



Northern Territory Gender Equality Action Plan 2022–2025

Second Progress Report
2023–2024

DEPARTMENT OF
PEOPLE, SPORT
AND CULTURE



**NORTHERN
TERRITORY**
GOVERNMENT

GLOSSARY

NT	Northern Territory
NTG	Northern Territory Government
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual/Androgynous +
DFSV	Domestic, Family and Sexual Violence
IWD	International Women's Day
IDAHOBIT	International Day Against Homophobia, Biphobia and Transphobia
IMD	International Men's Day
OGED	Office of Gender Equity and Diversity
AHRC	Australian Human Rights Commission
WGEA	Workplace Gender Equality Agency
DPSC	Department of People, Sport and Culture
CM&C	Department of Chief Minister and Cabinet
DCF	Department of Children and Families
DHLGCD	Department of Housing, Local Government and Community Development
DOC	Department of Corrections
DLI	Department of Logistics and Infrastructure
DET	Department of Education and Training
DAGJ	Department of the Attorney-General and Justice
DAF	Department Agriculture and Fisheries
NTPFES	Northern Territory Police, Fire and Emergency Services
NTPS	Northern Territory Public Service
DCDD	Department of Corporate and Digital Development
OCPE	Office of the Commissioner for Public Employment
NTAHC	Northern Territory AIDS and Hepatitis Council
STEAMM	Science, Technology, Engineering, Art, Music and Medicine
UMNT	United Muslims of the NT
UNAANT	United Nations Association of Australia – NT Branch
WGEA	Workplace Gender Equality Agency

Northern Territory Gender Equality Statement of Commitment

The Northern Territory Gender Equality Action Plan 2022-2025 seeks to implement the Northern Territory Gender Equality Statement of Commitment.

The Statement of Commitment is underpinned by the idea that gender equality is fundamental to improving the lives of women and girls, men and boys and gender-diverse people and to creating an inclusive, safe and thriving Northern Territory.

This government has committed to reducing gender-based disadvantages and that approaches to improve gender equality will be grounded in the lived experiences of Territorians.

The Northern Territory Government lead for this work is the Office of Gender Equity and Diversity.

Principles

All actions to achieve this vision are guided by the following principles:

- Encourages inclusive and intersectional approaches
- Supports the inclusion of gender equity measures
- Builds evidence to find what works to improve gender equality in the northern Territory
- Challenges rigid gender norms and stereotypes
- Focuses on long-term systemic, attitudinal and behavioural change.

Vision

Territorians enjoy an inclusive healthy safe, fair and economically secure Northern Territory where gender is never a barrier to full participation and inclusion.

Progress made in 2023 to 2024

Overarching actions

The overarching actions of the Action Plan seek to address the limitations in the availability of research, baseline data and our understanding of the nature and drivers of gender inequality. The actions focus on improving the collection and reporting of sex disaggregated data, increasing the evidence base to support policy and program design and increasing the understanding of the nature, extent and drivers of gender inequality among various groups.

A. Increase Northern Territory Government’s collection and reporting of gender and sex disaggregated data.

Improved data collection in the CARE Case Management System

The CARE Case Management System is an integrated case management solution that supports child protection, youth justice, and adoption services.

The implementation of CARE has significantly enhanced data collection in child protection and youth justice. It now captures comprehensive information, including sex assigned at birth, variations in sex characteristics, identified gender (with a free text option), sexual orientation and marital status, which includes same-sex relationships.

Health Statistics and Informatics

NT Health analyses and reports on data and health statistics disaggregated by gender and Aboriginality status. This analysis informs and identifies gender and health equity gaps. Key indicators reported include chronic condition prevalence, risk factors for health outcomes, life expectancy, burden of disease (disability adjusted life years and years lived with disability), cancer incidence and mortality, injury hospitalisations and more.

During the reporting period, NT Health released the following relevant publications:

- Trends in the NT Aboriginal Health Key Performance Indicators, 2010 to 2021
- NT Midwives Collection Mothers and Babies 2020
- Morbidity burden of disease an injury in the NT 2014-2018
- Cancer in the NT 1991-2020
- NT population movement in the COVID-19 pandemic – Results from 2021
- Health and Wellbeing of Urban and Township Adults in the NT 2022
- Trends in the health of mothers and babies; NT 1986-2020
- Injuries in the NT 2020-2022
- Decomposing the gaps in healthy and unhealthy life expectancies between Indigenous and non-Indigenous Australians: a burden of disease and injury study 2024
- Health Workforce Assessment and Planning Models: Assessing Burden of Disease and Injury for Health Workforce Needs in the Northern Territory 2014-2038.

Data for domestic, family and sexual violence evidence-based policy

The NT has the highest rates of domestic, family and sexual violence (DFSV) in Australia. The NT’s DFSV Reduction Division is developing a public DFSV data snapshot for the NT that will be published annually. This snapshot will share knowledge about DFSV in the NT to support evidence-based policy and program decisions across the sector.



