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# Tasmanian Women's Strategy 2018-2021 and associated Action Plans 2018-2023

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**Final Closure Report 2024**

# Acknowledgement

The Tasmanian Government acknowledges and pays respect to Tasmanian Aboriginal people; the past and present custodians of Tasmania.

We pay respect to and acknowledge the strength of Aboriginal women as the care givers, nurturers, gatherers, cultural leaders and storytellers, and for their wisdom to lead their families.

We pay deepest respect to Elders, past and present.

If you are deaf, have a hearing impairment or have complex communication needs, phone the National Relay Service on 13 36 77 or the Speech-to-Speech Relay Service on 1300 555 727.

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## Acronyms

- Department of Communities Tasmania (Communities Tasmania) *dissolved in late 2022*
- Department for Education, Children and Young People (DECYP) *formerly Department of Education*
- Department of Health (DoH)
- Department of Justice (DoJ)
- Department of Natural Resources and Environment Tasmania (NRET) *formerly Department of Primary Industries, Parks, Water and Environment (DPIPWE)*
- Department of Police, Fire & Emergency Management (DPFEM)
- Department of Premier and Cabinet (DPAC)
- Department of State Growth (State Growth)
- Department of Treasury and Finance (Treasury)
- Homes Tasmania *formerly within the Department of Communities Tasmania*

# Message from the Minister

I am deeply committed to a Tasmania, in which everyone has the opportunity to thrive. Our vision for the *Tasmanian Women's Strategy 2018-2021* (Women's Strategy) was for Tasmanian women and girls to live in a safe community, have access to equal power, resources, and opportunities to be treated with equal respect and fairness. I am proud of the progress we made towards this vision, through the Women's Strategy and associated Action Plans.

Our three Action Plans (the Action Plans):

- *Financial Security for Women Action Plan 2018-2021,*
- *Leadership and Participation for Women Action Plan 2021-2023.* and
- *Health and Wellbeing for Women Action Plan 2020-2023*

detailed specific initiatives to move towards a gender equal Tasmania. This in conjunction with *Safe Homes, Families, Communities: Tasmania's Action Plan for Family and Sexual Violence 2019-2022* were our roadmaps to achieve the vision set out in the Strategy. They contained actions across all government agencies which impacted women and gender diverse Tasmanians in different ways.

We are continuing to work towards equal access to resources and opportunities regardless of gender in Tasmania but recognise that there is more that we can do to even the playing field to ensure that we live in a truly just Tasmania.

During the lifespan of the *Tasmanian Women's Strategy 2018-2021* and the associated Action Plans there were some key achievements which assisted in shifting the dial in the right direction.

This Closure Report provides a snapshot of how actions have progressed since 2018 and highlights some of our key achievements. Many broader actions continue today or have evolved as part of new strategies and partnerships. This Closure Report concludes our reporting against the Women's Strategy and associated Action Plans.

The current strategy *Equal means Equal: Tasmanian Women's Strategy 2022-2027* (Equal means Equal), was released in December 2022. An Outcomes Framework is currently being developed to enable the Tasmanian Government to measure whether, and to what extent, *Equal means Equal* is achieving outcomes.

The journey to a truly gender equal Tasmania will take time, but I am confident that the strong basis for cultural change established through the *Tasmanian Women's Strategy 2018-2021* has equipped us to continue the important work of ensuring equal and equitable opportunities for women, girls and gender diverse people across Tasmania.

**Hon Madeleine Ogilvie**

**Minister for Women and the Prevention of Family Violence**

# Introduction

The *Tasmanian Women's Strategy 2018-2021* (the Women's Strategy) was launched by the Tasmanian Government in May 2018. This is the Final Closure Report (Report) for the Women's Strategy, the *Financial Security for Women Action Plan 2018-2021*, *Leadership and Participation for Women Action Plan 2021-2023*, and *Health and Wellbeing for Women Action Plan 2020-2023*.

This Report details progress against the priority areas of the Women's Strategy and outlines the policies, programs and initiatives undertaken by Government agencies in partnership with community organisations and business to improve the lives of women and girls in Tasmania.

The aim of the Women's Strategy was to establish opportunities for Tasmanian women to participate fully in Tasmania's social, political, economic and cultural life.

The Women's Strategy identified four priority areas for the government, private and community sectors and the wider community to improve gender equality in Tasmania:

1. Financial Security;
2. Safety;
3. Leadership and Participation; and
4. Health and Wellbeing.

This Report details the progress against the priority areas over lifespan of the Women's Strategy and Action Plans and contains details of some of the highlights. This report also includes some reporting on *Women on Boards Strategy 2020-2025*.

A new Tasmanian Women's Strategy, *Equal means Equal: Tasmanian Women's Strategy 2022-2027* (Equal means Equal) was released in late 2022. Equal means Equal has been developed to oversee action over the next five years until 2027. Following significant community consultation *Equal means Equal* retained the four priority areas of the Women's Strategy 2018-2021 and continues the important work towards a gender equal Tasmania.

# Snapshot of women in Tasmania 2018-2023

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## Number of women in Tasmania

- 271,183 women in Tasmania in June 2018 (50.472 per cent)
- 288,860 women in Tasmania in June 2023 (50.431 per cent)

(Source: ABS 3101.0 National, state and territory population)

## Gender pay gap

- 9.7 per cent in 2018
- 5.4 per cent in 2023

(Source: ABS 6302.0 Average Weekly Earnings, May 2018 and May 2023)

## Workforce (Source: ABS Labour Force, May reference point)

### % labour force

- 48.5 per cent in 2018
- 48.4 per cent in 2023

### % full-time workers

- 35.8 per cent in 2018
- 36.8 per cent in 2023

### % part-time workers

- 51.7 per cent of women working part-time vs. 20.3 per cent of men in 2018
- 55.2 per cent of women working part-time vs. 20.4 per cent of men in 2023

### % underemployed

- 60.7 per cent of underemployed Tasmanians in 2018 were women
- 58.9 per cent of underemployed Tasmanians in 2023 were women

### % unemployed

- 5.7 per cent of women were unemployed vs. 6.1 per cent of men in 2018
- 4.0 per cent of women were unemployed vs. 4.3 per cent of men in 2023



# Financial Security

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## Highlights - Improving outcomes for women in paid employment

