

Report on the ACT Women's Summit

Prepared for ACT Office for Women
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Canberra ACT 2600s

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urbis

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1 Introduction

The ACT Office for Women is in the process of developing the ACT Women's Plan for the coming five years. As part of this process a range of consultations are being undertaken, including:

- a Women's Summit
- targeted consultations with women in specific groups
- on-line survey to reach women and girls across the ACT
- focus groups with harder to reach women, including culturally specific groups.

A discussion paper has been released by the Office, with a series of questions to prompt consideration and response on key issues.

The Summit was held in July 2009, with over 80 participants, primarily representing organisations and groups. A small number of women from the general community also attended. Aunty Agnes Shea provided the welcome to country and proceedings were opened by Veronica Wensing, Chair of the Ministerial Advisory Committee on Women. Two speakers were included in the program, with the aim of providing stimulation to the discussion through the day. In the event one speaker was available, Adut Atem, who reflected on the issues for refugee women, and the practical areas where women could be far better supported.

This is a report of the views of women who attended the ACT Women's Summit. Urbis was engaged to facilitate the Summit, and provide this short report.

2 2009 Women's Summit program

The program included a series of work sessions built around the priority issues for participants. The extent to which the priorities reflect the themes of the current plan was explored, and detailed consideration was given to potential action in regard to a selection of the priorities.

The themes in the 2005-09 plan are:

- representation and recognition
- good health and well-being
- responsive housing
- safe inclusive communities
- economic security and opportunities
- Flexible education and training.

Following the initial discussion of priorities for women and girls in the ACT, it became evident that the fourth theme, 'safe inclusive communities' combines two issues which participants thought required equal treatment – communities which are safe for women and girls, and a community which is inclusive of the diversity of women and girls.

In addition, a number of participants identified the need for a focus on 'early investment' and 'prevention', so that women and girls were not faced with gender based disadvantage. Through discussion, this set of issues came to be called 'resilience', and was included as an additional theme for consideration.

It is worth noting that the themes within the current plan focus on areas requiring activity, and in this sense can be considered a deficit model of women's status and experience of living in the ACT. Alternatively, the themes could be considered as a series of domains in which any civil society addresses equity. It is worth noting that the Australian Government is currently developing a National Women's Health Plan. At this early stage a series of principles are being proposed, including:

- gender equity
- health equity between women
- a focus on prevention
- a strong and emerging evidence base
- a lifecourse approach.

While the national plan is to focus specifically on health, it is interesting to note that concerns in similar areas featured in the discussion at the summit, for example, participants raised the value they placed on equity, that is, the need to focus on ameliorating disadvantage so that the same quality of life can be enjoyed by all women and girls. The communities particularly highlighted in this regard were Indigenous and humanitarian refugee Canberrans.

As discussed above, a number of participants focused their attention on building resilience as a means of prevention, while another group focused on the issues for older women, preferring a 'lifecourse' approach than the domains covered by the current themes.

Ultimately, it is the action prescribed in the plan, and the drivers for that action, that is of most consequence; nevertheless, it is important to determine the frame that best structures the goals and activity for the coming five years. To this end, once participants had generated the priorities for action in relation to the status of ACT women and girls, work groups were configured around the eight themes set out above, with the task of workshopping the following:

- What is the aim in relation to this priority?

- What or who is the target?
- Where are the points of influence to bring about the needed change?
- What is the activity required?
- What might be the signposts – how will you know progress is being made?

Having generated responses to each of these questions, groups worked in pairs to listen to and critique each other's work, with the aim of strengthening the potential approaches to the issues that remain critical to the status of women and girls in the ACT.

3 Outcomes by theme

The morning session elicited from participants the top priorities for women and girls in the ACT. The afternoon sessions focused on workshopping the priorities, using the existing themes to the extent that they were useful. This section sets out the priority issues, as well as planning work generated by nine working groups.

The constraint of time limited the detail in the plans, but they do provide valuable insight to the Office for Women on where the groups want to see the next Women's Plan focus.

Each group used the following structure to consider their area of interest: aim; target; points of influence; activities; signposts of progress. In addition, some groups recorded the comments from the critiquing session.

The nine themes considered in the planning sessions included:

- Representation and recognition
- Good health and wellbeing
- Older women
- Responsive housing
- Safe communities
- Inclusive communities
- Economic security
- Education and training
- Resilience.