NTG State of the Service Report

The Office of the Commissioner for Public Employment (OCPE) participates in the Interjurisdictional Workforce Data and Analytics Committee which maintains a cross jurisdictional dashboard of public sector data. According to the NTG State of the Service Report 2023-2024:

- Women represent approximately 64% of the public service.
- Women outnumber men in all salary ranges up to \$140,000 per annum, with less than a 1% difference in representation above \$140,000.
- 18% of women work part-time, compared to 5.1% of men.
- The NTPS gender pay gap slightly increased from 4.779% in June 2023 to 5.01% in June 2024. In dollar terms, for every \$1 earned by a man, a woman earns \$0.95.

The NTPS gender pay gap of 5.01% is well below the national gap of 11.5% and the Commonwealth public sector's 13.5%. Factors affecting gender pay equality include remuneration rates in different industries, the impact of long-term leave (e.g. parental and carer's leave) and the disproportionate share of unpaid domestic and caregiving work typically undertaken by women. In the NTPS, flexible working arrangements, paid carer's leave, and paid superannuation during parental leave support employees in balancing work and family responsibilities.

B: Increase the evidence-base to understand how Territorians experience gender inequality

Northern Institute Gender Data Project

In 2024, the Office of Gender Equity and Diversity (OGED) launched a three-year partnership with the Northern Institute at Charles Darwin University to advance the measurement of gender equality in the NT.

The Northern Institute are developing a comprehensive set of data indicators to track progress and identify areas of inequality, with findings published through an occasional paper series highlighting gender disparities experienced by Territorians.

C: Increase the understanding of gender auditing in public policy for the Northern Territory Public Sector

Women in the Budget

Through the introduction of a dedicated “Women in the Budget” section of the Northern Territory Budget papers, the NTG aims to spotlight specific services and funding allocations directed towards government policies that support women. The 2024 Budget introduced a range of initiatives designed to improve outcomes for women and girls. By applying a gender lens to all new initiatives during the budget development process, the NTG is ensuring that potential impacts on women are considered.

Supporting Female Young People in Detention

The Department of Corrections (DOC) is taking important steps to enhance the care and support of young women in detention through the development of the Supporting Female Young People in Detention policy. This policy provides clear, consistent guidelines to ensure the protection and wellbeing of female youth in NT detention centres.

As part of this initiative, a dedicated Inclusion and Programs Officer role has been established to oversee the implementation of the policy, seeking to ensure that the unique needs of young women in detention are met and that they receive the appropriate care and support during their time in custody. This role reflects a strong commitment to creating safer, more supportive environments for young women in the justice system.

**Focus Area 1:
Community Engagement**

Outcome: Territorian’s understanding about gender, gender diversity, the drivers of gendered violence and gender inequality is improved

1.1 Increase awareness, inclusion and understanding of gender, gender diversity and gender equality

Support for the FABAllice Festival

In March 2024, the FABAllice Festival once again highlighted the vibrant inclusivity and diversity of Central Australia through a series of Drag, Family and Cabaret events. OGED provided a grant for a Youth Forum that provided a safe space for young people to engage in open discussions around sexuality and gender diversity. The forum, along with a free community workshop facilitated by the Northern Territory AIDS and Hepatitis Council (NTAHC), equipped participants with valuable insights into gender diversity, enriching the Festival’s focus on education and empowerment.

Additionally, the grant helped support the popular Drag Queen Story Time sessions at the Alice Springs Library. With over 220 parents and children in attendance, these sessions offered more than just entertainment. They served as an opportunity for the community to embrace inclusion and understanding, teaching important lessons in empathy, gender diversity and celebrating differences.



1.2: Decrease unconscious bias, gender-based discrimination, and rigid gender roles at an individual community, institutional and societal level

Going Home Project

Chief Minister and Cabinet (CM&C) is driving positive change through the Going Home Project, an initiative aimed at supporting Aboriginal rough sleepers in the Greater Darwin Region. By collaborating with regional and remote Aboriginal Corporations and Night Patrol, the project brings Elders into the region to assist rough sleepers in returning to

Country, providing both guidance and cultural connection.

Importantly, the program ensures that both male and female Elders and Night Patrol staff are involved, offering culturally appropriate, gender-sensitive support. This approach promotes a respectful service delivery model which addresses the unique needs of individuals while strengthening community ties.

Northern Territory role models who challenge rigid gender roles

Senior Police Auxiliary Roshini Wilson, a trailblazer in law enforcement, was honoured with the Patricia Anne Brennan Award on International Women’s Day 2024 for her outstanding contributions to advancing women’s roles within the Northern Territory Police, Fire and Emergency Services (NTPFES). With 30 years of dedicated service, Wilson has become a pillar of leadership and advocacy, mentoring her peers and organising events to build strong support networks for policewomen.

Her efforts have not only fostered confidence and camaraderie among female officers but have also inspired a new generation of leaders within a traditionally male-dominated field. This recognition underscores the importance of creating inclusive environments that empower women to thrive in non-traditional roles.

Empowering Female firefighters in the NT Fire Service

In August 2023, the Northern Territory Fire and Rescue Service (NTFRS) supported the attendance of eight women at the Women in Firefighting Australasia (WAFA) Conference in Brisbane. Themed ‘Sustaining Diversity,’ the conference focused on promoting equity and empowering women to reach their full potential in firefighting and emergency services roles.