- DPAC (formerly Communities Tasmania) worked with the Workplace Gender Equality Agency (WGEA) to clarify and monitor the gender pay gap. Work was also previously undertaken with the University of Tasmania's Gender and Policy Strategy Group to provide an up-to-date statistical snapshot of women and girls in Tasmania in 2018. WGEA's data continues to inform the development of the Office for Women's Equality work program, including the development of Equal means Equal (Action 1.2).
  - The State Service Management Office (SSMO) has continued to progress improvements to gender diversity in the State Service through the TSS commitment – Gender Diversity in the TSS. This has included a number of agencies implementing actions to assist in overcoming unconscious bias. There has been an increased awareness and access to flexible work across the State Service as a result of the COVID-19 response. SSMO provided advice and released guidelines relating to employment arrangements during the COVID-19 response and are reviewing the draft whole of service flexible working policy in light of this context (Action 1.6 and Action 1.10).
  - Keystone Tasmania (which administers the levy-funded Building and Construction Industry Training Fund) funds the Boots On - Building Work Experience program which created work experience and work placement opportunities for women (and other targeted cohorts) in the Building and Construction sector (Action 1.4).
  - In 2019, the Carers Toolkit was published which includes information on workplace flexibility arrangement to support carers and information for managers & team leaders (Action 1.10).
  - The Work45+ website has been launched and continues to be updated with resources to support older workers (Action 1.11).
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Action	Complete	Ongoing	In progress
<b>Improving outcomes for women in paid employment</b>			
<b>Action 1.1</b> – Advocate for and work with the Australian Government to address the superannuation disadvantages experienced by women, for example promoting strategies such as the removal of the \$450 monthly threshold on superannuation payments. (DPAC)			
<b>Action 1.2</b> – Work with the private sector, Workplace Gender Equality Agency, University of Tasmania, and other educational bodies to continue to raise awareness of and strategies to close the gender pay gap. (DPAC)			
<b>Action 1.3</b> – Fund and support innovative projects that address barriers to women and girls' engagement in education and training, through the Skills Tasmania Training and Work Pathways Program. (State Growth)			
<b>Action 1.4</b> – Work with industries and employers to establish practical initiatives for Tasmania to assist women to overcome barriers to employment, including interview coaching and mentoring support. (State Growth)			
<b>Action 1.5</b> – Assist women who have lost their job due to redundancy or business closure, to transition into a new career through the Rapid Response Skills initiative. (State Growth)			
<b>Action 1.6</b> – Support gender diversity best practice within the Tasmanian State Service, including overcoming unconscious bias and supporting flexible working arrangements. (DPAC, SSMO)			
<b>Action 1.7</b> – Increase the number of women with disability, Aboriginal women, women from refugee and migrant backgrounds, as well as women who are older and carers and LGBTI in the State Service through the implementation of the State Service Diversity and Inclusion Framework 2017-2020. (DPAC)			

Action	Complete	Ongoing	In progress
<b>Action 1.8</b> – Support mothers in paid employment by providing lactation breaks and breast feeding facilities for all Tasmanian State Service employees with parental responsibilities. (DPAC)			
<b>Action 1.9</b> – Deliver the Tasmanian Employer of Choice Awards, which recognise Tasmania's best practitioners in creating a work culture that attracts, retains and grows the best people by actively promoting and catering for positive work life balance. (State Growth)			
<b>Action 1.10</b> – Promote the benefits and legal obligations of providing flexible workplaces to the business and community sector, in a way that encourages men to use flexible work arrangements to share in caring responsibilities. (DPAC)			
<b>Action 1.11</b> – Promote older women's workforce participation and age-inclusive employment practices through The Ageing Workforce – Recruiting for Life Experience study. (State Growth)			
<b>Action 1.12</b> – Encourage financial institutions to provide information and deliver financial security planning sessions for women around the importance and impact of women's life-long earnings. (DPAC)			

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## Highlights - Increasing women's participation in science, technology, engineering, mathematics and medicine (STEMM)

- Initiatives such as the powerful See It. Dream It. Do It. campaign have showcased practical ways to encourage women to work in the diverse operations and field-based roles. Opportunities to further showcase non-traditional occupations in schools and the community are being explored based on its success. (Action 2.10)
  - DECYP continues to support schools to work closely with community and industry groups, for example with the Office of Women in STEM Ambassador, CSIRO STEM Professionals in schools program, and Careers in STEM, to address gender inequality in STEM through investigating career opportunities and barriers to entering the field (Action 2.2).
  - Code XX - a coding and programming course - is offered to girls in Years 5-8 through DECYP's Gifted Online program. Code XX is focused on engaging girls with their programs but is also offered to boys (Action 2.3).
  - The State Growth (via Skills Tasmania) Industry Skills Compact and the Information and Communication Technology (ICT) Workforce Action Plan are currently being finalised which will clearly articulate opportunities for women in the ICT industry (Action 1.4 and 2.6).
  - Underpinned by a strong place-based approach, State Growth's (via Jobs Tasmania) Regional Jobs Hubs across the state work to facilitate local connections and build and support regional industry and community partnerships to help address participation barriers and workforce shortages in communities (Action 2.8).
  - Department of Natural Resources and Environment Tasmania (NRET) maintains the Women and Rural Communities Program in collaboration with the Tasmanian Women in Agriculture (TWiA). The Program coordinates the annual Rural Women's Award (Tasmania component) on behalf of the AgriFutures Australia, with NRET actively promoting contributions, opportunities, and events through various media platforms and effective liaison efforts. The 2022 Tas Finalist of the AgriFutures Rural Women's Award finalist went on to win the 2022 National AgriFutures Australia Rural Women's Award. This was the first time that a Tasmanian finalist went on to win the National Award since the Award was established 21 years ago (Action 2.7).
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Action	Complete	Ongoing	In progress
<b>Increasing women's participation in science, technology, engineering, mathematics and medicine (STEMM)</b>			
<b>Action 2.1</b> – Support the National STEM School Education Strategy which aims to promote and increase foundational knowledge in STEM and related skills, to develop mathematical, scientific and technological literacy, and ensure that learners are inspired to take on more challenging STEM subjects. (DECYP)			
<b>Action 2.2.</b> – Continue to establish STEM learning pathways to help learners to make informed choices for their future with a view to encouraging women and diversity in Information Communications Technology (ICT). (DECYP)			
<b>Action 2.3</b> – Support the development of skills in areas such as social interaction, cross disciplinary thinking and the use of digital media, which are essential in all 21st century occupations. (DECYP)			
<b>Action 2.4</b> – Implement the Tasmanian STEM Framework aligned to the National STEM School Education Strategy and provide teachers with professional development to ensure the implementation of an integrated STEM approach in DoE schools. (DECYP)			
<b>Action 2.5</b> – Encourage Tasmanian women working in science, technology, engineering and mathematics (STEM) to become STEM ambassadors by nominating for the Australian Government's Superstars of STEM program. (DPAC)			
<b>Action 2.6</b> – Work with industry partners to develop a Workforce Development Plan focusing on increasing the number of women in the ICT industry. (State Growth)			
<b>Action 2.7</b> – Support the Women and Rural Communities Program to ensure that rural women are connected and supported in their valuable work and contribution to primary industries. (NRET)			

<b>Action 2.8</b> – Work with regional industry and community partnerships to address seasonal workforce shortages and under-employment. (State Growth)			
<b>Action 2.9</b> – Fund Tasmanian Women in Agriculture Inc to build the capacity of more rural women to take leadership roles in Tasmanian primary industries. (NRET)			
<b>Action 2.10</b> – Support women and girls in regional areas to seek employment in traditionally male dominated fields, through such programs as See It, Dream It, Do It. (NRET)			
<b>Action 2.11</b> – Through the Tasmanian Women's Council and national women's alliance Economic Security4Women (es4W), support actions to increase female participation in male-dominated occupations and industries, including promoting the es4W website Girls Can Do Anything. (DPAC)			