3.1 Representation and recognition

3.1.1 Priority issues

- career paths
- glass ceilings
- mentors
- career continuity
- influence in the workplace, experience of women
- family inclusion
- education
- educating judiciary about female abuse issues
- understand the profile of women in ACT – to then target specific groups, eg: older women
- lack of women on committee/board, especially in health professional board such as Nursing and Midwifery Council/board
- greater acknowledgement needed for women's sport teams as role models for young girls

- women in leadership
 - programs for women, eg: value of mother, informed decisions
 - governance
 - diversity
- media portrayal of women
- assisting women to navigate and coordinate services for women, getting views of girls and young women
- broadening concept of leadership
- recognition and development of women's leadership at all levels
- leadership (women from Culturally and Linguistically Diverse (CALD) backgrounds and Indigenous)
- return to work and support for this, encouragement to do so, breast feeding, eg: child friendly workplaces
- expectations of women/stereotyping, what have we de-valued in society?
- high school leadership programs for girls.

3.1.2 Planning for – representation and recognition

Aim

Increase current level of women's influence through presence in the decision making processes.

Change perceptions of leadership – to a broader concept.

Target

Young women, skilled women migrants, women who choose/who want to make a difference in own lives, families and communities.

Media, schools, policy makers through communication and advocacy.

The activity

- support/mentoring
- decision making (boards/politics)
- scholarships
- advocacy – changing perceptions of leadership
- specific programs to support
- ongoing – progressive
- networks
- celebration events.

Sign posts

Indicators of success need to apply to everyday women and vulnerable low income groups (CALD, unemployed, women in poverty). Economic success should not be the only indicators.

The aim

Redefine leadership to recognise a range of women's contributions.

Increase women's influence and participation.

New model – women having influence, making a difference in her own life, her family life and community.

Points of influence

Media, government policy makers, women role models.

The activity

- specific ongoing programs - long term, progressive, young women, planting seeds, networks (support/mentoring)
- planting the seed, decision making (boards/politics), scholarships, support/mentoring/advocacy, changing perceptions of leadership, specific programs to support this.

Signposts of progress

Percentage of women in senior positions, eg: public and private sector.

3.2 Good health and well-being

3.2.1 Priority issues

- social determinants of health need to be integrated into health policy
- issues for ageing women
- Aboriginal aged care
- elder abuse – need for strategic planning
- older carers of adult children and partners
- social inclusion
- good health and wellbeing, health promotion services targeting CALD women, improve health statistics of CALD women
- smoking education in school, both primary and high school
- elderly women, great divide between “haves and have nots” in aged residential area, where is that gap heading, women are losing jobs and dipping into super for mortgage. Carers looking for work (fifties) will not have income for mortgages, affordable housing is not affordable
- aged care issues, eg: HACC funding to allow adequate access
- improving life for women as carers and the impact of the caring role on health and well being, participation in employment and education
- sexual health and safety in the curriculum
- early sexual interaction – education (How should this be delivered? Who should deliver it? What role should parents play?)
- birth choices
- lack of gender, cultural, mental health and domestic violence (DV) sensitive health and other services

- CALD services to comprise bilingual counsellors/workers
- increase awareness and education regarding access to women's health education
- culturally appropriate midwifery support for young CALD women
- drop in sexual health clinic, aimed at young women, no more after hours wait
- supporting access and education re sexual health and reproductive health for all ages and groups, including men and boys (impacts on women's wellbeing)
- female condoms
- confidence to step up into other roles
- medical support for low income women and dental support
- older women's access to health care
- un-affordability of dental work, especially in emergency situations, leads to increase in poor general health
- dental care
- issues around detox for women with children
- nurse practitioners
- utilising general practice as a point of contact
- General Practitioner (GP) shortage
- early intervention for mental health
- resources for mental health prevention education (wellness)
- resources for self harm prevention
- insufficient mental health facilities
- mental health resources
- how to reduce incidence of self inflicted harm in women
- ACT Mental Health - better accessibility to general mental health information and pathways, eg: parents of adult children who still live with them, violence issues, not enough rebate on Medicare for psychologists and psychiatrists
- ACT Mental Health plus tribunal not getting back to those in court system or Psychiatric Support Unit in appropriate time – lost to system, also families and or previous carers not being informed even when their safety is involved
- good health needs to include mental health responses, prevalence of drug and alcohol statistics.

3.2.2 Planning for health and wellbeing

The aim

To enhance women's health and well being through availability and access to appropriate services and information.

Recognition of influence of social determinants of health, with particular focus on groups of women who experience significant barriers to accessing health services and information, eg: mental health, disabilities, CALD, Indigenous, homeless.

Need for collection of appropriate health data (disaggregated).

Need for further information and research regarding gender specific health and wellbeing matters, eg: smoking, alcohol, gambling, heart attacks, drug use, mental health.

The target

All ACT women – women who experience barriers.

Points of influence

Health education – primary to tertiary

Minister for health/advisers

Departments that advise her (eg: ACT Health, Attorney Generals, DHCS, JACS)

Federal minister, national policy, lobbyists, community organisations, media, consumer groups, GP's (Division of GP's), nurses, allied health groups, police, migrant advisory committee, Aboriginal and Torres Strait Islander elected body.

