

**Division 35: Communities — Service 1, Women’s Interests —**

Ms M.M. Quirk, Chair.

Dr J. Krishnan, Parliamentary Secretary representing the Minister for Women’s Interests.

Mr M. Rowe, Director General.

Ms C. Irwin, Assistant Director General, Strategy and Partnerships.

Mr W. Millen, Chief Finance Officer.

Ms N. Kozulin, Executive Director, Office of the Director General.

[Witnesses introduced.]

**The CHAIR:** The estimates committees will be reported by Hansard and the daily proof will be available online as soon as possible within two business days. I will allow as many questions as possible. Questions and answers should be short and to the point. Consideration is restricted to items for which a vote of money is proposed in the consolidated account. Questions must relate to a page number, item or amount related to the current division, and members should preface their questions with these details. Some divisions are the responsibility of more than one minister. Ministers shall be examined only in relation to their portfolio responsibilities.

A minister or, in this case, the parliamentary secretary may agree to provide supplementary information to the committee. I will ask the parliamentary secretary to clearly indicate what information he agrees to provide and will then allocate a reference number. Supplementary information should be provided to the principal clerk by noon on Friday, 31 May 2024. If the parliamentary secretary suggests that a matter be put on notice, members should use the online questions on notice system to submit their questions.

Member for Central Wheatbelt.

**Ms M.J. DAVIES:** Thank you, parliamentary secretary. Can I go to page 505 of volume 2 of budget paper No 2 and start with the most obvious question, which I am sure the parliamentary secretary prepared for! For 2024–25, \$1 million is budgeted and then there is nothing into the forward estimates. Could the parliamentary secretary please give me an explanation of what the \$1 million is for and why it disappears into the ether?

**Dr J. KRISHNAN:** I thank the member for her question. The Women’s Grants for a Stronger Future program has been an important source of funding to support a range of initiatives to advance gender equality in Western Australia. A significant expansion of the program in 2022 saw funding increase from \$85 000 to \$335 000 to support further initiatives to drive better outcomes for women in this state. The 2023–24 round of the programs saw more than \$530 000 delivered to 57 organisations, with grants ranging from \$1 800 to \$10 000. The grants are spread across the priority areas of women’s health and wellbeing, economic independence, safety and justice to align with the state government’s *Stronger together: WA’s plan for gender equality*. Recipients include the West Australian Football Commission’s female umpiring academy project, which aims to increase the number of umpires in the sport from 11 per cent to 40 per cent by 2030. The proposed academy will provide comprehensive training and support for aspiring female umpires through mentorship programs, networking opportunities and ongoing professional development to ensure their long-term success and retention.

Other projects to receive funding include the Bike-Curious Slay the Way pilot peer-support program, co-designed with year 6 and year 11 girls to encourage girls to keep riding to school after their transition from primary to secondary school. The Spiers Centre’s financial empowerment for women overcoming adversity program teaches women experiencing financial hardship how to manage their finances. Reach Her’s health and wellbeing and economic independence program will provide support to women from diverse backgrounds at the Victoria Park Community Centre. Orana House’s Young Women Warriors project is a specialised mentoring program designed to engage and support women aged 10 to 18 years who have experienced family and domestic violence in their family of origin. The Perth African Women Association’s HealthHer: Promoting Women’s Health and Wellbeing project will promote, empower and enhance the health and wellbeing of women of all ages and backgrounds. Spacecubed foundation runs the Boosted: Women in Leadership Series project, which provides the chance to learn directly from business leaders. Finally, the Exmouth Chamber of Commerce and Industry will host the Empower: Women’s Leadership Conference project.

The funding is on top of two \$75 000 discretionary grants for two projects that aim to empower Western Australian women with the knowledge, skills and confidence to foster their entrepreneurial talents. These grants align with the 2024 theme of International Women’s Day, “Invest in women: Accelerate progress” and were awarded to the We Are Emersyn Foundation, which will deliver the Emerge Entrepreneur program for 25 emerging female entrepreneurs seeking visibility, traction and a solid foundation to grow their business. Empowering women in Western Australia to achieve economic independence through entrepreneurship will provide an opportunity for up

to 100 women with small or microbusinesses to grow their business through training, upskilling and business skill improvement workshops.

**Ms M.J. DAVIES:** Thank you, parliamentary secretary. So that I am clear, are they all the programs that will be funded under the \$1 million listed in the budget for this year, 2024–25? Is that fully allocated?