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## Highlights - Building women and girls' financial capabilities

- The Tasmanian Government through the Women in Tasmania website provides resources on financial literacy for women, and promotes links to Tasmanian services, Australian Government financial programs, services and resources, complaint resolution agencies, investment, and programs, services and/or resources available for school children and teachers. (Action 3.7)
  - The Elder Abuse website and campaign provides information for older women about financial abuse (<https://www.elderabuse.tas.gov.au/>) (Action 3.4).
  - Actions to reduce the prevalence of financial abuse against older Tasmanian's were embedded as the *Respect and Protect Older Tasmanians - Tasmania's Elder Abuse Prevention Strategy 2019-22*. This work continues under *Lifelong Respect: Tasmania's Strategy to end the abuse of older people (Elder Abuse) 2023 - 2029*. This is strengthened by the important educative work undertaken by the Council of the Ageing Tasmania (COTA). (Action 3.5, Action 3.6)
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Action	Complete	Ongoing	In progress
<b>Building women and girls' financial capabilities</b>			
<b>Action 3.1</b> – Through the Tasmanian Women's Council, work with the federally funded national women's alliance, Economic Security4Women (es4W), to identify barriers and solutions to women's financial security and to increase women's and girl's financial capabilities. (DPAC)			
<b>Action 3.2</b> – Engage with the National Financial Capability Strategy 2018 and the national body to boost Australians' financial capability to be established by the Australian Government to increase financial capabilities for women and girls in Tasmania. (DPAC)			
<b>Action 3.3</b> – Consult with Aboriginal, refugee and migrant women, and women with disability on further actions to develop their financial capabilities. (DPAC)			
<b>Action 3.4</b> – Provide information for older women about financial abuse, so they are better able to protect their financial assets as part of Strong, Liveable Communities: Tasmania's Active Ageing Plan 2017- 22. (DPAC)			
<b>Action 3.5</b> – Work with Council on the Ageing Tasmania and superannuation funds to deliver financial security planning sessions for women across the State. (DPAC)			
<b>Action 3.6</b> – Support women in their financial preparations for later life, through actions from Strong, Liveable Communities: Tasmania's Active Ageing Plan 2017-2022. (DPAC)			

<b>Action 3.7</b> – Provide women with information on financial management by promoting the Australian Securities and Investment Commission Money Smart website on the Women in Tasmania website. (DPAC)			
<b>Action 3.8</b> – Provide women with information about employment negotiations by promoting the es4W website Know Your Own Value which provides resources and an online checklist. (DPAC)			

## Highlights - Supporting women in business

- Support for women in business continues to be provided by State Growth's Small Business unit across all programs and services, including the Business Tasmania service and the Tasmanian Government's free business advice services - the Tasmanian Business Advice Service and the New Business Support Pilot Program (Action 4.1).
- During 2020-21, the Digital Ready for Daily Life program has partnered with specific community organisations to offer targeted digital assistance sessions and workshops around the state that fill gaps in existing digital pathways. This has included partnering with the Smith Family and the Council on the Ageing (COTA), to extend the 'Digital Clinic' model to the West and East Coast (Action 4.7).

Action	Complete	Ongoing	In progress
<b>Supporting women in business</b>			
<b>Action 4.1</b> – Provide small business support services and mentoring through Business Tasmania and the Enterprise Centres to support women to establish and grow their business. (State Growth)			
<b>Action 4.2</b> – Provide a Digital Ready for Business online portal to assist small and medium business owners to develop an online presence and strategy, and digital			



Action	Complete	Ongoing	In progress
coaches to assist women to develop optimal online strategies. (State Growth)			
<b>Action 4.3</b> – Finalise and launch the B21 Business Growth Strategy. B21 is a new Government initiative, establishing a strategic partnership between business and industry representatives through the Tasmanian Chamber of Commerce and Industry, the Tasmanian Small Business Council, and Government, to establish a growth strategy for Tasmanian businesses and industries. (State Growth)			
<b>Action 4.4</b> – Support women on low incomes to start or grow their own small business through the Small Business No Interest Loans scheme. (State Growth)			
<b>Action 4.5</b> – Work with the No Interest Loans Scheme (NILS) Inc and community organisations to assist Aboriginal, migrant women, and women with disability to start their own small business. (DPAC, State Growth)			
<b>Action 4.6</b> – Provide grants to community organisations to start and grow social enterprises to support migrant and other women who face barriers to entering the labour market. (State Growth)			
<b>Action 4.7</b> – Determine models to expand the number of workshops and training activities for women to increase their digital literacy in Tasmania. (State Growth)			

## Highlights - Addressing cost of living impacts on women

- Electricity price rises were capped at CPI for the period 2018-19 to 2020-21 under the Electricity Supply Industry Amendment (Price Cap) Act 2018 (Action 5.1)
- The Tasmanian Government provides ongoing financial assistance to families and individuals experiencing hardship through initiatives such as the Energy

Hardship Fund and funding emergency relief and emergency food relief providers to support people in need.

- NILS Tasmania is also funded to provide interest free loans to people in need. The Tasmanian Government continues to work with its state owned enterprises to provide subsidies for clients and customers experiencing hardship (Action 5.2).
- The Tasmanian Government's Housing Prioritisation System (HAPS) continues to ensure that women in housing need are appropriately prioritised and those in greatest need receive housing first. (Action 5.7)
- Women are disproportionately impacted by food insecurity and the Tasmanian Government has continued to fund various organisations that provide food relief to Tasmanians in need. This has included significant investment to deliver the *Food Relief to Food Resilience: Tasmanian's Food Security Strategy* and associated Action Plan (Action 5.3)
- In acknowledgement of higher rates of women experiencing cost of living pressures later in life the Tasmanian Government Discounts and Concessions Guide provides a list of all concessions and discounts offered by the Tasmanian Government and Government Business Enterprises to the Tasmanian community. Discounts and savings available on a wide range of services in areas such as housing, transport, electricity, heating, education and health services. (Action 5.5)
- The Affordable Housing Strategy 2015 - 2025 ended in 2023 and was replaced by the Tasmanian Housing Strategy 2023 - 2043, with a focus on delivering more homes for a growing Tasmania and ending homelessness (Action 5.9)

Action	Complete	Ongoing	In progress
<b>Addressing cost of living impacts on women</b>			
<b>Action 5.1</b> - Reduce rising energy costs through capping electricity prices rises at CPI for three years, saving the average residential customer approximately \$179 a year. (Treasury)			