The activity

- increase GP numbers, and better utilisation of GPs as information dissemination points
- education of medical students about older women as patients
- capacity building within systems, including training to existing services about the social determinants of health and the impacts for particular groups, and increasing knowledge within systems of what is available to improve referral
- promoting different ways of delivering services, increasing flexibility and access
- increased early emphasis on intervention and prevention
- emphasis on the health of women in their caring role - how to get women to make their own health a priority.
- support of holistic and alternative health services (not just medical/GP's)
- focus on the health needs of women at transition points in the lifespan
- care is everybody's business.

3.3 Planning for older women

A number of the priorities that were identified were seen to have particular resonance in regard to the needs of older women in the ACT. For this reason, a specific focus was taken to considering responses to these priorities.

The aim

To improve access to medical and dental care, promote social inclusion, secure appropriate affordable accommodation, and achieve a change of attitude towards ageing.

The target

Older women aged from 55+ to the frail aged.

Points of influence

Media to present more positive images of ageing.

Government to provide policies relating to ageing, shelter, quality services for the aged and better access to those services.

Remind politicians that we vote.

The activity

- improved medical facilities and better access for aged
- mobility transport
- mobile dental clinics in aged care facilities and through community centres
- more long term convalescent services
- proper discharge planning
- promoting older women's choice to say "no" when medical intervention is inappropriate
- action plan to deal with elder abuse
- dedicated mental health facilities for older women
- more palliative care in aged care facilities
- promote quality of life rather than quantity
- improve the provision of culturally appropriate care for Indigenous women in aged care facilities
- training to aged care workers in culturally appropriate behaviours and care practices.

3.4 Responsive housing

3.4.1 Priority issues

- affordable housing for all women
- responding to homelessness; none/not enough crisis accommodation for elderly women; young people, CALD youth in particular
- seed project funding for specific needs, to empower women in need, act of giving, requires fundraising, philanthropic support
- housing allocation - no crisis accommodation available, chronic shortages in the system
- ACT Housing continues to work towards ensuring there are affordable/sustainable exit points for women and their children experiencing domestic violence
- free counselling for homeless women
- design of public housing needs more thought, including access to outside garden space, peace and privacy: neighbourhoods often isolating and individuals have no links; social connection leads to sound mental health outcomes
- ACT Housing plan to ensure there is affordable sustainable/appropriate housing for older women who are no longer in the workforce, particularly in regard to the ageing population and growing unemployment and women's superannuation issues
- get back to reality what is working; look for outcomes; look at relationship between community sector and government services/setting agendas together; community sector has valuable information in regards to gaps and how to focus resources, eg: support at each public housing complex (hearing stories and solving simple issues); using men's centre model
- fund better facilities for access by women with disabilities including in supported accommodation services

- community housing eligibility income is too high for most people in need of housing, eg: *Betty Searle* is now a community housing property requiring income over \$28K most women we come across only earn ½ this amount
- public housing – neighbourhood disputes not dealt with appropriately, sometimes simple solutions but clients not listened to, particularly the vulnerable
- primary and secondary homelessness for women with kids as a result of DV still massive issue, longer term counselling and support agencies needed.

3.4.2 Planning for responsive housing

The aim

Support women and their families into safe, sustainable housing.

Women of all ages, abilities have access to appropriate, realistically priced housing.

The target

Housing ACT policy

Community Housing policy

Community organisations, federal government policy/reform

General community expectations, sense of expectation in ACT community in the current ACT housing situation

Western capitalist society, developers, not driven by need but money

Points of influence

Human Rights Commission, new amendments allow people to take breaches to the Supreme Court

Federal and Territory governments

People generally, if encouraged to speak out, eg: about the impacts of negative gearing tax arrangements

Body Corporate and real estate agents

Information sharing within and between services; ensuring organisational policy and good practices supported at top of agencies are communicated to front line staff who interface with tenants

Appropriate allocation, public housing and community housing

Work through perverse incentives, eg: inadvertent discouragement to work due to levels of income required to qualify for ACT Housing

Implementing housing as a human right.

The activity

- prevention: counselling/support to maintain tenancy
- women's housing is appropriate to their needs and income, design
- a place to call home (families are not moved out of a crisis house into a transitional house)
- support follows the family, support people in their own home before situation is a crisis (drop in centres)
- build social capital in neighbourhoods, eg: running small neighbourhood groups, community gardens, sustainable projects in complexes or neighbourhoods

- continuity of investment, moving away from pilot groups that are set up and then abandoned or not given ongoing funding
- cross portfolio projects, communication and actions to address complex issues
- community sector kept informed of government initiatives.

Signposts of progress

- seeing changes coming through, including less evictions, increased satisfaction with housing
- information on trends reported six monthly back to the community sector
- less conflict, violence, interventions from police
- children and families are able to use outside areas in neighbourhoods and housing complexes
- less people return to homelessness sector.

