CALD communities.¹⁶³ A beneficiary of these grants was coHealth, which has created a program working alongside women from the Horn of Africa to help educate their communities about family violence.¹⁶⁴ Released April 2018, the African Communities Action Plan proposes multiple actions to help and support women in these groups, acknowledging their cultural contexts.¹⁶⁵ Some examples include programs to empower young women and single mothers, increased accessibility to sport, as well as culturally specific playgroups.

The Multicultural Capacity Building and Participation grants have been discussed in relation to family violence, however, these grants also go to groups which empower and help women in different ways. Many of the groups focus on a typically 'feminine' activities such as cooking, sewing or knitting, using these interests to connect women, and maintain their cultural identities. In 2018, the grants program was re-opened with a total of \$6.4 million in funding, continuing to support community groups which bring together CALD women of various backgrounds.¹⁶⁶ By supporting these programs, CALD women can connect and meet others from their communities, fostering support networks and friendships, promoting the growth and continuation of their communities. In the 2018 – 19 budget included \$8.6 million to enact the plan, including these proposed actions.¹⁶⁷



LGBTIQ Women

In terms of LGBTI women, the Andrews' government has an incredible track record of innovative policies, programs and legislation. Firstly, the government created a new position, the Victorian Commissioner for Gender and Sexuality working for the Victorian Equal Opportunity & Human Rights Commission.¹⁶⁸ In July 2015, the position was filled by Ro Allen.¹⁶⁹ In her position, Allen has promoted LGBTI rights and pushed for LGBTI-inclusive practices across government and society.¹⁷⁰ This is reflected in other policies and initiatives instituted by the Andrews' government. The LGBTI Taskforce was established in 2015, and advises the Minister for Equality, Minister Martin Foley, to guide government policy.¹⁷¹ The Department of Premier and Cabinet released their Inclusion Plan 2017 – 18, detailing how to support and include LGBTI people in the workplace.¹⁷² In the public sector, the Victorian Public-Sector Pride Network connects LGBTI employees, emphasising that their inclusion in the workforce is important in capturing and representing community voices.¹⁷³

Since the 2016 – 17 Budget, funds have been allocated to LGBTI Community Grants to support the services provided by various groups. Within the latest round of grants, queer multicultural women-centric group, Yellowkitties received \$71 90.¹⁷⁴ Other groups were broader in their composition, regional services also funded, helping those unable to access resources in the city.¹⁷⁵ Like the CALD community grants, this funding helps to bring people together. In the 2018 – 19 Budget emphasis is placed on funding Pride festivals and services, which while important celebrations, are limited in their ongoing, long-term support capabilities.¹⁷⁶

Along with funding these services, the Andrew Labor Government has planned, funded and developed the Victorian Pride Centre initiative, in which a centre will be built in St. Kilda, to be a home to 10 major LGBTI organisations.¹⁷⁷ In the 2017 – 18, and 2018 – 19 budgets, money was allocated to improve the health services for LGBTI people.¹⁷⁸ To do this, targeted skill development and training for healthcare workers will be provided, helping to understand the needs of the community.¹⁷⁹ Although all members of the LGBTI community will benefit from this, more marginalised groups, such as intersex, trans women and gender diverse people will especially be supported through this program.

During the marriage equality survey in 2017, the Andrews Labor Government recognised the growth in demand for support and mental health services within the LGBTI community. In response grants were given to the Victorian Aids Council and Drummond St services, as well as CALD LGBTI services.¹⁸⁰ This shows that the Andrews Labor Government recognises the diverse needs of this community, especially in terms of health. The LGBTI community has been supported by the Andrews' government in a myriad of ways, effecting LGBTI women as services become more accessible, and diverse community voices are highlighted in the workplace.

CHILDCARE



We believe work-life balance is crucial to women, men and families. For women and men to achieve fulfilment professionally and personally, they need affordable, quality, flexible childcare for their children.¹⁸¹

The provision of childcare is a key focus of EMILY's List women. In recognition of the preferences of workers in this field, Child Care will be referred to in terms of early education throughout the rest of this report. And there is much to report. Under the leadership of Minister Jenny Mikakos, the Andrews' government have supported multiple policies which provide early education services necessary for families. Notably, increased funding to improve early education funding through the creation of hubs in multiple locations across Victoria, and the continued provision for Supported Playgroups, including culturally specific Indigenous groups.