<b>Action 5.2</b> – Provide financial assistance for families to meet the cost of energy through the Energy Hardship Fund and partner with No Interest Loan Scheme (NILS) Tasmania to deliver the Cost of Living Initiative Energy Efficient Subsidies as well as working with TasWater and Local Government to freeze water and sewerage price rises in 2019-20, and cap future price rises to no more than 3.5 per cent. (DPAC)			
<b>Action 5.3</b> – Address food security through increased funding to Foodbank, Produce to the People, the Loaves and Fishes Project and Tasmania's food vans. (DPAC)			
<b>Action 5.4</b> – Provide funding for emergency relief through the Family Assistance Program. (DPAC)			
<b>Action 5.5</b> – Promote and annually update the Tasmanian Government Discounts and Concessions Guide, which provides information on a range of concessions and discounts to support eligible Tasmanians to access essential services. (DPAC)			
<b>Action 5.6</b> – Through the National Housing and Homelessness Agreement improve housing outcomes for Tasmanians most in need. (Homes Tasmania)			
<b>Action 5.7</b> – Continue to use the Household Assessment Prioritisation System (HAPS) to ensure homeless women are categorised as priority applicants. (Homes Tasmania)			
<b>Action 5.8</b> – Support women and children affected by family violence through the Rapid Rehousing initiative, invest in a new women's shelter in southern Tasmania, and provide funding for women's shelters in each region to provide crisis and transitional accommodation for women across the state. (Homes Tasmania)			
<b>Action 5.9</b> – Progress implementation of Tasmania's Affordable Housing Strategy to work in partnership with			

disability service providers, community housing providers and the private sector to construct purpose-built homes for people with disability and older Tasmanians. The Tasmanian Government is also introducing a 50 per cent stamp duty discount for seniors downsizing to a home that better suits their needs, a saving of up to \$7,000, as well as offering a 50 per cent stamp duty holiday for first home buyers for homes up to \$400,000; saving those starting out up to \$7,000. (Homes Tasmania)			
<b>Action 5.10</b> – Introduce Ticket to Play, a sports voucher system to boost participation in sport and physical activity for Tasmanians aged five to 17, whose parent or guardian holds a Centrelink Health Care Card or Pensioner Concession Card. (State Growth)			

# Safety

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## Highlights - Be safe at home, at work, at places of study and in the community

- Under Safe Homes, Safe Families: Tasmania's Family Violence Action Plan 2015-2020 (Safe Homes, Safe Families) and Safe Homes, Families and Communities: Tasmania's Action Plan for Family and Sexual Violence 2019-2022 (Safe Homes, Families and Communities) the Tasmanian Government increased its investment in primary prevention, implementing actions that aim to stop violence before it occurs by addressing the attitudes and behaviours that lead to violence. This commitment to primary prevention continues under Survivors at the Centre: Tasmania's Third Family and Sexual Violence Action Plan 2022-2027 (Survivors at the Centre).
- Under a nation-first partnership with Our Watch, established the Our Watch Senior Advisor Tasmania. The Senior Advisor Tasmania works closely with government and non-government services to build primary prevention capacity, capability and expertise in Tasmania. Tasmanian Government agencies commenced implementation of the Our Watch Workplace Equality and Respect Standards to ensure gender equality and respect are at the centre of all Tasmanian State Service workplaces. These Standards are based on Our Watch's evidence-based 'Change the Story' framework for preventing violence against women and their children in Australia.
- Under Safe Homes, Safe Families, all agencies undertook the White Ribbon Workplace Program and six Tasmanian Government Agencies received White Ribbon Workplace Accreditation. Under Safe Homes, Families, Communities (action 6) the Tasmanian Government committed to ensure that gender equality and respect are at the centre of all Tasmanian State Service workplaces. This action is continued through Action 27 of Survivors at the Centre – continue embedding Workforce Equality Respect Standards (WERS) in Tasmanian Government Agencies.
- From 2018 to 2023 all Tasmanian Government schools have had access to the suite of DECYP's Respectful Relationships Education (RRE) resources, from the Early Years through to Year 12. In 2023, consultation began to update the Years 11 to 12 and the Early Years resource to reflect V9.0 and align with the Tasmanian priority (under Tasmania's Third Family and Sexual Violence Action Plan) to strengthen learners' understanding of consent, coercive control

and grooming. Public access to current resources remains possible via DECYP's dedicated RRE website:

<https://respectfulrelationships.education.tas.gov.au>

- DECYP continues to promote and further embed RRE in Tasmanian Government schools through the work of a dedicated project officer, development of additional resources, professional learning and targeted school support.
- The policing of public places is a core focus of Tasmania Police. This is achieved through proactive high-visibility policing, appropriate response times, working with the community for improved community outcomes and understanding, along with working with organisers of public events to ensure adequate police presence.
- 82.7% of Tasmanians responding to the National Survey of Community Satisfaction were satisfied with 'Police responding to emergencies and disasters', which is higher than the 76.3% national average. To continue keeping our communities safe Tasmania Police has increased numbers to the establishment. In the 2022-23 financial year, an additional 25 police officers were added and in the 2023-24 financial 'year to date', an additional 27 police officers have been added to the Tasmania Police establishment. (Note: These are fully funded full-time position increases).

Action	Complete	Ongoing	In progress
Support initiatives that challenge the attitudes, stereotypes and behaviours that drive or condone violence and sexual assault against women and girls, including victim blaming. (DPAC)			
Adopt a flexible approach to implementation of Safe Homes, Safe Families, to respond to emerging priorities and take account of work being done across Australia to address family violence. (DPAC)			
Engage with the Australian Government to address violence and sexual assault against women and their children through implementation of the Action Plan of the			

Action	Complete	Ongoing	In progress
National Plan to Reduce Violence Against Women and their Children 2010-2022. (DPAC)			
Deliver the Respectful Relationships Education Package for Prep to year 12 in all Tasmanian Government schools. (DECYP, DPAC)			
Complete and maintain White Ribbon Workplace (Maintaining White Ribbon Workplace no longer current)			
Increase awareness and promote best practice through the Responding to Family Violence: A Guide for Service Providers and Practitioners in Tasmania within relevant community organisations. (DPAC)			
Support Tasmanian employers to better respond to family violence. (DPAC)			
Develop and promote safer and more inclusive public spaces. (DPFEM)			

# Leadership and Participation

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## Support skills development and employment pathways

- A total of \$2.9 million was allocated in the 2020-21 State Budget to develop pathways for women into non-traditional occupations including into higher paying, more secure job opportunities, including working with industry to develop leadership pipelines for women in sectors critical to Tasmania's economy (Action 1.1)
  - In 2021, a dedicated Industry Liaison Officer (ILO) commenced with the Department of Premier and Cabinet (DPAC). The ILOs role was to work with industry to drive change and support the participation of women in sectors critical to Tasmania's recovery from the impacts of the COVID-19 pandemic. The role has formally concluded, with ongoing work now embedded into the broader work program of the women's policy team within DPAC.
  - In the 2020-21 State Budget, \$2.9 million was committed to support women's workforce participation. The first \$2 million of this funding was delivered directly to 20 organisations through the inaugural Supporting Women to Succeed Grant Program. With this funding, business and industry bodies will work to increase the attraction, recruitment, retention and advancement of women, particularly in areas of non-traditional employment. Central to these efforts will be the development of long-lasting cultural change to support women's participation into the future (Action 1.3).
  - In conjunction with Keystone Tasmania, 'Be Part of Building Something Big' included a Women in Construction campaign to highlight the stories of women in the construction sector and provide connections for women looking to enter the industry (Action 1.3)
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Action	Complete	Ongoing	In progress
<b>Support skills development and employment pathways</b>			
<b>Action 1.1</b> – Convene a roundtable with the Minister for Women, Minister for Education and Training, government agencies and relevant industry representatives to identify opportunities to attract and retain women into non-traditional educational skills and vocational training pathways, and to address barriers for women to accessing and completing vocational education and training pathways more broadly. (DPAC)			
<b>Action 1.2</b> – Employ an Industry Liaison Officer in the Department of Communities Tasmania to support industry, build partnerships and promote opportunities for women. (DPAC)			
<b>Action 1.3</b> – Develop a state-wide program to attract, recruit and retain women into non-traditional Tasmanian industries including agriculture, forestry, fisheries, building, construction, and mining. (DPAC)			