3.5 Safe and inclusive communities

3.5.1 Priority issues

- resilience – capacity building
- identifying and promoting role model – survivors, community groups, resilience training
- personal security in the community – night/interchanges; safe access to public transport
- safety at night in civic for young girls and older women
- support, behaviour and education programs about violence presentation, respectful relationship in schools program
- support for women, information about cycle of violence, prevention information, respectful relationships education
- marginalised groups and migrants (no English skills, illiterate in their own language, isolated and more at risk). Funding for language support (English & literacy)
- unresolved immigration status for women who are sponsored (spouses), no financial support provided, no entitlements or benefits
- legal services for women is provided/increased in regards to family law and domestic violence
- violence intervention – better programs for men who use violence
- increase community capacity to respond to disclosures of violence and sexual assault
- violence prevention, early intervention
- Family Violence Intervention Program (FVIP) for protection and ongoing commitment and enhancement (continual improvement and accountability)
- safety of women who have been through DV who still feel unsafe even in supported accommodation also for their kids
- stigma – labelling, how do we move on, issues (self harm/eating disorders)
- target the criminal and not the victim particularly for paedophiles, re safety for young women
- women with disabilities, vulnerable to DV, access to services very limited or non existent

- ACT Housing continue to work towards ensuring there are affordable/sustainable/appropriate exit points for women and their children escaping DV.

3.5.2 Planning for safe communities

The aim

Eliminate violence against women

Making the ACT safe for women and children both in the home and in the community.

The target

All women in the ACT including women living in disadvantage, including CALD, women with disabilities, Indigenous women, old and young women, lesbian women.

While targeting all women it is important to recognise women are not a homogenous group.

Points of influence

Governments, both national and local, need to demonstrate leadership in challenging social norms, in partnership with community services and the broader community, to make change against cultural norms.

Influence government to make policy and legislative change.

The activity

- a whole of government collaboration with ACT community services and the broader ACT community
- legislate family violence intervention programs (enshrine)
- ensure appropriate training for all stakeholders of Sexual Assault Reform Program (SARP) and FVIP including Australian Federal Police (AFP), Department of Public Prosecutions (DPP), Domestic Violence Crisis Service (DVCS), Canberra Rape Crisis Centre (CRCC), Magistrates court, bar association, judiciary, corrections, Office for Children, Youth and Family Support (OCYFS) etc media
- eliminate violence against women
 - need strong link between the violence against women strategy and the ACT women's plan
 - respectful relationships, early interventions, appropriate responses
 - every man who is a white ribbon ambassador donate 1 days wages to women organisations (happening in Iceland)
 - marketing campaign
- increased access to legal services for appropriate redress before the law legislative reform
- wages/Centrelink payments garnished (one day's worth?) from convicted perpetrators to be given to education and programs towards the prevention of violence against women and children.

Sign posts of progress

- data collection is a must to ensure appropriate statistics to measure outcomes. Current statistics in Women's Plan do not show accurate outcomes
- increased satisfaction of safety and support while participating in SARP/FVIP process
- measures across industries – not limited to women working in the ACT Government.

3.5.3 Planning for inclusive communities

Priority issues

- multiple disadvantaged groups - emerging issues with new refuge/humanitarian arrivals
- women with no literacy in their original language find it almost or actually impossible to learn English. They become isolated and marginalised and will face further alienation as their children integrate into the community. These women also typically:
 - have experienced trauma
 - may have physical disabilities
 - experience rapid loss of self esteem
 - are exposed to violence/are single parents
- women taken into consideration in planning development (avoid isolation) of building/infrastructure/public transport
- concern for CALD, Indigenous, marginalised women on low incomes isolated with young children, improving their access to participation, safe housing, adequate income, protection from family violence. Improving funding for long term supports for a diverse range of these issues
- CALD – elderly, find government websites too complicated to find information. No service or community services with time and resources to help people fill out complicated forms
- migrant women with unresolved immigration status experiencing domestic violence
- low income CALD communities, vulnerable; those with co-morbidity having accessible support centres, drop in centres, something without huge waiting lists
- women who have experienced torture and trauma; increased awareness and understanding by appropriate support services
- social networks for migrant women - assistance with integrating
- ability to access information and the “know how” to go about accessing and use of the services, especially for CALD women with language barriers, knowledge/literacy and mobility/transport and time factor because of family commitments
- women who came to Australia on spouse visas then experience DV and end up with no income and no support for some years
- program for young refugee women re: childcare, birth control, relationships
- some services having to pay for Telephone Interpreter Service (TIS): huge bills, unaffordable
- cultural diversity – acknowledgement of culture and languages, respecting culture and supporting refugees with more practical issues.

The aim

For the diversity of women to be accepted in the ACT community, ensuring they are included, engaged and aware of services available to them.

