



March 2015

**YWCA of Adelaide
2015 State Budget Submission**

YWCA of Adelaide is pleased to present this 2015 State Budget Submission to Treasurer Tom Koutsantonis, and Premier Jay Weatherill.

We welcome the opportunity to have discussions with Treasury and other Departments regarding any questions relating to program and policy ideas presented in this submission.

Priorities and Recommendations

The recommendations contained in our 2015 State Budget Submission have been informed through research, evaluation of our programs, as well as consultation with young women through the YWCA She Speaks Survey and the YWCA of Adelaide Policy Survey. The recommendations are underpinned by our vision for stronger communities through the leadership of women and girls.

In furthering our organisational purpose, we seek adoption of the initiatives outlined in this Budget Submission in the 2015-16 South Australian State Budget. YWCA of Adelaide's State Budget Submission has three key priority areas, which connect to the Premier's Seven Strategic Priorities and will help reach Targets in the State Strategic Plan:

- 1. Advancing Young Women's Leadership**
- 2. Preventing Violence Against Women and Children and Promoting Respectful Relationships**
- 3. Women and Young People's Health and Wellbeing.**

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YWCA of Adelaide

YWCA of Adelaide is part of the World YWCA movement, the world's largest women-led membership movement with a global outreach of 25 million women and girls. This global network of women leads social and economic change in over 120 countries worldwide. Across Australia, the YWCA works with approximately 250,000 individuals and families each year, with an annual turnover over \$50 million. YWCAs across the world deliver programs and advocacy, and are respected globally for their participation at the Human Rights Commission and the United Nations, and so we welcome the opportunity to advocate to our State Government.

YWCA of Adelaide is a not for profit young women's leadership organisation which has been providing a voice for young women and girls in South Australia for 135 years. The organisation is well respected for its work in advocating for greater gender equality and efforts to support women and girls during every step of their leadership journey. YWCA of Adelaide engages an early intervention and primary prevention approach to its policy and program priorities of advancing women's leadership, preventing and eliminating violence against women, and promoting positive self-image.

- Vision:** Stronger communities through the leadership of women & girls
Purpose: To support young women during every step of their leadership journey
Values:
- Gender Equality
 - Embrace Diversity
 - Women's Leadership
 - Accept Accountability

She Speaks Survey

In 2014 the YWCA contracted the Institute of Social Science Research (ISSR) at the University of Queensland to conduct the national YWCA She Speaks Survey. The survey highlights the voices of girls and young women aged between 15 and 30, and covers a range of social and personal issues. It was the largest annual survey of its kind collecting information from more than 1600 young women from across all States and Territories about their attitudes, perceptions and experiences of leadership.

YWCA of Adelaide Policy Survey

In order to inform YWCA of Adelaide's future policy direction, a state wide Policy Survey was conducted in November 2014. 148 respondents completed the survey, made up of YWCA of Adelaide members, stakeholders, and other members of the South Australian community. Of participants who responded to the survey question regarding identities, 21% were Aboriginal and/or Torres Strait Islander, 38% were from a Culturally and Linguistically Diverse Background, 14% were living with disability, and 34% were same sex attracted.

1. Advancing Women's Leadership

YWCA commends the recent work of the South Australian Equal Opportunity Commission's work on the Flexible Workplace Futures project, and its subsequent outcomes. In enhancing and supporting this work, and while acknowledging that leadership is expressed and experienced in varying ways in all facets of society, YWCA of Adelaide encourages the South Australian Government to maintain its commitment to women's leadership in all areas of life through funding women's leadership programs across all ages of women's lives. This will be critical to a sustainable workforce in coming generations, will increase women's labour force participation in South Australia, and will help close the gender pay gap.