## Facilitate leadership development opportunities

- The *Women on Boards Strategy 2020-2025 – Continuing our Progress* (the WoB Strategy) was released in November 2020, to build on the success of the progress made during 2015-20. Actions are aimed at assisting women to join boards and committees, and to support boards to increase their gender diversity.
- In 2022 the Tasmanian Leaders I-LEAD Women in Industry Program was successfully delivered, targeting women in industry. In addition, funding was also directed towards Board Diversity Scholarships which were delivered through the Australian Institute of Company Directors (AICD) (Action 2.1).
- In conjunction with YMCA, the Tasmanian Youth Parliament provides young Tasmanians with an opportunity to develop their skills in advocacy, their

understanding of democratic processes, and their knowledge of local and global political issues. Over the course of a week, participants engage with a variety of educational workshops, speakers' panels, policy development exercises and social activities, as well as debating bills they have drafted in order to present them to the Tasmanian Parliament (Action 2.3).

- Three applicants have successfully secured a 12 month scholarship for 2023-24, all three applicants commenced activity in September 2023. Three coaches concluded their scholarships at the end of June 2023 – Sarah McCambridge (Hockey), Phillipa Martin (Tennis) & Elizabeth Gray (Athletics) (Action 2.4)

Action	Complete	Ongoing	In progress
<b>Facilitate leadership development opportunities</b>			
<b>Action 2.1</b> – Invest in women’s leadership capability through the Women in Leadership Scholarship Program. (DPAC)			
<b>Action 2.2</b> – Develop and/or support mentoring programs in partnership with key Tasmanian industries for women aspiring to enter leadership roles. (DPAC)			
<b>Action 2.3</b> – Support programs for young women to develop their leadership potential and encourage the next generation of female leaders to pursue a career in Parliament. (DPAC)			
<b>Action 2.4</b> – Administer and promote the Women in Sport Coaching Scholarship on an annual basis to provide quality coaching and learning opportunities to women and increase the number of female coaches in Tasmania. (State Growth)			

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## Promote recognition

- To celebrate International Women's Day and Equal means Equal DPAC partnered with Brand Tasmania to share Tasmanian women's stories. The film featured 17 women from across Tasmania who contribute to making Tasmania the place it is. The Women's Stories project is an example of the ways in which the Tasmanian Government is working towards equality through promoting women's visibility and raising awareness of women's achievements and challenges. (Action 3.4)
  - High Vis Army funding is running pre-vocational programs to assist women participate in male-dominated occupations.
  - The Tasmanian Minerals, Manufacturing and Energy Council has launched an Inclusion and Diversity industry blueprint document to assist with addressing barriers for women and other cohorts in this sector.
  - Since 2016 the Tasmanian Government has recognised Tasmanians who have excelled in science, technology, engineering and maths (STEM) to inspire the next generation of scientists and engineers. State Growth, through Skills Tasmania, will continue to promote equity and fair access to all apprentices and trainees to all Tasmanian Training Awards categories, noting that females have represented 60 per cent of winners over the past five years.
  - To help drive gender diversity, Active Tasmania require State sporting and recreation organisations, State disability sport organisations and State active recreation providers to have a minimum of 40 per cent representation from any gender on their boards to be eligible for funding through the State Grants Program.
  - Funding under the International Women's Day Grants Program was also increased in 2021-22, to ensure momentum for recognising and acknowledging the achievements and contributions of Tasmanian women is harnessed, reinforcing efforts to create gender equality. Between 2018 and 2023, over 110 grants have been administered to organisations across Tasmania to help them celebrate the achievements of women on International Women's Day.
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Action	Complete	Ongoing	In progress
<b>Promote recognition</b>			
<b>Action 3.1</b> – Acknowledge and celebrate the achievements of Tasmanian women by expanding the reach and visibility of the Tasmanian Honour Roll of Women, including through the introduction of an award specifically acknowledging the achievement of young women. (DPAC)			
<b>Action 3.2</b> – Support the community to increase the number of award nominations of women for Order of Australia Honours as part of the Australian honours and awards system, through development of a nomination toolkit and webpage on the Women in Tasmania website. (DPAC)			
<b>Action 3.3</b> – Develop a communications campaign to profile Tasmanian women who have received Order of Australia Honours. (DPAC)			
<b>Action 3.4</b> – Develop a series of storytelling campaigns celebrating the successes, achievements and experiences of Tasmanian women including volunteers and women working in non-traditional fields of employment, to challenge gender stereotypes, document women's voices, and provide positive and empowering stories about women. (DPAC)			
<b>Action 3.5</b> – Continue to support International Women's Day through a small grants program, as an opportunity to celebrate the contribution and progress of women towards gender equality. (DPAC)			

Action	Complete	Ongoing	In progress
<b>Other actions included in Strategy</b>			
Achieve 50 per cent female representation on all Tasmanian Government boards and committees by 2020. (DPAC)			
Develop board mentoring and networking opportunities. (DPAC)			
Build on the <i>Governance Diversity Scholarships Program</i> to train, mentor and provide networking opportunities that increase the governance and leadership capabilities of women. (DPAC)			
Address barriers and training opportunities for women to participate in under-represented occupations. (State Growth)			
Work with the Australian Institute of Company Directors and the private sector to increase women's representation on private sector to increase women's representation on private sector boards. (DPAC)			
Achieve 40 per cent gender diversity targets with the Tasmanian State Executive Service by 2020. (DPAC, SSMO)			
Implement the <i>Gender Diversity and Inclusion Framework in the Tasmanian State Service Commitment</i> . (DPAC, SSMO)			
Support awards that recognise female leaders, particularly in male dominated industries. (State Growth)			
Promote and encourage women into leadership roles in the sport and recreation sector. (State Growth)			

Action	Complete	Ongoing	In progress
Promote the Australian Sports Commission's Women Leaders in Sport grants program. (State Growth)			
Develop state-wide initiatives that support implementation of the Tasmanian Women's Strategy. (DPAC)			

# Health and Wellbeing

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## Improving women's maternal, sexual and reproductive health