The target

- vulnerable
- disadvantaged
- those who feel excluded

Points of influence

- lobbying
- cultural leadership
- community groups
- media
- politicians

The activity

- isolation
 - transport, extending services
 - limited training due to isolation
- all women to be aware of support services
- social networking
- ability to access information (through GP's, libraries, immigration, schools, CIT)
- inclusion strategies for disabled women in the workforce
- cost of translation services
- volunteering activity to allow inclusion and build capability.

3.6 Economic security opportunities

3.6.1 Priority issues

- need for gender analysis of policies particularly in relation to work/family balance
- lack of income security for women underpins choices women can/can't make
- lack of economic security for ageing women, eg: no/little superannuation
- poverty for women in ACT to be reduced is too general: need specific targets and measures to be developed to track progress
- disadvantage for low income women when different legislation interacts to reduce income, eg: tax, ACT Housing, Centrelink
- workplace reform - promoting shared positions, flexibility
- financial sustainability in life, superannuation, career interruptions, empower women to be financially strong
- recently arrived immigrant and refugee women's issues
- affordable, accessible, quality childcare through early years and school years
- public transport (disability)
- employment opportunities for women with disability
- create and support stronger pathways to employment for women with disabilities, especially with intellectual and mental health, young people with disabilities (18-25), through adult education, work experience and volunteering (self employment support)

- social program and respectful relationship program to include emphasis on equal share of responsibilities within families (UN: priority of Office for Women 2009, Swedish constitution)
- support for women in need, living skills, hair cutting skills, fixing cars (changing tyres), budget household needs, nutrition for families, shopping in economic way, access to computers, self-esteem
- pay and conditions
- socio-economic dimensions – Is it across the board? Should we focus on this? Is status changing?
- childcare – affordable services, family day care scheme for refugees and migrants, support to establish scheme, trained carers, micro-credit loan scheme
- CALD – student visa, skilled worker visa need more support, falls back on charities and community services.

3.6.2 Planning for economic security

The aim

Improve the economic security opportunities available to women, working from the current base line to get better outcomes

The target

All women, but particularly those from marginalised groups including: CALD, Indigenous, women with disabilities, older women and young women. Women who are in low paid, usually part-time and casual, employment.

Points of influence

- government leadership
- business (Canberra Business Council & Canberra Business Centre)
- unions
- peak bodies in community
- media.

The activities

- liaison with Canberra Council to focus on women's employment
- liaison with Ministerial Advisory Committee on Women (MACW)
- get ACT Government help to inform women about Centrelink courses (free) on money management and superannuation
- media to be fed more positive women stories
- target access to training programs; promote concession training places
- make better use of existing internship and apprenticeship support programs
- make good use of the new Micro-credit program to assist all women
- look at child care supports, especially family day care - use as a support for integration into the community and assist with language acquisition
- get better disaggregation of employment data to identify the marginalised groups, age groups
- make the data freely available to community groups on request

- transport concession and improvement
- make sure all Canberra plans are integrated
- impact analysis of programs/policies for the marginal groups.

3.7 Flexible education and training

3.7.1 Priority issues

- for senior migrant women, more funding for English classes which the women access as a platform for learning and socialising
- women needing to be more aware of and have access to registered training organisation (RTO) courses, and funding options for courses
- funding to enable illiterate migrant women to “catch up” more easily and quickly by learning literacy in own language first; an approach supported by research
- education systems to focus on meeting needs of migrant girls and women, recognition of vocation and academic stream education (both important)
- intervention in schools: need to know more about what works
- family learning centres – living skills for parents and families, parenting skills, new ways of working with families, life long learning
- refugee mentoring in schools (adults and children)
- community based programs
- create opportunities for migrant women to be connected to other women in introductory English centre schools (conversations)
- education well behind the health and community services sectors in terms of the place and voice of community (‘nothing about us without us’)
- better support for young people with disability to transition through education
- supporting women and girls participation in vocational education and training and higher education AND then into employment (beyond the statistics to maximised participation)
- women with disabilities and the disadvantages they face in areas such as employment.

3.7.2 Planning for flexible education and training

The aim

To enable girls and women to have choices, achieve the achievable, know their identity, be who they can/want to be.

To have life experiences and skills recognised.

To ensure girls and women know they are supported (eg: mentoring programs). That education programs go to the people who need them (mobile, flexible).

Communities are engaged in developing, and thereby owning, programs.

Points of influence

Remind influential people where they came from.

Influencers and advocates can come from within a community itself (beware of burn out).

Takes the whole community.

The activity

Communities consulted about what is needed to adapt programs to meet this goal

Information has to be promoted, disseminated, through formal and informal networks.

Signposts of progress

There is education for all women/girls at every stage in their lives, and all needs are supported.