Key Facts:

- At the 2014 G20 Brisbane Summit, the Australian Government, as with all the other G20 countries, committed to reducing the gap between male and female labour-force rates by 25% by 2025. Research has estimated that closing the gap between men and women's employment rates would boost the level of Australia's GDP by 11%.¹
- However, the Federal Government in its 2014/15 budget cut \$1.6 million over four years from the Office for Women's 'Women's Leadership and Development Strategy'.
- The first ever National Review on Pregnancy and Return to Work, released by the Human Rights Commission in 2014, found that 1 in 2 women will face discrimination at work while pregnant, and 1 in 3 of the women surveyed reported that they had been threatened with redundancy or dismissal, or had lost their jobs, because of pregnancy.²
- On ASX 200 company boards, 19.2% of board positions are held by women.³
- In South Australia women comprise 24% of elected members to State Parliament, and 29% of Councillors in Local Government.⁴
- In the 2014 YWCA She Speaks survey, 71% of respondents said they aspire to leadership. However, a majority cited gender based stereotypes as affecting their leadership ability and their day-to-day life.⁵
- The majority of respondents to the YWCA She Speaks Survey identified confidence building, completing education and having a mentor and visible female role models as priorities to assist them to become leaders. They called for governments to fund programs for women's leadership.
- The majority of YWCA of Adelaide Policy Survey respondents said that 'Focusing on the development of girls and young women' was the most effective strategy in driving change regarding women's leadership in South Australia.

¹ Goldman Sachs & JBWere, 2009, *Australia's Hidden Resource: The Economic Case For Increasing Female Participation* http://www.asx.com.au/documents/about/gsjbw_economic_case_for_increasing_female_participation.pdf

² Australian Human Rights Commission, *Supporting Working Parents: Pregnancy and Return to Work National Review*, 2014

³ Australian Institute of Company Directors, 2014, <http://www.companydirectors.com.au/Director-Resource-Centre/Governance-and-Director-Issues/Board-Diversity/Statistics>

⁴ Parliament of Australia, *Representation of Women in Australian Parliaments 2014*, http://www.aph.gov.au/About_Parliament/Parliamentary_Departments/Parliamentary_Library/pubs/rp/rp1415/WomanAustParl

⁵ YWCA SHE Speaks Survey 2014, <http://www.ywca.org.au/news/shespeaks2014>



Key Recommendations:

Strategic Priority	SASP target	Recommendation	Costings
1. Creating a Vibrant City	16. Economic disadvantage 23. Social participation 30. Boards and committees 31. Chairs of boards and committees 35. Economic Growth 36. Labour Productivity 52. Women	<p>YWCA of Adelaide has identified an area of unmet need to address workforce absence and to increase women's workforce participation. An increasing number of South Australian women are seeking support and empowerment to re-engage with employment and are directly approaching the YWCA asking for assistance.</p> <p>Areas of unmet need for this particular group of women, mainly aged 30-50 who have had time out of the workforce due to caring responsibilities, include:</p> <ul style="list-style-type: none"> • Creating networks • Mentor matching for up to twelve months • Confidence building • Negotiation skills • Exposure to contemporary online platforms such as LinkedIn. <p>YWCA of Adelaide is seeking seeding funding from the State Government to establish a new program for women in South Australia. The organisation is seeking two years of seed funding, with the view to developing and delivering a program offered on an affordable fee-for-service basis.</p>	\$37,000 pa for two years
1. Creating a Vibrant City 5. Safe Communities, Healthy Neighbourhoods	23. Social participation 6. Aboriginal wellbeing 16. Economic disadvantage 23. Social participation 28. Aboriginal leadership	<p>Over recent years YWCA of Adelaide has delivered a transformative Aboriginal Women's Leadership Program working with hundreds of Aboriginal and Torres Strait Islander women in metropolitan Adelaide and some limited regional outreach. This program has received Federal funding which is secure only until 30 June 2015. YWCA's Aboriginal Women's Leadership Program works with Indigenous women to build leadership capacity with a focus on women, family, wellbeing, career and culture. YWCA of Adelaide is seeking State Government investment to continue this program with a particular focus on regional outreach.</p>	\$75,000 pa



	<p>47. Jobs 51. Aboriginal Unemployment 52. Women 91. Non-school qualifications</p>		
<p>1. Every Chance for Every Child</p>	<p>23. Social participation 24. Volunteering 52. Women 86. Psychological wellbeing</p>	<p>YWCA Australia's flagship human rights and civic engagement program Every Girl has been successfully delivered in South Australian schools over recent years through small grants and on a fee-for-service basis. YWCA of Adelaide is seeking State Government investment to develop an Indigenous-specific Every Girl for delivery in regional and metropolitan South Australia. Every Girl is a strengths-based self-esteem and leadership program for girls aged 9-14 years from disadvantaged communities that aims to enhance girls' understanding of their rights, ability to influence community change and their sense of belonging.</p>	<p>\$60,000 in the first year for development and pilot delivery and \$40,000 pa thereafter for ongoing delivery</p>