- School Health Nurses (SHNs) deliver a range of targeted growth and development classroom lessons to students covering topics including puberty, menstruation, sex education, contraception and gender diversity. SHNs also support individual students through brief intervention sessions around sexual health, risk taking behaviours and developing strategies and reducing risks. SHNs also generate referrals to Family Planning / GP / Youth Health / Pulse services for sexual and reproductive health. SHNs also support schools to raise community awareness by assisting with health expos and other school events (Action 1.1)
- Family Planning Tasmania were funded through the Multicultural Grants Program 2020 to lead a project to increase availability of culturally accessible sexual and reproductive health information for Tasmanian migrant and refugee communities. These resources are available to sector stakeholders including the Migrant Resource Centres, Red Cross and the Multicultural Council of Tasmania (Action 1.4).
- Reducing smoking rates is a key priority of the *Healthy Tasmania Five Year Strategic Plan 2022-2026* and the *Tasmanian Tobacco Action Plan 2022-2026*, with pregnant women identified as one of the priority populations for support with smoking cessation. A highlight is the Smoking Prevention Package for Young People which is being implemented to encourage young people to stay smoke free and vape free. The Package, which commenced in 2022, has provided education sessions for school staff and delivered a “Do you know what you’re vaping” campaign with resources. It is currently developing a Toolkit for all schools, with checklists to review policy, education and student supports and a youth-targeted campaign to promote messaging about addiction and the negative aspects of vaping (Action 1.5).
- DoH has established clinical networks, which bring together clinicians, consumers and policy makers from across the broader health system to enhance the delivery and experience of quality healthcare for patients. These networks include the Tasmanian Gynaecology and Reproductive Health Network (TGRN) and the Tasmanian Maternity Network (TMN). The overarching purpose of the TGRN is to enhance the experience and delivery

of quality healthcare for patients accessing the public sector for gynaecology and reproductive health services in Tasmania (Action 1.6)

Action	Complete	Ongoing	In progress
<b>Improving women's maternal, sexual and reproductive health</b>			
<b>Action 1.1</b> - Increase sexual and reproductive health literacy amongst young women, and promote access to resources for students and parents to learn more about sexual and reproductive health. (DoH /DECYP)			
<b>Action 1.2</b> – Improve access to a full, safe and effective range of reproductive and contraceptive information and options. (DoH)			
<b>Action 1.3</b> – Promote access to resources for students and parents to learn more about sexual and reproductive health. (DECYP)			
<b>Action 1.4</b> – Provide culturally accessible sexual and reproductive health information to increase the capacity of women from refugee and migrant communities to make informed choices about sexual and reproductive health. (DPAC)			
<b>Action 1.5</b> – Continue work to reduce smoking rates for women and girls, particularly during pregnancy. (DoH)			
<b>Action 1.6</b> – Form a maternal health collaboration across relevant services. (DoH)			
<b>Action 1.7</b> – Support State Service employees to combine the demands of work and parental responsibilities, by providing reasonable time and access to suitable facilities in the workplace for the purpose of expressing milk, breastfeeding, or any other activity necessary for breastfeeding and expressing in the workplace. (DPAC)			



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## Improving health literacy and targeting preventive health services to address women's health needs

- Population Screening and Cancer Prevention (PSCP) continually promotes and encourages participation for Tasmanian women in the national breast, bowel and cervical cancer screening programs through social marketing campaigns; workplace education sessions; collaborative interventions with stakeholder organisations, clinicians and other health care providers; and innovative strategies to encourage participation in a COVID safe manner. The PSCP Screening Recruitment and Cancer Prevention team also delivers education and promotion of cancer screening to communities, GPs and employers statewide. In the 2023 calendar year, 34 762 women were screened for breast cancer by BreastScreen Tasmania's Hobart and Launceston clinics and Mobile Screening Units statewide. PSCP is establishing a public Diagnostic Breast Imaging service to improve access to diagnosis of breast cancer across Tasmania. The service commenced delivering clinics for patients with a current public hospital episode of care in March 2023, and aims to begin services for GP-referred patients by mid-2024 (Action 2.1).
  - The *Healthy Tasmania Five Year Strategic Plan 2022-2026* was launched in March 2022. As well as addressing healthy eating, physical activity and reducing smoking, the Plan includes new focus areas of priority populations, health literacy, mental health and wellbeing, reducing alcohol harm and climate change, and health to achieve its vision: All Tasmanians have the opportunity to live healthy, active lives in communities that support connections to people, place and culture (Action 2.3).
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Action	Complete	Ongoing	In progress
<b>Improving health literacy and targeting preventive health services to address women's health needs</b>			
<b>Action 2.1</b> – Continue to implement key actions relating to prevention and screening of cancers, including			

Action	Complete	Ongoing	In progress
promoting and increasing access to cancer screening programs, increasing cancer prevention awareness, and supporting general practitioners by facilitating referral pathways for eligible women. (DoH)			
<b>Action 2.2</b> – Continue to implement the <i>Tasmanian Immunisation Strategy 2019-24</i> to facilitate and improve immunisation coverage across the life course, including improving the Human Papillomavirus immunisation rate. (DoH)			
<b>Action 2.3</b> – Continue to implement key actions to address the prevention and management of chronic conditions, such as cardiovascular disease and dementia, under the <i>Healthy Tasmania Five Year Strategic Plan</i> . (DoH)			

## Enhancing women's mental health through prevention, early intervention and responsive service delivery

- The Statewide Mental Health Services Reform Team has finalised, or is continuing to implement, the eight key actions committed to by the Tasmanian Government in response to the Tasmanian Mental Health Integration Taskforce. Key achievements to date include establishment of the Mental Health Emergency Response (MHER) model in the South and development of a two-year trial of a new MHER Service in the North West and the launch of the redeveloped Peacock Centre in North Hobart in March 2023, hosting four new services that provide contemporary, recovery-focused care for those who need it, their families, and their friends (Action 3.1).
- The new *Tasmanian Suicide Prevention Strategy 2023–2027* (TSPS) was released in December 2022 and represents a whole-of-government, whole-of-service sector, and whole-of-community approach to suicide prevention in Tasmania. The TSPS contains five priority areas, which are being actioned through the first of three implementation plans across the life of the strategy.

Over 600 Tasmanians contributed to the development of the TSPS, including Tasmanians with a lived experience of suicide, workforce and thought leaders, as well as community and population groups (Action 3.2).

- The trial of the Housing and Accommodation Support Initiative (HASI) pilot program has been completed. Statewide Mental Health Service (SMHS) continues to provide support services for people with mental ill-health in public or community tenancies or who are homeless. Services include: Access Mental Health, which triages calls and referrals from all streams and in all regions, including calls and referrals specific to homeless clients; Continuing Care Teams in the South, which case manage a number of homeless clients; The Acute Care Team in the South follows up referrals of homeless clients from Access Mental Health as required; The Safe Haven and Integration Hub at the Peacock Centre is open to homeless clients who can self-present during service hours; The Alcohol and Drug Service provides three Homeless Outreach Support positions statewide (Action 3.7).
- The Respectful Schools Campaign is continuing into its third year. The Campaign achieved a strong engagement with view completion rates that are significantly higher than industry benchmarks. Mentoring provides Tasmanian principals and Child and Family Learning Centre (CFLC) leaders with opportunities to engage a mentor, i.e., retired principals or CFLC leaders who have undertaken professional learning and training. Proactive Wellbeing Supervision provides principals and CFLC leaders with opportunities to engage with a suitably experienced psychologist (Action 3.10).