**Dr J. KRISHNAN:** Thank you, member, for the further question. The list of programs I read out from this document were the programs that have already been implemented. We are due to open our grant programs round for 2024–25, which is where the \$1 million has been allocated.

**Ms M.J. DAVIES:** The programs the parliamentary secretary just read out were funded from the \$358 000 under the 2023–24 estimated actual expenditure. We now have \$1 million for 2024–25; is that correct?

**Dr J. KRISHNAN:** Yes.

**Ms M.J. DAVIES:** The \$1 million is quite a jump. It is a significant increase, which, as shadow Minister for Women’s Interests, I think is great. Congratulations. How is it going to be allocated? Are there going to be funding rounds? Will it be by application? Will it be ad hoc? Will there be an announcement? I have community groups in my electorate and I am sure others would like to know how it is going to be allocated.

**Dr J. KRISHNAN:** I thank the member for appreciating the further funding for women’s interests. We all agree with it and, for some policies, we need to work together. Community feedback has been very supportive of the women’s grants program’s improved capacity to support innovative and pilot projects for women. The importance of higher value grants has fuelled innovation in the women’s interests sector. The blend of \$10 000 and other grants, along with newly available, higher-value grants, has enabled the department to support a wider range of organisations and projects. This has supported the Department of Communities’ work to contemporise the Women’s Grants for a Stronger Future program and ensure greater alignment with the implementation of *Stronger together: WA’s plan for gender equality*. A significant uplift in funding will allow for an updated model for women’s grants. The standard annual grants round of \$10 000 or less will continue. These will be complemented by a range of higher-value grants, giving the flexibility to pivot to address current and specific women’s interests issues. The model has been enthusiastically received by organisations because it enables them to undertake longer, more targeted projects, with more sophisticated evaluation and outcome measurements. Grant applications usually open in September, with the successful recipients announced the following year on International Women’s Day, which is 8 March each year. With increased interest from community groups, we have gained an awareness that more organisations are applying.

[7.10 pm]

**Ms M.J. DAVIES:** I am still not clear how much is allocated for the \$10 000 and how much is for the higher-value grants, and how the higher-value grants will be requested. How does one access the higher-value grants and what is the global amount for the \$10 000 grants that have been outlined?

**Dr J. KRISHNAN:** I thank the member for the question. The value of grants up to \$10 000 will continue. There is an allocation for higher-value grants in this round as well.

**Ms M.J. DAVIES:** I am looking for the global amount; it will not be one \$10 000 grant. How many \$10 000 grants will be available? What is allocated in that \$1 million for the small grant round?

**Dr J. KRISHNAN:** The details are still to be confirmed because the grant round opens in September. The idea of allocating additional funding is to allow for more than \$10 000 grants for organisations that really want to empower women and invest in that area.

**Ms M.J. DAVIES:** I am not meaning to be difficult; I am trying to understand what the \$1 million will be spent on. There will be a mix of smaller grants and bigger grants but, as I understand it, that has yet to be defined. There is a global amount of \$1 million, and there will be clarity at some point about how much will be allocated in a grant round to which people can apply, with a smaller amount available, as opposed to perhaps an organisation approaching the government and saying, “I’ve got this great idea; how can I work with you?” I want to understand how that second part will work and how much is likely to be allocated for the first part.

**Dr J. KRISHNAN:** As I said, those details are currently being worked out. If the member looks at the line item, the actual spend, or estimated spend, for the financial year 2023–24 is \$358 000. That basically means that grants up to \$10 000 that were claimed in the previous year will continue to exist. The additional funding is when it is identified that the \$10 000 government support is not enough. Those costs are being worked out at the moment.

**Ms M.J. DAVIES:** One million dollars is not significant for a state the size of Western Australia. Do I go back to my electorate tomorrow and say to those organisations that have a passion for empowering, supporting, promoting and engaging with women that they should build a business case and pitch it or are there parameters I should know about so that the government is not flooded with queries tomorrow?

**Dr J. KRISHNAN:** My suggestion is that those organisations wait for more details to come in. They will clearly know from the details that the continuation of funds for grants below \$10 000 will be in place, but there will be further detail about what the maximum grants level will be, which is about \$10 000, and how many people will be afforded that. Organisations can then decide whether to apply for the smaller grant or the bigger grant. The details are due to be announced in the September round.

