

A summary of the NSW Women's Strategy 2023–2026

Championing gender equality

What is the NSW Women's Strategy 2023–2026?

The NSW Women's Strategy (the Strategy) provides a whole-of-government and whole-of-community policy framework to help improve the economic, social and physical wellbeing of women and girls across NSW.

The Strategy complements and strengthens the NSW Government's existing action in advancing women's economic opportunities and social equality, and ending violence against women and girls. Key commitments in these areas are set out in the *Women's Opportunity Statement*, the draft NSW Domestic and Family Violence Plan 2022–2027, the draft NSW Sexual Violence Plan 2022–2027, and the *NSW Homelessness Strategy 2018–2023*.

The Strategy will embed a commitment to pursuing gender equality across government, recognising the importance of challenging gendered norms, roles and expectations that can limit women's opportunities.

The Strategy's vision

All women and girls live and work in a safe and fair society where they are treated with respect and dignity.

All women and girls have equitable access to services, resources, opportunities and protections that enable them to thrive.

How did we shape the Strategy?

We undertook public consultation in 2022, engaging with more than 2,000 women and girls. Consultations were designed to listen to as many women and girls as possible, including women from diverse communities and backgrounds.

This included:

- in-depth consultation in online and in-person forums – 229 individuals
- the 2022 NSW Women's Strategy Have Your Say Survey – 1,796 responses to the discussion paper.

The Strategy has also been informed by stakeholder forums and submissions, as well as a comprehensive research base.

Our focus communities




The Strategy aims to improve outcomes for all women and girls; however, it has a particular focus on improving outcomes for those who experience greater disadvantage and/or discrimination.

These focus communities include:

- Aboriginal and Torres Strait Islander women and girls
- carers
- girls and young women living in, or who have lived in, out-of-home care
- lesbian, gay, bisexual, trans, intersex, queer and/or asexual (LGBTIQA+) women and girls
- older women
- women and girls experiencing socioeconomic disadvantage
- women and girls facing homelessness
- women and girls from culturally and linguistically diverse communities
- women and girls in contact with the criminal justice system
- women and girls living in regional, rural, remote and cross-border areas
- women and girls with disability
- women and girls with a mental illness
- women and girls who have a history of, or are currently experiencing, domestic, family or sexual violence
- women veterans (and the women partners of veterans and service members)
- young women.

The three key pillars of the Strategy and our commitments

The Strategy focuses on three key pillars for action. Each pillar includes key themes and NSW Government commitments, including investment in new initiatives.

 Pillar 1: Economic opportunity and advancement	 Pillar 2: Health and wellbeing	 Pillar 3: Participation and empowerment
<ul style="list-style-type: none"> Increasing women's opportunities in the workplace Transitions between careers and life stages Pathways into work, careers and leadership Financial security, capability and wellbeing throughout life stages, including retirement 	<ul style="list-style-type: none"> Safe relationships, safe communities Understanding and awareness of women's and girls' health needs Services and support for women's and girls' physical and mental health Secure housing, preventing homelessness 	<ul style="list-style-type: none"> Challenging gendered norms, roles and expectations Leaders in community and work Uplifting focus communities Rebuilding connections, engaging with community
<p>New initiatives</p> <ul style="list-style-type: none"> Over 10 years, implement the \$16.5 billion package of initiatives announced in the <i>Women's Opportunity Statement</i>, including: <ul style="list-style-type: none"> boosting access to affordable before- and after-school care and early childhood education and care investing in safe workplaces and safer cities supporting women-led businesses and women entrepreneurs establishing a Respect at Work Taskforce to ensure employers comply with their duties under work health and safety laws to prevent sexual harassment at work increasing transparency in the NSW Public Service by reporting on gender equality 	<p>New initiatives</p> <ul style="list-style-type: none"> Implement measures announced in the <i>Women's Opportunity Statement</i>, which provide targeted support for a range of women's health needs, including: <ul style="list-style-type: none"> \$40.3 million for menopause hubs and menopause awareness campaigns \$80 million to help families access fertility treatments \$5.2 million for postnatal mental health support Other initiatives, beyond the <i>Women's Opportunity Statement</i> include: <ul style="list-style-type: none"> implementing the NSW Domestic and Family Violence Plan 2022–2027 and the NSW Sexual Violence Plan 2022–2027 establishing a new eating disorders treatment centre in Newcastle to provide wraparound care in a home-like environment 	<p>New initiatives</p> <ul style="list-style-type: none"> Drive towards the target of women occupying 50% of all board positions of state entities Foster the representation of women on the boards of sports organisations, as a goal in its own right and as a pathway to board positions in other organisations Partner with Aboriginal and Torres Strait Islander women and establish a taskforce to provide expert advice on the implementation of the reforms set out in the <i>Women's Opportunity Statement</i> Implement the new <i>LGBTIQ+ Health Strategy 2022–2027</i> to achieve the health outcomes that matter to people of diverse sexualities and genders, and intersex people

To read the full Strategy, please visit nsw.gov.au/women-nsw