Child and Family Hubs

Through the Children's Facilities Capital Program, \$123.6 million in grants have been allocated to upgrade infrastructure around early education from 2015 onwards.¹⁸² The focus has been on the creation of hubs, multiple services accessible in one location. This is helpful to mothers with younger children, as kindergartens, playgroups and Maternal and Child Health services will be under the same roof, allowing for school drop off and health check-ups to be received at the same point.¹⁸³ So far, Hubs have been announced in Altona, Inner West, Morwell, Highton, Truganina, and Bayswater.¹⁸⁴

Kindergarten

The provision of kindergarten services is a key state service provided to families across the state and during the term, the Andrews Government made significant investments in new and existing kindergarten across the state, with a record investment of \$123.6 million, with an additional 8250 3 and 4 year old kinder places being made available to a growing population.¹⁸⁵

In October 2018, the Andrews Labor Government pledged to provide universal three year old kindergarten if re-elected for a second term.

Maternal and Child Health

The Andrews Labor Government has enhanced Maternal and Child Services (MCH), attempting to make these programs equally accessible for mothers. One step towards this was the provision of \$4.9 million to improve the MCH Information Line, providing important information and advice whenever needed.¹⁸⁶ The services will be extended to support children up to three.¹⁸⁷ Connecting to the government's larger actions against family violence, an additional visit will be funded for women and children at risk of abuse.¹⁸⁸ This is further supported by extra training of MCH nurses, not only in how to identify and respond to family violence, but other techniques to help other women experiencing trauma.¹⁸⁹ Not only does this help the women affected by violence, but as maternal nursing is a feminised field of work, the many women workers will also benefit. Additionally, as part of the Aboriginal MCH Initiative, \$1.6 million in grants has been allocated to develop and trial a service delivery model tailored to the needs of Koorie communities, through the partnerships between Aboriginal Community Controlled Organisations and local councils.¹⁹⁰ In the 2018 – 19 budget a range of early intervention family service programs continued to be funded through the provision of \$27.7 million.¹⁹¹ These include Cradle to Kinder, Healthy Mothers Healthy Babies, and Right@

Home. These policies of the Andrews' government, helmed by the Minister of Families and Children and EL member, Jenny Mikakos, have made maternal services more accessible for mothers, as well as supported women in the field with extra training.

Supported Playgroups

Supported Playgroups received funding to expand their services, reaching a greater number of families, particularly those experiencing family violence or homelessness.¹⁹² This helps both parents, as trained facilitators will help those attending with their parenting skills.¹⁹³ Koorie Supported Playgroups also received funding, \$1.51 million as part of the Aboriginal Education Plan.¹⁹⁴ These playgroups will be in five locations, Shepparton, Mildura, Swan Hill, and west and south-east Melbourne.¹⁹⁵ This is important for Indigenous families, who will receive support from facilitators with a similar cultural background, from an Aboriginal organisation.¹⁹⁶

Child Protection

Childcare also encompasses other forms of caring for children, including the role the state plays in providing care for at risk children and young people through the child protection system. This has traditionally been a controversial and highly contested space for governments of all persuasions. During this term, Minister Mikakos was responsible for delivering on recommendations arising from the Royal Commission into Institutional Responses to Child Abuse, as well as other state-based enquiries. The Roadmap to Reform developed by Minister Mikakos alongside the Department of Health & Human Services and stakeholders has provided a sound template for future action.

Back to work transition for working parents

More recently, on Equal Pay Day in 2018, Minister for Women Natalie Hutchins announced an investment of \$278,000 for a support program for the Victorian Public Sector to empower expecting parents to make informed decisions about parental leave and the transition back to work. As provided in a range of private sector organisations, it is known that supporting women at this critical time to return to flexible work hours in managing their future working lives. It also assists managers in planning return to work and including fathers who are primary carers.¹⁹⁷



8

Good men too

Of course, not all achievements made for women by the Andrews Labor Government have been delivered by women MPs. We acknowledge the work of good, progressive men, who work collaboratively with women to address gender inequality in the portfolios. Some notable achievements of Labor men promoting gender equality include:

- Premier Daniel Andrews leadership on the Royal Commission into Family Violence and the importance of recruiting more Women on Boards
- Attorney-General Martin Pakula's track record appointing women to the judiciary and other legal offices
- Minister for Equality, Martin Foley's work on LGBTIQ Equality.
- Minister for Finance, Robin Scott's, Development of the Recruit Smarter Program
- Minister for Small Business and Innovation, Phillip Dalidakis, public commitment to not participate in any conferences or panels without gender balance in presenters.
- Minister for Sport John Eren's commitment to increasing women's representation in Victorian Sport through the *Independent Inquiry into Women in Sport and Active Recreation – A Five Year Game Plan for Victoria*. A target of 40% women's representation on governing bodies has been set to be delivered after a three-year phase in period by 2019.

We acknowledge the role that progressive Labor men play in delivering outcomes for women. Without their support of Affirmative Action and our women in parliament, none of these initiatives across government would be achieved.

9

Future Challenges in Second Term

While all these achievements are worthy of celebration – and show just what a critical mass of women can do – on the eve of the State Election it is also important to reflect on the improvements that might be made should Labor secure a second term in office.

We have already covered the need for greater transparency and participation of women leaders in budget decision making. The Victorian Gender Equality Strategy outlines a plan to incrementally build the infrastructure in Treasury and other departments to ensure that Gender Budget Statements are detailed and meaningful. Labor women must be at the table ensuring oversight of these initiatives. Annual spending and the Budget Papers are an important piece of Government accountability and it is essential for progress to equality that there is a fair share of resources benefiting both men and women across the state. Labor Governments were global pioneers of gender budgeting and the Andrews Labor Government needs to have women at the centre of financial decision making.

The number one law and order issue facing Victorians is still family violence. The budgetary investment, legislative reforms and awareness raising of the issue is the major achievement of the past four years. However, there is now a sense in the sector that this box has been ticked, there is no longer a separate family violence section in the budget papers as one example that leads to the perception that the caravan has moved on. Although it is no longer taboo in the broader community to raise family violence as a concern, there is still no clear recognition of the progress being made.

While work has commenced on all of the 227 recommendations of the Royal Commission into Family Violence, and a number of key reforms have been completed, many of them are still works in progress. Delivery of these reforms and accountability for decisions made will continue to need to be a focus in a second term. Returning responsibility for strategic oversight of delivery of these recommendations to the Minister for Women and/or a woman minister, needs to be a priority in the second term.

Tracking the performance of RCFV reforms – including ensuring that rates of violence and attitudes towards women and violence in the home track downwards over time – is also unfinished business. The work being done to develop statistical accountability and monitor data and trends will be important in the longer term.

The lack of bipartisanship on delivery of the RCFV recommendations, along with the Victorian Gender Equality Strategy, by the Liberal-National Coalition remains a problem for future service delivery if Labor is not elected. The oscillation of gender and family violence reform in and out of favour whenever there is a change of government is a cause of great uncertainty. Legislated funding protection for Respect Victoria and Family Safety Victoria would go some way to countering this problem.

Further work needs to be done to secure sufficient resources for Respect Victoria. Other prevention agencies such as TAC, Worksafe and VicHealth all have funding guaranteed in legislation to ensure that prevention work is not subject to the whims of a change of government. This is an area of future collaborative work for EMILY's List Women. Embedding these reforms for the long term – especially prevention work which requires intergenerational investment – needs to be a priority of the second term.

Victoria is growing at an unprecedented rate and the Andrews Labor Governments focus on investment in transport, roads and infrastructure has been exemplary. Future infrastructure plans need a greater gender lens applied to them, to ensure that investments benefit services used predominantly by women, as much as those servicing the needs of men.