**Ms M.J. DAVIES:** Is there a timeline for when that detail will be available?

**Dr J. KRISHNAN:** The grants open in September.

**Ms M.J. DAVIES:** September this year?

**Dr J. KRISHNAN:** Yes. The following year on International Women's Day is when the announcements will be made—8 March 2025.

**Ms M.J. DAVIES:** The first part of my question way back 15 minutes ago was: why is there no money in the out years?

**Dr J. KRISHNAN:** An ongoing amount of \$85 000 has been allocated; it is part of an ongoing budget process. The fund is allocated to the Department of Communities, which then allocates funds for women's interests as a subcategory.

**Ms M.J. DAVIES:** That was my next question. I can see under controlled grants and subsidies the \$85 000 across the out years, but I do not understand how it relates to the \$1 million about which we have just been speaking.

**Dr J. KRISHNAN:** Can the member point me to a page number and line item?

**Ms M.J. DAVIES:** I refer to page 525, "Women's Interests—Women's Grants" at the bottom of the page above "Youth Support Services and Grants". I can see the \$1 million. The parliamentary secretary talked about \$85 000 across the out years. Is that different to what we have been talking about?

**Dr J. KRISHNAN:** The \$85 000 in the out years is a constant Communities grant. The additional \$1 million funding is purely for grants for this year based on the response on the planning and outcome. The future years' allocations will be done in future budgets.

**Ms M.J. DAVIES:** This is the trickiest one I have done all day! Parliamentary secretary, I am sorry, but I do not understand. I can see the \$1 million next to the line item "Women's Grants For a Stronger Future". That is a discrete funding program. Then \$1.085 million is outlined on page 525, with \$85 000 allocated in each of the out years. Is more than one funding stream included there and, if so, can the parliamentary secretary tell me what they are?

**Dr J. KRISHNAN:** The \$85 000 was previously budgeted and the \$1 million is top-up funding specifically for grants this year. Further years' budgets will depend on program outcomes, assessments and recommendations.

**The CHAIR:** I refer the parliamentary secretary to page 525 and the 2024–25 budget, there is an allocation of \$1 085 000. Is that the \$1 million additional that the member for Central Wheatbelt is talking about, plus the \$85 000?

**Dr J. KRISHNAN:** Yes. It is \$1 million top-up funding, chair.

**Ms M.J. DAVIES:** Just for this year —

**Dr J. KRISHNAN:** Yes.

**Ms M.J. DAVIES:** — in an election year. We got there eventually!

**Dr J. KRISHNAN:** Funding in the previous year was \$538 000. There is a top-up again because we realised that many organisations are not able to implement a complete program with the \$10 000 cap.

[7.20 pm]

**Ms M.J. DAVIES:** I refer to the service summary and the expenses across the line item "Community Services" on page 509, which is where the resources sit. I presume that the minister has a resource for FTE dedicated to women's policy development. Can the parliamentary secretary advise whether it sits in that service area on page 509?

**Dr J. KRISHNAN:** I thank the member for her question. The women's interests portfolio works across government, community and business sectors to inform a strategic response to the following issues relating to gender equality in Western Australia.

With respect to staffing, there are 8.6 FTE policy staff in the women's interests team in the Department of Communities. The team has a small operational budget. It administered an annual grants program for 2024–25 worth \$1 085 000, which we discussed in the previous question. It received a grant from the Department of Energy, Mines, Industry Regulation and Safety of \$450 000 for 2024–25.

The women's interests team provides support to the Minister for Women's Interests, including but not limited to the state strategy *Stronger together: WA's plan for gender equality*. The work of the Department of Communities' women's interests team is guided by *Stronger together: WA's plan for gender equality*. Stronger Together provides

a 10-year framework for coordinated action across government, industry and the community to drive gender equality. Launched in 2020, Stronger Together has four priority areas: health and wellbeing; safety and justice; economic independence; and leadership, reflecting the leading issues that impact on Western Australian women's lives and engagement with their communities.

As well as leading the development of Stronger Together, the women's interests team oversees the actions within, develops the accompanying action plans, oversees and monitors the actions within and collates information pertaining to and drafts the annual progress reports on behalf of the Minister for Women's Interests.