3.8 Resilience

3.8.1 Priority issues

- confidence, resilience, pro-active, growing the next generation
- prevention and early intervention
- nurturing – What is the profile of young people?
- 11-16 year olds (not adults), how do we adequately take care of them? Youth centres? Community programs?
- encouragement for young girls/teenagers to participate in sport and recreation, builds confidence and health
- prevention - in schools, pastoral carers, parent direction: choice

3.8.2 Planning for resilience

The aim

Strong, supported women who are capable of making good choices, and given the opportunity to make these choices, so they can fulfil their potential.

Strong young women – changed views on what life can give them.

Change in what we value in society.

The target

11-18 year olds

Young mothers

Points of influence

- school – how do we care for young people?
 - safety
 - teaching respect
 - need to teach that there are consequences for decisions
 - self respect

The activity

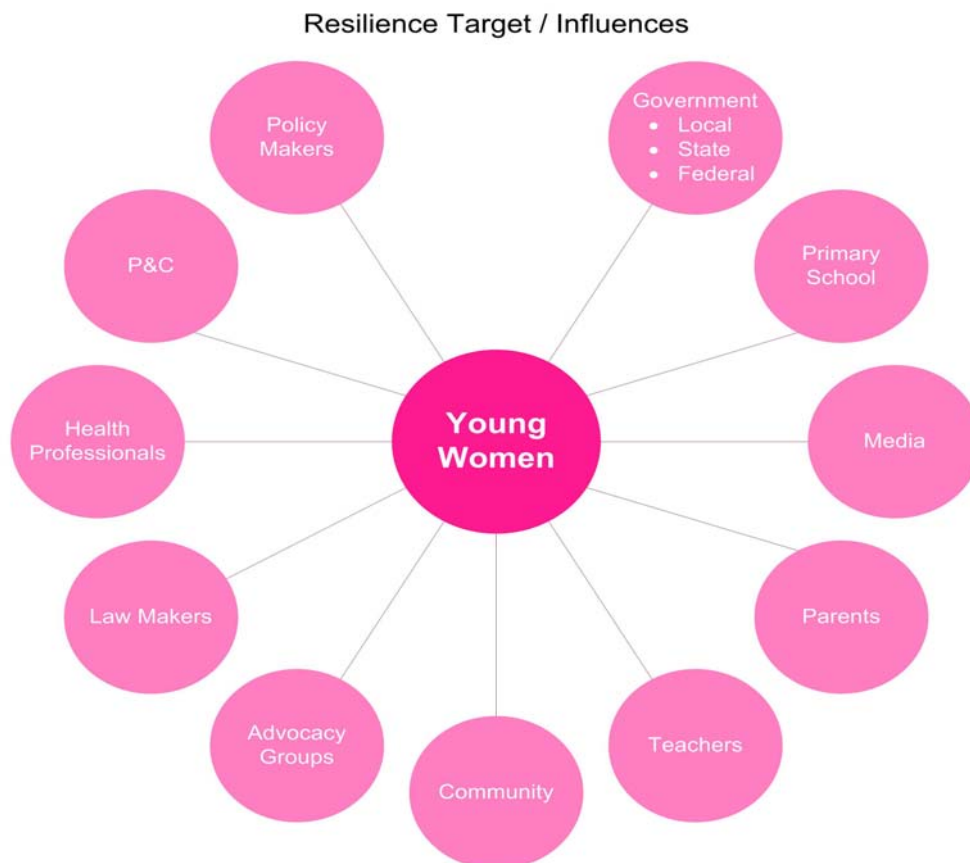
- sport
- building resilience

- support to deal with crisis – transition
- structural and systemic responses
- family and individual levels
- free access
- empowerment, control, problem solving skills.

Signposts of progress

- support programs for 11-18 year olds – activity and educational, more junctions
- primary schooling
 - build competency
 - programs to build problem solving skills
 - building self-respect and respect for others
 - building emotional competence
- high school – awarding participation in community
- team sports, with pressure off kids to perform
- school parent and Citizen Council's who make good strategic choices – hear the voice of the young.

Figure 1 – Resilience Target / influences



4 Analysis

The range of issues and priorities generated through the summit are broad ranging, covering the life course of girls and women. A common theme, however, across all the areas is the need for a specific focus at this time in the ACT on achieving equity in relation to girl's and women's access to housing, health, education and employment. This recognition of inequity led to a many ideas and strategies for increasing the extent to which girls and women experience the ACT as an inclusive and safe community.

In regard to each theme workshopped at the summit, most actions included a focus at the individual, community, systems and government levels, reflecting the various partners and points of influence required to address each domain. And while not all action areas were finalised in the timeframe available at the summit, the recordings in this report provide insight into the types of responses participants believe are required.