Appendixes

APPENDIX I – GENDER RELATED LEGISLATION AND POLICY INITIATIVES

Issues	Reports/ Strategies	Policy Initiatives	Legislation
Business		<ul style="list-style-type: none"> Victorian Women in International Business – including delegation to China Re-established and funded the Rural Women's Network Recruit Smarter pilot – eliminate bias in hiring policies 	
Choice	Women's Sexual and Reproductive Health Plan: Key Priorities 2017 – 2020	<ul style="list-style-type: none"> 1800 My Options – sexual and reproductive information phoneline Refurbishment of Family Planning Action Centre Development and establishment of Reproductive Hubs Introduced Safe Access Zones 	Public Health and Wellbeing Amendment (Safe Access Zones) Act 2015
Corrections		<ul style="list-style-type: none"> Continued funding of Women's Mentoring Program – help support re-integration Continued funding of Fun with Mum – connecting mothers and children Increase in the number of mental health beds at the Dame Phyllis Frost Centre Continued funding of Out of the Dark program – family violence services 	
Diversity	Victorian African Communities Action Plan	<ul style="list-style-type: none"> Mental Health CALD community grants Multicultural Capacity Building and Participation Grants Funding for African Communities Action Plan 	
Early Education	Education State Early Years Reform Plan: Ready for kinder, Ready for School, Ready for Life	<ul style="list-style-type: none"> Child Care Facilities Capital Program – creation of Children's hubs Expansion of Supported Playgroups Koorie Supported Playgroups Increased 3 and 4 year old kindergarten places 	
Environment		<ul style="list-style-type: none"> Net zero emissions by 2050 Banned fracking Introduced 50% rebate for solar energy subsidy Strengthen the Environment Protection Authority 	Environment Protection Amendment Bill 2018 Climate Change Act 2017 Resources Legislation Amendment (Fracking Ban) Bill 2016

Equal Pay		<ul style="list-style-type: none"> • Acknowledgment of Public Sector Pay Gap • Use of Gender auditing • Creation of Equal Workplaces Advisory Council • Women@Work Conference 	
Family Violence	<p><i>Free From Violence Rolling Action Plan 2017 – 2020</i></p> <p><i>Safe & Strong: A Victorian Gender Equality Strategy</i></p> <p><i>Family Violence and Violence Capability Framework</i></p> <p><i>Family Violence Risk Assessment and Risk Management Framework – Plan for Change 2016</i></p> <p><i>Free From Violence: Victoria's Prevention Strategy</i></p> <p><i>Women's Sexual and Reproductive Health Strategy</i></p>	<ul style="list-style-type: none"> • Respectful Relationships • Gender and Disability Workforce Development Program • Workplace Equality and Respect Project • Victoria Against Violence • Family Violence Information Sharing Scheme • Housing Blitz and Rapid Housing • Family Violence Flexible Support Packages • Integrated Family Services • Council Reporting on measures to reduce family violence • Extended eligibility for Victorian Disability Family Violence Crisis Response • Support & Safety Hubs • Appointment of Magistrates must consider experience with Family Violence • Sexual Harassment and Assault in Licensed Live Music Venues Pilot Program • Community Partnerships for Primary Prevention Grants • Free from Violence Fund • Funding for OurWatch • Funding for ANROWS • Funding for Safe Steps • Funding for Increased Legal Aid/ Services • Funding for Specialist Support Services • Funding for Sexual Assault Support Services • Funding for Specialist LGBTI Services • Creation of: <ul style="list-style-type: none"> - Family Safety Victoria - Respect Victoria - Family Violence Steering Committee - Victim Survivors' Advisory Council - Risk Assessment and Management Panels - Family Violence Housing Assistance Implementation Task Force - Specialist Family Violence advisers in major mental health, drug and alcohol services - LGBTI Family Violence Working Group • Improved provisions for therapeutic treatment orders • Extended definition of behaviour that constitutes family violence • Improved process for applying for family violence intervention orders • Establish a Specialist Family Violence Court Division • Allow for recorded statements to be used as evidence in family violence proceedings 	<p><i>Children Legislation Amendment (Information Sharing) Act 2018</i></p> <p><i>Family Violence Protection Amendment 2017</i></p> <p><i>Family Violence Protection Amendment (Information Sharing) Act 2017</i></p> <p><i>Family Violence Reform Implementation Monitor Act 2016</i></p> <p><i>National Domestic Violence Order Scheme Act 2016</i></p> <p><i>Prevention of Family Violence Act 2018</i></p> <p><i>Serious Offenders Act 2018</i></p> <p><i>Justice Legislation Amendment (Family Violence Protection and Other Matters) Act 2018</i></p>