The women's interests team is the secretariat to the Stronger Together implementation group, a tripartite body to inform the implementation of Stronger Together. The purpose of the group is to provide a collaborative forum between the public sector and the community, business and academic sectors to maximise efforts and expertise. The women's interests team reports back to and raises issues through the Minister for Women's Interests and the director general of the Department of Communities. The group meets a minimum of three times a year.

The women's interests team contributes to the development and ongoing implementation of several state and national strategies. They include *Working for women: A strategy for gender equality*, a national strategy: *National plan to end violence against women and children 2022–2032*; *National women's health strategy 2020–2030*; *Path to safety: Western Australia's strategy to reduce family and domestic violence 2020–2030*; *A Western Australia for everyone: State disability strategy 2020–2030*; *An age-friendly WA: State seniors strategy 2023–2033*; *All paths lead to a home: Western Australia's 10-year strategy on homelessness 2020–2030*; and the *Western Australian volunteering strategy action plan 2023–2026: Enriching lives, strengthening communities*. An action plan for young people in Western Australia is under development.

The women's interests team undertakes many and varied projects, which as a collective work towards gender equality in Western Australia. The key projects include women's grants for a stronger future. The women's grants for a stronger future program provides funding to Western Australian organisations to promote and deliver programs to address the unique issues faced by Western Australian women and support the ongoing implementation of *Stronger together: WA's plan for gender equality*.

Each year the women's interests team leads the Western Australian government's celebration of women and girls via promotion of the Australian National Committee for UN Women theme; coordinating events, including a ministerial event, webinars and refreshing the International Women's Day toolkit; public relations, including provision of IWD awareness ribbons; a social media plan and sharing short stories on inspirational women.

Public sector procurement is an opportunity for the government to leverage its purchasing power to raise awareness and create behaviour change to progress gender equality. The gender equality in procurement pilot commenced on 1 July 2022, with 19 agencies currently participating and five government trading enterprises to start an aligned pilot from 1 July 2024.

Since 2024, women's report cards have been produced by women's interests and provide a statistical snapshot of women in WA across a range of key indicators. The reports are an evidence base to inform policies, services and programs in the public, corporate and community sectors.

Although public sector agencies are not mandated to report under the Workplace Gender Equality Act 2021, the women's interests team has been leading the Department of Communities' participation in the Workplace Gender Equality Agency's reporting pilot program. The pilot was designed to test voluntary reporting of public sector gender equality data to identify key areas where women experience disadvantage and discrimination in the workplace.

A number of women's interests team projects have a focus on women's safety, including workplace safety, including the *Sexual violence prevention and response strategy*. In September 2021, the state government announced the development of Western Australia's first sexual violence prevention and response strategy. The strategy is co-sponsored by the Minister for Women's Interests, the Attorney General and the Minister for Health. It provides a whole-of-government framework to prevent sexual violence, improve service responses and promote positive outcomes for victim-survivors and accountability for perpetrators. The women's interests team at Communities is leading the development of the strategy along with representatives from the Department of Justice and is being informed by the experiences and voices of victim-survivors, the WA community and the professionals and services working to prevent and respond to sexual violence. The development includes a statewide consultation process to inform development of the strategy, which concluded in November 2023. The consultation findings are now being used to finalise the strategy and develop an implementation plan.

In 2020, the Australian Human Rights Commission handed down the report *Respect@Work: Sexual harassment national inquiry report (2020)*, which outlines 55 recommendations for government, industry, business and the community to prevent and respond to workplace sexual harassment. In 2021, the state government, through the Department of Communities, committed to implementing 18 Respect@Work recommendations relevant to state and territory government agencies.

On 23 June 2022, the Community Development and Justice Standing Committee tabled *‘Enough is enough’: Sexual harassment against women in the FIFO industry*. The *‘Enough is Enough’* report made 79 findings and 24 recommendations for implementation by the state government and the mining and resources sector. The Women’s Interests Team is working with the Department of Energy, Mines, Industry Regulation and Safety on the implementation of the recommendations.

The state government response to the *‘Enough is Enough’* report builds on existing initiatives to address workplace sexual harassment under the mental awareness, respect and safety program. MARS is led by DEMIRS in partnership with the Mental Health Commission, the Equal Opportunity Commission and the Department of Communities. The MARS program is a whole-of-government initiative that aims to improve the health, safety and wellbeing of workers and others in the mining industry.

Communities is working in partnership with DEMIRS to develop an expanded approach to the respectful relationships program as part of the suite of initiatives under the MARS program.

