

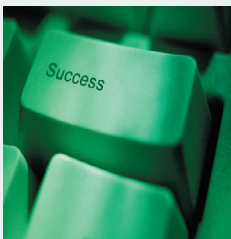
Substantive Equality News

Substantive Equality Unit

The Substantive Equality Unit (SEU) was established in January 2005, to help with the Implementation of the *Policy Framework for Substantive Equality (Policy Framework)*. The *Policy Framework* was endorsed by cabinet in December 2004. The departments involved with the implementation are:

Agriculture
Community Development
Conservation and Land Management
Consumer and Employment Protection
Culture and the Arts
Education and Training
Environment
Fisheries
Health
Housing and Works
Indigenous Affairs
Industry and Resources
Justice
Local Government and Regional Development
Planning and Infrastructure
Sport and Recreation
Premier and Cabinet
Racing, Gaming and Liquor
Treasury and Finance
Disability Services Commission
Western Australia Police Service

These departments have each nominated a Corporate Executive member to be the Senior Officer for Substantive Equality, liaising with the SEU. Departments are currently planning the implementation process and selecting a service/divisional area for the first year.



Milestones

Departmental Corporate Executive Policy on substantive equality - End February 2006

Departmental Corporate Executive Implementation Plan - 30 June 2006



The program partners of the Public Sector Anti-Racism and Equality Program are: Department of the Premier and Cabinet, Equal Opportunity Commission, Office of Equal Employment Opportunity, Department of Indigenous Affairs, Office of Multicultural Interests

Briefing & Specialist Sessions for Senior Officers

The SEU recently held briefing sessions for the Senior Officers as an introduction to the *Policy Framework*. These sessions were opened by Dr Leela de Mel and Commissioner Yvonne Henderson on the 21st and 27th July respectively. A specialist session on implementing the *Policy Framework* followed at Boronia Pre-Release Centre for Women on the 4th August. This session was critical to lay the foundation. A number of people commented on the excellent venue and the magnificent food which was freshly prepared on the day by the residents in the hospitality program.

The following quotes were taken from feedback at the end of this session.

"The more I heard the less 'anxious' I became."

Senior Officer at the Specialist Session 4th August

"Provides an appropriate basis for further discussion with others within the organisation."

Senior Officer at the Specialist Session 4th August

The SEU is addressing other comments and suggestions raised during the sessions and incorporating them into future focus sessions.

Commissioner Henderson continues to brief Chief Executive Officers and members of Corporate Executive on the role of the Equal Opportunity Commission in implementing substantive equality.

The Substantive Equality Unit can be contacted by Phone 08 9216 3909, TTY 08 9216 3936, Freecall 1800 198 149 (country callers) or Email at seu@eoc.wa.gov.au. If you would like any further information regarding the program or publications please be in touch.



Generic presentation slides for use by departments and milestones for the implementation process have been uploaded onto the Commissions website, www.eoc.wa.gov.au. (following the links to Substantive Equality Unit)

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Cathy Hollander, Fiona McGaughey, Tiffany Vale, Chrystal Hellewell

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News

Even though the *Policy Framework* is a new initiative in Australia, other States are already expressing an interest.

Public Interest Advocacy Centre (PIAC) is a Sydney based independent, non-profit legal and policy centre. PIAC specialises in working on issues that have a systemic impact both at NSW and National levels.

PIAC have referred to WA's *Policy Framework* in a submission to the Victorian Human Rights Consultative Committee regarding formalised human rights protection. The following is an extract:

"PIAC submits that policy platforms and action plans should be framed to promote human rights outcomes. A strong example of a policy package that is rights based comes from Western Australia where a coalition of government actors including the Department of Premier and Cabinet, the Equal Opportunity Commission, the Office of Equal Employment Opportunity, the Department of Indigenous Affairs, and the Office of Multicultural Interests has developed a Policy Framework for Substantive Equality. This Policy Framework builds upon the WA Charter of Multiculturalism and includes implementation guides and resources for the public service.

PIAC endorses this approach because human rights are not treated as an 'add-on' but rather infuse the policy package. Further, the Policy Framework is a call to action, and supports implementation with 'how to' guides, capacity building initiatives such as a dedicated office in the Equal Opportunity Commission to support other public authorities' efforts, and accountability and monitoring strategies."

Publications

The SEU has developed a comprehensive Implementation Guide. Feedback on the Implementation Guide closed on the 17th August, thank you to all those who commented. The guide will go to final print in October. Inserts will be forwarded to all Senior Officers and two or three Implementation Guides will be distributed to each department.



TIP: The five levels of the *Policy Framework* do not equate to calendar years.

It may take more or less than a year to implement each level in the chosen service/divisional area.

Tools

The Needs and Impact Assessment Tool will soon be uploaded on the Commission website, please follow the links to Substantive Equality Unit. The Implementation Guide and all other tools are currently being adapted for electronic use.

Substantive Equality Unit Movements

Commissioner Henderson and Cathy Hollander will be in the United Kingdom from 23rd September to the 12th October researching the reporting and monitoring requirements for the delivery of substantive equality. Tiffany Vale will be contactable for any portfolio requirements during this time. Tiffany will then be taking annual leave from the 13th October to the 25th October. Fiona McGaughey is leaving the SEU as she is going overseas for several months, we wish her all the best. If you have any portfolio requirements during this time please do not hesitate to contact us on 9216 3909.

Intersections



The Deaf Society has released a video on the services it provides, and is full of useful information. The video is only 20 minutes long and is a great source of information on the Deaf Society.

The video is available from the Deaf Society on (08) 9441 2677 (voice); (08) 9441 2655 (TTY) or log on to their website at www.wadeaf.org.au.

When you call make sure your phone is TTY compatible.

Coming Events

The SEU has sent out workshop information for the implementers of the *Policy Framework* within departments. This session will be held on the 14th September. Further courses will be held later in the year. To register interest please contact Chrystal Hellewell on 9216 3909 or seu@eoc.wa.gov.au.

Look out for the Indigenous Women's Report Card, which measures the social and economic wellbeing of Indigenous women in WA. This was launched on the 12th September 2005 by the Office of Women's Policy. For more information Office of Women's Policy can be contacted on 9264 1900 or 1800 199 174



TIP: The *Policy Framework* focuses on Indigenous peoples and ethnic minority groups

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