Action	Complete	Ongoing	In progress
<b>Enhancing women's mental health through prevention, early intervention and responsive service delivery</b>			
<b>Action 3.1</b> – Continue work to build a fully integrated public mental health system that meets the needs of all Tasmanians through implementation of actions in the Tasmanian Mental Health Integration Taskforce Report. (DoH)			
<b>Action 3.2</b> – Work with Primary Health Tasmania on the development of a Tasmanian Plan for Mental Health and Suicide Prevention as part of the implementation of the			

Action	Complete	Ongoing	In progress
<i>Fifth National Mental Health and Suicide Prevention Plan.</i> (DoH)			
<b>Action 3.3</b> – Continue to develop the Mental Health Best-Practice Framework as an action under the <i>Tasmanian Suicide Prevention Strategy 2016-2020</i> , and ensure the Framework responds to the mental health needs of female employees. (DoH)			
<b>Action 3.4</b> – Review Tasmanian perinatal and infant mental health services as part of the Tasmanian Mental Health Reform Project. (DoH)			
<b>Action 3.5</b> – Continue to use the Tasmanian Suicide Register to understand female suicide in Tasmania. (DoH)			
<b>Action 3.6</b> – Continue to promote the Tasmanian Communications Charter: a State based approach to mental health and suicide prevention, to increase literacy in mental health and suicide prevention. (DoH)			
<b>Action 3.7</b> – Continue to work in partnership with the community sector to trial the Housing and Accommodation Support Initiative, to provide integrated housing and support services for people with mental ill-health in public housing and community at-risk tenancies; help people to avoid becoming homeless and sustain their tenancies; and assist people to transition to independent living in the community. (DoH)			
<b>Action 3.8</b> – Implement early action plans as part of the 2018-2021 Department of Education Child and Student Wellbeing Strategy Implementation. In 2020 the focus will be on Physical Wellbeing and the Environment. (DECYP)			
<b>Action 3.9</b> – Implement the <i>Combatting Bullying Initiative</i> (including actions on cyber bullying) to ensure			

Action	Complete	Ongoing	In progress
that all schools are safe, inclusive and supportive. The Bullying Stops Here website, community partnerships and school grants are supported through the Initiative. (DECYP)			
<b>Action 3.10</b> – Implement <i>The Principal Wellbeing Action Plan 2019-2022</i> , which comprises 19 initiatives including co-designing a community education campaign to encourage respectful behaviours in school settings. (DECYP/DoH)			
<b>Action 3.11</b> – Promote a culture of respect for diversity and inclusive work practices across the Tasmanian State Service, enable workers access to flexible mental health support and ensure that the employee survey captures data around work health, safety and wellbeing. (DPAC)			

## Addressing impacts on women's health, such as violence against women and girls, homelessness, and other related factors

- The Tasmanian Governments commitment to implementing a coordinated, whole-of-government response to family and sexual violence continues to operate under *Survivors at the Centre: Tasmania's Third Family and Sexual Violence Action Plan 2022-2027* (Action 4.1)
- Over the five years from 2018-19 to 2022-23, the Safe Families Coordination Unit (SFCU) conducted 1,071 maps and reviews of high-risk family violence relationships. These included a total of 6,701 recommendations to relevant agencies (Action 4.2).
- *Respect and Protect Older Tasmanians: Tasmania's Elder Abuse Strategy 2019-2020* was successfully implemented and work to prevent Elder Abuse now continues under *Lifelong Respect: Tasmania's Strategy to end the abuse of older people (Elder Abuse) 2023-2029* (Action 4.6)
- Over the five years from 2018-19, a total of 148 orders have included the condition for electronic monitoring of family violence offenders. In this time,

144 perpetrators have been actively monitored at some point. A total of 80 victims opted-in to the program. After successfully trialling and implementing the electronic monitoring program, the SFCU passed management of the program to the Department of Justice in July 2023 (Action 4.4)

- The Wirksworth Integrated Aged Care Facility provides 10 Independent Living Units and 40-bed residential aged care facility with the completion of the Independent Living Units in December 2021 and the residential aged care facility completed in September 2022
- *Supporting Tasmanian Carers: Tasmanian Carer Action Plan 2021-2024* follows on from, and consolidates, the outcomes achieved through the *Tasmanian Carer Action Plan 2017-20* and the *Tasmanian Carer Policy 2016*. A key action is the introduction of carer recognition legislation. At the 2021 State Election the Tasmanian Government committed to introducing Tasmania's first Carers Recognition legislation. Key elements of the *Carer Recognition Act 2023* include enacting a Carers' Charter (Action 4.9).

Action	Complete	Ongoing	In progress
<b>Addressing impacts on women's health, such as violence against women and girls, homelessness and other related factors</b>			
<b>Action 4.1</b> – Implement the Government's coordinated, whole-of-government action plan to respond to family and sexual violence. by addressing three priority areas: <ul style="list-style-type: none"> <li>• primary prevention and early intervention;</li> <li>• response and recovery; and</li> <li>• strengthening the service system. (DPAC)</li> </ul>			
<b>Action 4.2</b> – Through the Safe Families Coordination Unit, continue to support actions under <i>Safe Homes, Families, Communities: Tasmania's action plan for family and sexual violence 2019-2022</i> , by providing cumulative assessments of risk and harm to ensure: coordinated support to those affected by family violence (including children); and a coordinated response to hold perpetrators to account. (DPFEM) (Through the Safe Families Coordination Unit, a multi-agency unit also involving the DoH, DPAC, and DoJ)			

Action	Complete	Ongoing	In progress
<b>Action 4.3</b> – Continue to embed a respectful relationships approach in schools, and promote resources and professional learning for teachers. (DECYP)			
<b>Action 4.4.</b> – Continue to support the trial of electronic monitoring of high-risk family violence offenders, with opt-in available for victims/survivors. (DPFEM/DoJ)			
<b>Action 4.5</b> – Continue to work with the Safe at Home Coordination Unit to ensure the provision of specialist police prosecution services for family violence in response to demand for services. (DPFEM/ DoJ)			
<b>Action 4.6</b> – Implement <i>Respect and Protect Older Tasmanians: Tasmania's Elder Abuse Strategy 2019-2020</i> . (DPAC)			
<b>Action 4.7</b> – Continue to implement Tasmania's Affordable Housing Action Plan to deliver new supply, improved access and responsive services. This includes new units of homeless accommodation for the Launceston Women's Shelter, as well as more homeless accommodation for women in the South constructed in partnership with CatholicCare. (Homes Tasmania)			
<b>Action 4.8</b> – Construct new units of homeless accommodation for older women and men in the South for the Wirksworth Integrated Aged Care Facility. (Homes Tasmania)			
<b>Action 4.9</b> – Implement the <i>Tasmanian Carer Action Plan 2017-2020</i> to increase the level of recognition of carers; improve support and services to carers; and include carers in the development and evaluation of policies, programs and services. (DPAC)			
<b>Action 4.10</b> – Implement <i>Accessible Island: Tasmania's Disability Framework for Action 2018- 2021</i> . Accessible			