[7.30 pm]

**The CHAIR:** Parliamentary secretary, can I stop you there? I gave all members instruction that not only questions, but also answers should be short. I am not sure whether we needed that level of comprehensive information in response to the member’s question. Maybe the member for Central Wheatbelt can indicate whether her question has been adequately answered.

**Ms M.J. DAVIES:** Thank you, chair. At the beginning of the answer, I learnt that there were 8.6 FTE in the department. I was very pleased to receive the rest of the information around the work that the 8.6 FTE are very busily acquitting across the government, in partnership. The parliamentary secretary mentioned that the FTE has a small operational budget. Could the parliamentary secretary advise me what that small operational budget is?

**Dr J. KRISHNAN:** I thank the member for the question. The bulk of the line item goes towards the salaries of the staff—the 8.6 FTE. The majority of the approved grants were spent on women’s interests. There is a very small amount—approximately \$10 000—in the operational budget for International Women’s Day.

**Ms M.J. DAVIES:** Is the operational budget \$10 000? Is the parliamentary secretary able to tell me what the FTE budget is? The parliamentary secretary can give it to me as supplementary information if he wants to list the levels and staffing positions.

**Dr J. KRISHNAN:** I thank the member for the question. The budget for the 8.6 FTE salaries is approximately a million dollars in total.

**Ms M.J. DAVIES:** The parliamentary secretary mentioned in his previous answer the Stronger Together implementation group and the work that it is doing. He also said that it meets three times a year. Can the parliamentary secretary advise me of the membership of the group and whether the minister attends each of those meetings?

**Dr J. KRISHNAN:** I thank the member for the question. The group consists of government agencies, non-government agencies, academics and industry. The minister attended the first meeting of the tripartite group last year.

**Ms M.J. DAVIES:** Is the parliamentary secretary able to provide as supplementary information the membership of the group?

**Dr J. KRISHNAN:** I thank the member for the question. I ask the member to put the question on notice and we can provide it straightaway after the session.

**The CHAIR:** Will the parliamentary secretary provide that by notice or as supplementary information?

**Dr J. KRISHNAN:** It is not readily available at the moment. If the member can put the question on notice, we will be able to provide it.

**The CHAIR:** Does the parliamentary secretary want the member to put the question on notice or will he provide it as supplementary information?

**Dr J. KRISHNAN:** I am requesting it be put on notice because it is simple information.

**Ms M.J. DAVIES:** There must be an agenda with the list. Surely that is something the government can provide within the supplementary notice period. Is it a state secret?

**Dr J. KRISHNAN:** We can provide the names, member, but it is not readily available.

**Ms M.J. DAVIES:** I just want the membership of the Stronger Together implementation group. That is all I am asking for.

**The CHAIR:** If the parliamentary secretary can just repeat what he will provide, I can allocate a supplementary information number.

**Dr J. KRISHNAN:** We can provide the list of members of the Stronger Together implementation group.

[Supplementary Information No B12.]

**Ms M.J. DAVIES:** Thank you, parliamentary secretary.

This question follows on from something the parliamentary secretary mentioned—the *Stronger Together: WA's plan for gender equality*. Within that document is a reference to the sexual violence prevention and response strategy. The Stronger Together gender equality plan says that the sexual violence prevention and response strategy will be completed and released in 2024. Is the parliamentary secretary able to advise when that is likely to occur and whether funding is reflected in the budget for the implementation of any of the recommendations or allowances for the advice that is likely to be included in that report?

**Dr J. KRISHNAN:** I thank the member for the question. The report is yet to be released. Once it is, a strategy will be designed and a budget allocated accordingly based on the recommendations that come through.

**Ms M.J. DAVIES:** Can the parliamentary secretary advise when it is likely to be released? I understand that it has not been released. It says it will be released in 2024. Is there a timeline? There must be discussions within government about when it would like to see that completed.

**Dr J. KRISHNAN:** I thank the member for the question. Certain consultation is still underway. That has not been completed, so we cannot comment on when it will be released.

**Ms M.J. DAVIES:** Urgent then, is it, parliamentary secretary?

**The CHAIR:** I think that was rhetorical.

**Ms M.J. DAVIES:** My last question—I do not know whether other members have questions—is on the outcomes and key effectiveness indicators for the Department of Communities on page 510. The women's interests directorate or unit—I do not know what it is called—sits within the department. Is there a reason there are no key effectiveness indicators or outcomes listed in the budget? I regularly hear the government talk about the importance of the portfolio. Why are there no measurement parameters in the budget so that we can see whether or not they are being met?