Health	<i>Women's Sexual and Reproductive Health Key Priorities 2017 – 2020</i>	<ul style="list-style-type: none"> Funding and construction of Joan Kirner Women's and Children's Hospital Project Opening of Maroonadah Breast Cancer Centre Rollout of endometriosis resources PCOS Clinic – includes subsidised laser hair removal and specialist doctors Medically supervised injecting room Medicinal cannabis made legally available for those who need it Nurse/midwife patient ratios 	<i>Voluntary Assisted Dying Act 2017</i> <i>Access to Medicinal Cannabis Bill 2016</i> <i>Safe Patient Care Act (Nurse to Patient and Midwife to Patient Ratios) Amendment Bill 2018</i>
Housing		<ul style="list-style-type: none"> Provide further protections in relation to family violence Provide for tenancy agreements for a fixed term of more than 5 years 	<i>Residential Tenancies Amendment Act 2018</i> <i>Residential Tenancies Amendment (Long-term Tenancy Agreements) Act 2018</i>
Indigenous Affairs		<ul style="list-style-type: none"> Establishment of the Aboriginal Representative Body to work with the State to negotiate a treaty or treaties on terms that will help tangibly improve the their lives, and the lives of future generations. 	<i>Advancing the Treaty Process with Aboriginal Victorians Act 2018</i>
Leadership		<ul style="list-style-type: none"> Joan Kirner Young and Emerging Leaders Program Re-establishment of Here She Is! Directory 50% women on public boards by 2018 reached ahead of schedule 	
LGBTI	<i>Inclusion Plan 2017 – 18</i>	<ul style="list-style-type: none"> Creation of Victorian Commissioner of Gender and Sexuality Victorian Public Sector Network LGBTI Community Grants Pride Events and Festivals Fund Planning, funding and development of Victorian Pride Centre Expansion of Support Services during marriage equality survey Creation of LGBTI Taskforce State Government apology to those convicted under laws that criminalized homosexuality 	
Long Service Leave		<ul style="list-style-type: none"> Workers in women dominated industries of community services, contract cleaning along with security are entitled to long service leave and benefits after seven years of service irrespective of the number of employers they have worked for over that time 	<i>Long Service Leave Act</i> <i>Long Service Benefits Portability Act 2018</i>

Maternal and Child Health		<ul style="list-style-type: none"> • Funding of MCH Information Line • Extension of MCH services • Training of MCH nurses to identify family violence • Development of the Aboriginal MCH Initiative • Funding for Cradle to Kinder; Healthy Mothers Healthy Babies, Right@Home 	
Mental Health		<ul style="list-style-type: none"> • Funding for CALD grants program • Replacement funding for perinatal depression services • Funding for upgrades in Victorian hospitals regarding mental health services 	
Representation		<ul style="list-style-type: none"> • Use of targets to achieve equity on public boards, including Health and Water boards • GoWomen LG 2016 program to increase women in local government 	
Sports		<ul style="list-style-type: none"> • Change Our Game Scholarships • Creation of Office for Women in Sport and Recreation • Facilities upgrade to 7 Ovals, Centres and Parks to elevate women's professional support • Female Friendly Facilities Fund – equal access to community sports facilities • Upgrade to State Netball and Hockey Centre • Significant Sporting Events Program 	
STEM		<ul style="list-style-type: none"> • Meet a Scientist events • Funding of #SheHacks Victoria • Launching of Australian branch of Girls in Tech • Funding for Code for Vic II • Inspiring Women Fellowships • Game Development programs to get women into the industry • Tech Schools programs tailored for girls 	
Training	<i>Victoria's Automotive Transition Plan</i>	<ul style="list-style-type: none"> • Local Industry Fund for Transition • Funding of Yule Park Community College Young Parents Program (YPP) • Subsidising of 30 TAFE courses so that they are free • Working with the Building Industry Consultative Council to encourage more women to enter the construction industry 	
Transport		<ul style="list-style-type: none"> • Removing 75 level crossings • New trams built in Melbourne • Building Melbourne Metro Rail and West Gate tunnels • Upgrades to regional rail network and extended rail to Mernda 	

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