The plans developed for each theme were to some extent critiqued as part of the summit program. And once again, similar questions arose through this process. These included:

- the role of the general community and other institutions, as well as governments, in addressing some of the issues raised
- how the actions could be resourced without *all* requiring government funding
- the impact some of the suggested actions might have, eg: what difference will legislating FVIP make to the education/knowledge of the issues in the community; or does this reflect a powerful leadership statement from government and will therefore have an impact
- the links between plans and various strategies about specific issues, eg: ACT Women's Plan and the Violence Against Women Strategy
- critical need to make more of the data that is collected, to both understand the specifics of an identified issue but also to track progress on issues over time.

5 Issues arising outside of themes

A number of priority issues were identified that fall outside the current themes of the Women's Plan. These points fall broadly into four categories.

The first set of issues pertain to the quality of the evidence that informs government decision making, and the extent to which existing knowledge is drawn on to inform decision making. In addition, the need to ensure that research is relevant to the ACT context. A particular area for further research that was identified was women and girl's access to services.

The number of 'plans' in the ACT was identified as a risk and an opportunity. A risk in that it is very easy for plans, the resulting activity, and importantly the reporting, to be delivered in isolation. But an opportunity was identified to align the interests of women and girls across the range of plans, to achieve real progress on priority areas.

A number of priorities were also identified where parallel activity is already underway in other parts of ACT Government, or through action by the Australian Government, eg: the cost impacts of climate warming on families, given women primarily manage house hold budgets; and the need for more general practitioners in the ACT.

The particular needs of women in the Alexander Mcconachie Centre were identified by a number of participants at the summit. The needs of women in prison were seen to span across the themes, including education and training, transitional housing post release, health care, family support.

Appendix A Participants

APPENDICES

Forename	Surname	Title	Organisation
Mr Greg	Aldridge		Canberra Men's Centre
Ms Estelle	Anderson	Manager (Education, Health Promotion & Training), Coordinator Disability & Sexuality Program	Sexual Health & Family Planning ACT
Ms Carol	Archard	LFL Worker	The Smith Family
Ms Fiona	Baker	Senior Policy Officer	Office for Women
Ms Michelle	Bamford	Policy Officer	Office for Women
Ms Louise	Bannister		Women with Disabilities ACT
Ms Jane	Beach		
Ms Carol	Benda	Coordinator	Women's Legal Centre
Dr Karen	Blom	Senior Manager	Consultation Planning & Reporting, Department of Education & Training
Ms Dewani	BAkkum	Manager	Migrant & Refuge Settlement Service
Ms Jane	Caruana		Justice Advocacy Unity, Victim Support ACT
Ms Adele	Chadwick	CEO	Northside Community Services
Commander Leanne	Close	National Manager& Manager, Close Protection	Australian Federal Police
Ms Julia	Collin		Unions ACT
Ms Dianne	Collins	Member	Elected Body/MACW
Ms Deborah	Colliver	Manager	Women's Health Service ACT
Ms Betty	Connelly		Canberra Rape Crisis Centre
Mr Sean	Costello	Human Rights & Discrimination Law Policy Adviser	ACT Human Rights Commission
Ms Sally	D'Souza	Member	Ministerial Advisory Council on Women

APPENDICES

Forename	Surname	Title	Organisation
Ms Helen	Denning	Executive	Carers Act
Ms Misty	Devres		Women's Forum Australia
Ms Roslyn	Dixon		National Council of Women ACT
Ms Prillisia	Duignan (+1)	President	Support Asian Women's Friendship Association Inc.
Ms Roslyn	Dundas	Director	ACTCOSS
Ms Panny	Ellis		
Ms Kathryn	Evans		Australian Federation University Women ACT
Ms Gail	Everard	Regional Manager, ACT & Southern Eastern NSW	MS Australia
Ms Anna	Fieldhouse	Manager	Office for Women
Ms Coral	Fleming	Member	Ministerial Advisory Council on Women
Ms Joan	Garvan		
Ms Tanya	George		Canberra One Parent Family Support
Ms Sally	Gibson	Manager	Social Housing & Homelessness Services
Ms Margaret	Gillespie	Member	Ministerial Advisory Council on Women
Ms Rebecca	Glasgow	Policy Officer	Office for Multicultural Affairs
Ms Kellie	Gourlay		ACT Division of General Practice
Ms Pam	Graudenz	President	Older Women's Network
Ms Gwen	Gray	Member	Ministerial Advisory Council on Women
Ms Arwa	Haddid (+ 3)		
Ms Sarah	Haltiner	Program Officer	ACT Division of General Practitioners
Ms Catriona	Heath	Regional Manager	Multicultural Youth Services