**Dr J. KRISHNAN:** I thank the member for the question. Various departments are involved in this process, as the member knows, and women's interests supports a very long list of things that are involved. Those KPIs are incorporated in those departments and support women's interests groups. That is why we do not have separate KPIs for women's interests.

[7.40 pm]

**Ms M.J. DAVIES:** With the greatest respect, parliamentary secretary, if there are no performance indicators or targets, the government cannot measure whether it is successful. I read the government's *Stronger together: WA's plan for gender equality* document. It basically encapsulates everything the parliamentary secretary was in the process of reading out, but it does not actually tell anyone whether we are shifting the dial on these things. There is a lot of funding, announcements and programs, but the reason for budgets and key effectiveness indicators, and outcomes for every department and every aspect of government, is to measure progress. There needs to be some transparency as to whether we are spending taxpayers' dollars appropriately, whether it is effective, and whether it needs to be revised. This government spends a lot of time talking about the impact it has on shifting the dial on issues relating to women. Can I have an explanation for why that is not reflected in financial budget papers?

**Dr J. KRISHNAN:** I thank the member for her question. As I said earlier, the women's interest group supports multiple agencies or organisations together. Each of them have key performance indicators. A report card is produced by the women's interests group and the *Stronger together* interim report is expected towards the end of this year. The performance of the women's interests group will be reflected in those report cards.

**Ms M.J. DAVIES:** This portfolio covers many departments, and I accept that this area impacts every portfolio. Is the parliamentary secretary aware of performance indicators in other departments that allow the responsible minister to measure how departments are doing, outside of the report card, as an objective process?

**Dr J. KRISHNAN:** The midpoint evaluation is something that all agencies have to contribute to, and when the midpoint evaluation of the 10-year plan is released, the member will see the details.

**The CHAIR:** Any other questions on this division? I give the call to the member for Joondalup.

**Ms E.L. HAMILTON:** I refer to page 503 and the total appropriations provided to deliver services. Can the parliamentary secretary outline what the government is doing to promote gender equality through procurement practices?

**Dr J. KRISHNAN:** A key lever for government is through a procurement process. We are a large purchaser of goods and services and there is increasing discussion about how we use that lever to create change. To this end, the Department of Communities, in partnership with the Department of Finance, has trialled a new approach through a gender equality and procurement pilot, with 19 government agencies participating to include a gender equality clause as part of the procurement process. The purpose of the public sector pilot is to raise awareness of the value

of workplace gender equality for suppliers, and to mainstream the language of equality within Western Australian organisations, particularly small businesses. Organisations are asked for evidence of compliance with the federal workplace gender equality agency, with nine questions about the measures they are taking to tackle gender equality, like paid parental leave, flexible work and audits of gender pay gaps. As of 21 April 2024, 532 supplier contracts and 316 overall contracts have been awarded with a total value of \$746 648 554. This includes works contracts valued at more than \$310 million, and \$436 million in goods and services contracts, which includes community and social services. The pilot program will end on 30 June 2024. The government is currently exploring options for implementing the pilot as part of permanent procurement practices. A separate pilot trialling the inclusion of the gender equality clause in government trading enterprise procurement will commence in 1 July 2024.

Work has also commenced on a separate pilot partnering with industry in the highly male-dominated non-residential construction sector. The government has joined with ADCO Constructions to increase female representation on non-residential construction projects and demonstrate what can be achieved by female talent within the construction industry. On the Fremantle Hospital 40-bed mental health redevelopment project, WA was the second jurisdiction in Australia after Victoria to introduce a gender equality clause in public sector procurement. The WA government has committed to encouraging businesses and organisations of all sizes that participate in government procurement to play their part in creating gender-equal workplaces in their everyday operations. Developing and implementing resources to support the gender equality clause within WA government procurement is an initiative of the second action plan under *Stronger together: WA's plan for gender equality*. The *Stronger together* plan is the first whole-of-government long-term plan to advance gender equality in WA. Research shows companies with gender diversity are more profitable and productive and have improved employee satisfaction and decision-making. It makes good business sense to support and champion gender equality, and I am proud that the state government is taking the lead on this important issue.

**The CHAIR:** Any further questions in this division? No.

**The appropriation was recommended.**