Action	Complete	Ongoing	In progress
Island contains over 90 actions to implement socially just policies and practices for people with disability. (DPAC)			
<b>Action 4.11</b> – Address cost of living impacts on women's health by implementing the <i>Financial Security for Women Action Plan 2018-2021</i> . (DPAC)			

## Facilitating health and wellbeing across the life course

- The Tasmanian Government launched a new funding model for the Healthy Tasmania Fund grants program in 2022. In 2022-2023, a total of \$2.7 million in funding was awarded to 102 communities and organisations for 122 projects across four grant streams. Initiatives that support health and wellbeing for woman and girls include promoting pelvic health, a social marketing campaign targeting female risky drinkers to reduce harms caused by alcohol, connecting women from culturally and linguistically diverse (CALD) backgrounds to other women and services, a water safety program for women from CALD backgrounds, and supporting girls and women to participate in ocean-based physical activity (Action 5.1).
- Under the Ticket to Play system, in 2022-23 State Growth issued 7,747 participants with vouchers. Of these participants, 3,588 (46 per cent) were female. A total of 69.5 per cent of all vouchers were redeemed (Action 5.6).
- Move Well Eat Well continues to support and promote children's healthy eating and physical activity to member primary schools, Child and Family Learning Centres and early childhood education and long day care services. The Move Well Eat Well Award is available to Tasmanian early childhood services and primary schools. Schools and services are supported to meet key criteria which reinforce healthy eating and promote physical activity. As of June 2023, Move Well Eat Well had 186 primary school members of which 63 have been awarded, and 119 early childhood members of which 55 have been awarded (Action 5.7).



- State Growth, via Active Tasmania, has provided funding through the 2022-23 Sport and Active Recreation Equipment Grants Program to a number of sporting clubs to provide equipment for female teams and participants.
- The Get Active Program (GAP) is a statewide initiative, which seeks to engage people of all ages who are not currently physically active or who may have experienced barriers to physical activity. The program is run over 10 weeks and is funded by DoH.

Action	Complete	Ongoing	In progress
<b>Facilitating health and wellbeing across the life course</b>			
<b>Action 5.1</b> – Continue to implement key actions under the <i>Healthy Tasmania Five Year Strategic Plan</i> , which was released in 2016 to support Tasmanians to make healthy lifestyle changes across all stages of life, including: implementing strategies to promote healthy eating, increase physical activity and reduce smoking (DoH); <ul style="list-style-type: none"> <li>• administering the Healthy Tasmania Community Innovation Grants program (DoH); and</li> <li>• convening the Premier’s Health and Wellbeing Advisory Council to provide advice on cross-sector and collaborative approaches to improving the health and wellbeing of Tasmanians. (DPAC).</li> </ul>			
<b>Action 5.2</b> – Take measures to increase women’s representation on state sporting organisation boards to 20 per cent by 2020, 30 per cent by 2021 and 40 per cent by 2022. The levels of women’s representation must be met for the organisation to be eligible under the Sport and Recreation State Grants Program. (State Growth)			
<b>Action 5.3</b> – Promote women’s and girl’s increased participation in sport, recreation and physical activity. (State Growth)			

Action	Complete	Ongoing	In progress
<b>Action 5.4</b> – Develop a Women in Sports Strategy. (State Growth)			
<b>Action 5.5</b> – Develop and increase safe cycle routes (in consultation with the Bicycle Network). (State Growth)			
<b>Action 5.6</b> – Continue to implement Ticket to Play, a sports voucher system to boost participation in sport and physical activity for Tasmanians aged five to 17, whose parent or guardian holds a Centrelink Health Care Card or Pensioner Concession Card or who are in Out of Home Care. (State Growth)			
<b>Action 5.7</b> – Through the Move Well Eat Well program, work collaboratively with a range of government and nongovernment service providers to develop frameworks, tools and resources to assist early childhood services and school communities to promote physical activity and healthy eating. (DECYP/ DoH)			
<b>Action 5.8</b> – Implement the Australian Curriculum: Health and Physical Education in all state schools from Foundation to Year 10, including the sub-strand 'contributing to healthy and active communities'. (DECYP)			
<b>Action 5.9</b> – Build on the foundations of good health throughout school years and provide information and support for healthy body image. (DECYP)			
<b>Action 5.10</b> – Implement the 2018-2021 Child and Student Wellbeing Strategy to ensure that learners are safe, feel supported and are able to flourish so they can engage in learning. (DECYP)			
<b>Action 5.11</b> – Establish new ways to encourage Tasmanians to use our parks and reserves to increase their physical activity. (NRET)			

Action	Complete	Ongoing	In progress
<b>Action 5.12 – Implement <i>Strong Liveable Communities: Tasmania's Active Ageing Plan 2017-2022</i> to support older Tasmanians in making informed choices about their health and wellbeing. There are a number of initiatives under this Plan to improve strength, resilience and participation for older Tasmanians, as well as programs to support affordable, healthy eating. (DPAC)</b>			

	Complete	Ongoing	In progress
<b>Other actions included in Strategy</b>			
Work to facilitate women's and girl's access to appropriate health care services throughout their lifetime, recognising some groups of women experience greater prevalence of health risks, poorer engagement with healthcare and poorer health outcomes. (DoH)			
Promote breast and other cancer screening for women and raise awareness of the incidence of heart disease in women. (DoH)			
Improve mental health services for women and girls experiencing mental health issues, to ensure support is provided in the right place at the right time. (DoH)			
Ensure the new Mental Health Best-Practice Framework for the State Service responds to the mental health needs of female employees. (DoH)			
Raise awareness of the risks associated with the consumption of alcohol during pregnancy. (DoH)			

Build on the foundations of good health throughout school years and provide information and support for healthy body image. (DECYP)			
Support women and girls to be active participants in managing their own health. (DoH)			
Address barriers to women's and girl's participation in sport, recreation and physical activity. (State Growth, DoH)			
Provide greater support to women and girls as carers, noting primary carers experience a lower level of general health compared to other women. (DPAC)			
Strengthen our efforts to provide appropriate and affordable housing. (Homes Tasmania)			

# Conclusion

The Women's Strategy 2018-21 and its associated Action Plans articulated the case for the Tasmanian Government and wider community to pursue the achievement of gender equality.

It started the journey of embedding gender equality as a priority in Government thinking.

Since the Women's Strategy was released, the Tasmanian Government has made important progress toward improving women's financial security, leadership and participation opportunities, health and wellbeing, and safety.

Consultation that informed the development of the *Equal means Equal: Tasmanian Women's Strategy 2022-2027* showed that these priority areas remain relevant. Feedback from agencies, organisations and the broader community revealed an approach is needed to create widespread cultural change and address entrenched disadvantage, including the gender pay gap, violence against women, women's workplace safety and the confirmed disproportionate impacts of COVID-19 on women.

*Equal Means Equal*, continues the central themes of women's safety, economic security, leadership and participation, and health and wellbeing, while working towards three goals:

- Cultural change
- Empowerment
- Visibility and awareness

The new Strategy will continue to deliver on the work started under the *Tasmanian Women's Strategy 2018-2021*. Its focus on cultural change will continue the important work of embedding gender equality across the Tasmanian Government now and into the future.

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