2. Preventing Violence Against Women and Girls, and Promoting Respectful Relationships

As highlighted in the *A Right to Safety – South Australia's Women's Safety Strategy 2011-2022*, Prevention is a key direction in the elimination of violence against women and children, and includes primary prevention programs which aim to prevent violence, and change the social and cultural attitudes that support violence against women and gender inequality.⁶ This is part of the commitment made by the South Australian Government to the National Plan to Reduce Violence Against Women and their Children. We therefore call on the South Australian Government to invest in its next budget into primary prevention programs targeted at upper primary and lower secondary students.

Key Facts:

- 1 in 3 Australian women will experience violence from the age of 15 at an annual cost of \$13.6 billion to the Australian economy (Australian Institute of Health and Welfare Personal Safety Survey 2006 and KPMG 2009). It is calculated to rise to \$15.6 billion by 2012-22 without the right preventive action.⁷
- The 2013 National Community Attitudes towards Violence Against Women Survey (NCAS) found that those with high levels of support for equitable gender roles and relationships are less likely to endorse attitudes supportive of violence against women.
- In South Australia in 2014 there was an 11.9 per cent increase in reported cases of sexual assault and related offences on the previous year (2013-14 South Australia Police Annual Report)⁸
- YWCA's She Speaks Survey 2014 revealed more than one in three (34 per cent) respondents reported receiving uninvited or unwanted indecent or sexually explicit texts, and 30 per cent of respondents said they felt unable to seek help when experiencing violence in their relationship.
- 50 per cent of the respondents believe that changing behaviours (and attitudes?) around gender are the most effective strategy to deal with these problems.
- In YWCA's 2014 Policy Survey, given 4 options of priority areas to focus on, almost half of respondents called for Respectful Relationships programs to be embedded in South Australia's primary school curriculum, indicating a strong sense from the South Australian community that there is support for investment in this area.

⁶ <http://www.officeforwomen.sa.gov.au/womens-policy/womens-safety>

⁷ DSS, 2009; https://www.dss.gov.au/sites/default/files/documents/05_2012/vawc_economic_report.pdf

⁸ https://www.police.sa.gov.au/_data/assets/pdf_file/0008/58616/Annual-report-2013-2014_INTERNET.pdf



Key Recommendations:

Strategic Priority	SASP target	Recommendation	Costings
<p>1. Every Chance for Every Child</p> <p>5. Safe Communities, Healthy Neighbourhoods</p>	<p>18. Violence against women</p> <p>19. Repeat offending</p>	<p>In line with the South Australian Office for Women's Safety Strategy, in their commitment to <i>'delivering evidence based prevention programs'</i>, YWCA of Adelaide is seeking bold and visionary national leadership from the South Australian Government to embed its Respect Communicate Choose (RCC) program across all government primary schools. YWCA of Adelaide developed and piloted RCC with funding through Stage 1 of the National Plan to Reduce Violence Against Women and their Children. It is Australia's first respectful relationships program for primary schools. YWCA acknowledges the work of SHine SA in South Australian high schools, and acknowledges that Child Protection curriculum and bullying are addressed within South Australian schools.</p> <p>It is vital to note that RCC is not an anti-bullying program. It is a gender-based program with the intention of creating long term and sustainable attitudinal and behaviour change by reducing and preventing domestic violence and sexual assault. RCC is an innovative, evidence-based program which gives young people in grades 6 and 7 the tools and support to develop, promote and perpetuate equal, safe and respectful relationships, with the ultimate goal of preventing violence against women.</p> <p>YWCA of Adelaide proposes staged expansion of RCC concentrating delivery within schools located in each South Australia Police Local Service Area.</p>	<p>\$400,000 pa</p>
<p>5. Safe Communities, Healthy Neighbourhoods</p>	<p>18. Violence against women</p>	<p>YWCA of Adelaide calls on the South Australian Government to become a full partner of Our Watch, the Foundation to Prevent Violence Against Women and their Children. South Australia has committed \$79,000 a year indexed over four years. State and Territory governments which are full partners have committed \$1million a year.</p>	<p>\$1,000,000 pa (current funding \$79,000 pa)</p>

3. Investing in Women and Young People's Health and Wellbeing

In line with the State Government's vision of 'keeping our communities safe and our citizens healthy', it is imperative to promote the health and wellbeing of women and young people in South Australia by investing in preventative programs that address issues such as body image and healthy living, and invest in best practice mentoring programs for disadvantaged young people. Additionally, YWCA of Adelaide further advocates for the need to provide services that promote the health and wellbeing of women who have experienced breast cancer, to improve their quality of life and social and psychological wellbeing.

