

Safe and Strong Victoria's first gender equality strategy

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Overview of *Safe and Strong: A Victorian Gender Equality Strategy*

- Victoria's first ever gender equality strategy, ***Safe and Strong*** was launched on 5 December 2016 as part of Victoria Against Violence.
- Framework includes founding reforms, early actions and a strong accountability focus.
- It is designed to **change attitudes and behaviours** required both to deliver gender equality and prevent violence against women.



First year achievements under *Safe and Strong*

Highlights of landmark founding reforms launched in first year:

- Began work on development of a Gender Equality Act.
- Established the Ministerial Council on Women's Equality, the Equal Workplaces Advisory Council and the Gender Equality Deputy Secretaries Group.
- Introduced gender responsive budgeting.
- Met the Premier's commitment to increasing the representation of women in new appointments to paid public boards.
- Committed to making all Victorian Public Service roles flexible with a requirement to justify 'if not, why not' was rolled-out in 2016-17.

First year achievements under *Safe and Strong*

Highlights of early actions across settings

- Launched two women's leadership programs – the Joan Kirner Young and Emerging Leadership Program for Women and the Women on Boards Leadership Program.
- Released Victoria's first women's sexual and reproductive health strategy in March 2017.
- Provided grants that build financial security and leadership within migrant and refugee communities.
- Established the Office for Women in Sport and Recreation headed up by the trailblazing medical doctor and athlete, Dr Bridie O'Donnell.



Safe and Strong work underway in 2018

- Developing a gender gap app to identify and evaluate gender equality in urban environments
- Piloting gender auditing
- Developing a business case for flexible work