APPENDICES

Forename	Surname	Title	Organisation
Ms Renee	Heins		Australian Institute Company Directors
Ms Ruth	Henderson	Graduate Administrative Assistant	Office for Multicultural Affairs
Ms Narelle	Hill	Policy Officer	Community Sector & Support Disability ACT
Ms Katherine	Hilyard		People and Strategy
Ms Deb	Hood		Marie Stokes International
Ms Jen	Huctson		Citizen Advice Bureau
Ms Caroline	Hughes	Director	Yuranna Centre CIT
Ms Gabrielle	Hummel	Chief of Staff	Office of Minister for Women
Ms Di	Jay	Executive Director	Australian Red Cross
Ms Robyn	Jensen		Health Services Planning Unit, ACT Health
Ms Kellie	Jones		Gungahlin Child & Family Centres
Ms Jennifer	Jones		
Ms Leonie	Kennedy	President	ACT WLA Law Society
Ms Elizabeth	Kentwell		Toora Inc.
Ms Jenny	Kitchin	Director	Organisational Services & Community Recovery (DHCS)
Ms Kiki	Korpinen		Ministerial Advisory Council on Women
Ms Pauline	Le Riche	Health Manager	The Junction Youth Health Service
Ms Pierina	Lucchesi	Regional Manager	The Smith Family
Ms Olivia	MacDonald	Consumer Representative, CADP	Health Care Consumers Association
Ms Richel	Malouf	Housing Support Unit Manager	YWCA of Canberra
Ms Sarah	Maltiner		ACT Division of General Practice

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Forename	Surname	Title	Organisation
Ms Margaret	McCulloch		Migrant & Refugee Settlement Service
Ms Brianna	McGill		Office for Children & Young People Commissioner
Ms Anne	McGrath	Director Asset Management	Housing ACT
Ms Fiona	McIlroy	Community Director	CRS
Ms Fiona	McIntosh	Manager Strategy	Disability ACT
Ms Gabrielle	McKinnon	Human Rights Legal Advisor	ACT Human Rights Commission
Ms Alexa	McLaughlin	President	AIRA
Ms Lucy	Mitchell		YWCA
Ms Vena	Murray	President	ACT Sport
Ms Louise	O'Donnell	Chief of Staff	Meredith Hunter MLA
Ms Rese	Pangalcee	Retired Public Servant, Community Volunteer	Siviculthrisit
Ms Armme	Parlmer		
Ms Man	Parson		
Hang	PenCa		SAWS
Ms Pathlia	Perry		Women's Forum Australia
Ms Marluce Silva	Peters		Doris Women's Refuge Inc.
Ms Bilijana	Petrova	Manager	Women's Information & Referral Centre
Mr Brett	Phillips	Deputy Chief Executive	Department of Disability, Housing & Community Services
Ms Shannon	Pickles	Director, Special Works	St Vincent De Paul Society
Ms Janet	Purcell	Visits Officer, Directorate of Protocol & Visits	Department of Defence

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Forename	Surname	Title	Organisation
Ms Helen	Raymond	President	Australian Church Women's ACT unit
Ms Emma	Robertson		Youth Coalition
Mr Anthony	Rochester	Executive Officer	CANFACS
Mr John	Roe	CEO	Aboriginal Justice Centre
Ms Carolyn	Sakkara		The Junction Youth Health Services
Ms Sue	Salthouse	Vice President	Women with Disabilities ACT
Ms Kim	Sattler	Secretary	Unions ACT
Ms Anne	Saxon-Taylor		
Ms Flor	Sermeno	Assistant Manager	Women's Information & Referral Centre
Ms Maureen	Sheehan	Executive Director	Housing & Community Services Act
Ms Anita	Shroot	President	ACT Jewish Community
Ms Dennise	Simpson	Manager	Domestic Violence Crisis Service
Ms Margaret	Smith		Soroptimist Australia Inc.
Ms Kerry	Snell		Women with Disabilities ACT
Ms Melanie	Stutsel	Member	Ministerial Advisory Council on Women
Ms Janet	Toni		National Federation Australian Women
Ms Teresa	Tuite	Social Worker	Intensive Treatment & Support Services, Disability ACT
Ms Manja	Visschedijk	Member	Ministerial Advisory Council on Women
Ms Lisa	Wallace		Care Financial Counselling Service
Ms Alison	Watts	Service Delivery Coordinator	Inanna
Ms Veronica	Wensing	Chair	Ministerial Advisory Council on Women

APPENDICES

Forename	Surname	Title	Organisation
Ms Anne	Wentworth		COTA
Ms Kellie	White	Service Quality & Review Coordinator	Inanna Inc.
Ms Meredith	Whitten	Executive Director	Policy & Organisational Services
Ms Marcia	Williams	Executive Director	Women's Centre for Health Matters
Ms Sue	Williams	Review Officer, Human Rights & Discrimination	Human Rights Commission
Ms Chin	Wong		Canberra Multicultural Community Forum
Ms Alice	Yuen		SAWS
Ms Kristy	Zwickert		

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