- **Breast Cancer:** In 2020, it is estimated that there will be 17,210 new cases of breast cancer diagnosed in Australian women (up from 13,668 in 2009).⁹
- Recent studies show that post-breast cancer support groups have many benefits that improve a woman's social and psychological wellbeing.¹⁰
- The YWCA released a study on the impacts of the Encore program in South Australia, which found that 78% of participants said that Encore had psychologically benefitted them in some way, and over 80% said that Encore improved or somewhat improved their overall quality of life.¹¹
- **Health and Body Image:** A Longitudinal Study found that 22 per cent of Australian women within a normal healthy weight range report being happy with their weight. Almost three quarters (74 per cent) desire to weigh less.¹²
- Each year since 2010, the Mission Australia Youth Survey has found Body Image to be in the top 3 concerns for young people.
- Poor body image is associated with an increased probability of engaging in dangerous dietary practices and weight control methods, excessive exercise, substance abuse and unnecessary surgery to alter appearance¹³
- **Big Brothers Big Sisters mentoring program:** Based on a 2013 Social Return on Investment study of BBBS in Canada, which demonstrated that for every \$5000 invested in a young person through the program, society saves \$115,000 over their lifetime – YWCA of Adelaide's BBBS mentoring program has delivered an estimated saving to society of \$36,800,000 since its inception.

⁹ Australian Institute of Health and Welfare & Cancer Australia 2012

¹⁰ Pinto & Dinsiger, 2013; Barret, 2008

¹¹ Report for the South Australian Encore Program, 2014

¹² The National Eating Disorders Collaboration, 2010, *Eating Disorders Prevention, Treatment & Management: An Evidence Review*, <http://www.nedc.com.au/nedc-publications>.

¹³ The National Eating Disorders Collaboration, 2010



Key Recommendations:

Strategic Priority	SASP target	Recommendation	Costings
5. Safe Communities, Healthy Neighbourhoods	23. Social participation 78. Healthy South Australians 86. Psychological wellbeing	YWCA of Adelaide's after breast cancer program Encore is proven to enhance the wellbeing of women as well as supporting physical and psychological recovery. This program plays an important role in reducing financial pressure on the state's health system, and provides a unique forum for women to come together to share physical and emotional rebuilding post-surgery. YWCA of Adelaide is seeking State Government support to continue to provide this free service to South Australian women in metropolitan and regional communities.	\$30,000 pa
3. Every Chance for Every Child 5. Safe Communities, Healthy Neighbourhoods	82. Healthy weight 86. Psychological wellbeing	YWCA of Adelaide urges the South Australian Government to expand on its recently funded South Australian Body Image Campaign to enable outreach workshop delivery and a broad based public awareness campaign. This work will not only empower and support girls and young women through the promotion of positive body image, it will also communicate to a broad audience the need to accept and celebrate diversity.	\$100,000 pa
3. Every Chance for Every Child 5. Safe Communities, Healthy Neighbourhoods	23. Social participation 24. Volunteering 86. Psychological wellbeing 83. Sport and recreation	YWCA of Adelaide has been delivering the international community mentoring program Big Brothers Big Sisters (BBBS) in Adelaide for 11 years. Currently funded through a Federal Government grant, this funding is only secure until 30 June 2015. YWCA of Adelaide is seeking South Australian Government support to deliver BBBS in areas where the program has previously not been delivered – in particular regional South Australian communities. BBBS provides mentoring relationships for disadvantaged and at-risk young people aged 7-17 with international evaluations showing the following benefits: Adults who formerly had a Big Brother or Big Sister are: <ul style="list-style-type: none"> • more likely to complete a University degree • more likely to have household incomes of \$80,000 or higher • extremely satisfied with relationships with friends, family and spouses, and • more likely to be engaged in their community, particularly as a volunteer. 	\$80,000 pa