The conference addressed key issues such as increasing the recruitment and advancement of women, fostering a diverse workforce, career planning, health and wellbeing and creating a safe, inclusive workplace culture. Participants were encouraged to explore strategies for empowering women to plan and advance their careers, while promoting diversity at all levels.



Respectful Workplace at NT Police, Fire and Emergency Services

The NTPFES continued to deliver Respectful Workplace training to police, fire and emergency services employees and volunteers across the NT. These sessions are designed to create a safe and comfortable work environment by addressing inappropriate behaviours, promoting respectful interactions and equipping employees with the skills to manage workplace issues effectively.

The training received excellent feedback and has been instrumental in fostering a positive and inclusive work culture. With the majority of the workforce having completed the program, the training will now focus on new recruits.

1.3: Increase the understanding and awareness of Northern Territory obligations and rights under gender related international human rights conventions

16 Days of Activism Against Gender-Based Violence

As part of the global 16 Days of Activism Against Gender-Based Violence, Central Australia, a series of impactful events were supported through OGED funding, aimed at fostering safer and more equitable communities. Highlights included a breakfast event featuring insights from Genevieve Sheppard of Our Watch on the role of respectful relationships in education and a panel discussion exploring local strengths in addressing violence against women.

In addition, a Picnic Under the Stars event raised funds for the Alice Springs Domestic Violence Shelter, enhancing support for women in crisis. These activities not only raised awareness but also fostered a community-wide dialogue about eliminating violence and empowering individuals through respectful relationships, reinforcing a collective commitment to lasting societal change.

Reclaim the Night

As part of the NT Domestic, Family, and Sexual Violence Action Plan 2, NT Health provided funding to Ruby Gaea, a specialist counselling and support service for survivors of sexual violence. Ruby Gaea delivers community education and information on sexual violence, strengthening efforts to prevent and address its impacts.

In October 2023, Ruby Gaea organised the annual Reclaim the Night march, a powerful event where participants walk the streets to demand an end to violence against women and children. First held in Australia in 1978, Reclaim the Night continues to call for accountability and action against gender-based violence, reinforcing the importance of creating safer communities locally and globally.

International Women’s Day

In 2024, the Office of Gender Equity and Diversity (OGED) provided 42 grants to organisations across the NT. The theme, Count Her In: Accelerating Gender Equality Through Economic Empowerment, inspired events that highlighted the economic and social contributions of women to their communities. Key activities included the IWD Walks in Darwin, Tennant Creek and Wagait Beach, panel discussion events, community murals, music performances, multicultural fashion shows and the Equal Futures Fair in Alice Springs.

OGED provides funding for a calendar of events for IWD activities in all parts of the NT. The IWD grants support activities that foster collaboration, celebrate achievements and encouraging investment in women’s empowerment. IWD allows reflection on how far we have come towards gender equality, but also look at what needs to happen for it to be fully achieved

International Men’s Day

The City of Palmerston, with funding from OGED, celebrated International Men’s Day (IMD) in 2023, continuing its commitment to recognising the contributions of men and boys since 2019. The 2023 event attracted 200 attendees from diverse backgrounds, showcasing a range of family friendly activities such as Nerf Wars, mechanical surfing and a Bunnings building challenge to draw participation from all ages, creating a lively, family-oriented atmosphere.

Collaboration with local service providers like The Heart Foundation and CatholicCare NT ensured access to vital information on men’s health and financial wellbeing, addressing critical issues related to mental health and suicide prevention. Feedback was overwhelmingly positive, with many attendees expressing gratitude for the opportunity to connect and participate in meaningful conversations.



IWD March 2024 - Tennant Creek

Focus area 2: Health and Wellbeing

Outcome: Territorians are well and live healthy and active lives.

2.1: Increase the number of health and wellbeing policies, programs and partnerships that respond to gender inequities

Mentally Healthy NT Public Service

The NTG has launched its first Mentally Healthy Workplace Toolkit for NTPS employees to ensure they are supported and enabled to work at their best and to protect their mental health and wellbeing.

The Toolkit includes practical resources, tools and tips to assist agencies with wellbeing strategies by raising awareness, building positive cultures, preventing harm and supporting people with a mental illness.

Improving Mental Health in the NT Police, Fire and Emergency Services

The NTPFES has taken significant steps to enhance the mental health and wellbeing of its personnel, recognising the unique challenges first responders face. The 2023-2027 Wellbeing Strategy introduces initiatives like Mental Health First Aid training and Psychological Resilience education to build a supportive environment for employees, volunteers, and their families. These programs aim to reduce stigma, promote open conversations and equip personnel with tools to manage the stresses of their roles effectively.

Complementing these efforts, campaigns like Mullets for Mental Health raised over \$5,000 for mental health research, highlighting the importance of awareness and community support. This comprehensive approach underscores the NTPFES's dedication to creating a resilient, empowered workforce and fostering a culture that prioritises mental wellbeing.

Boosting Health Outcomes for Young People in Detention

The NTG is taking significant steps to improve health outcomes for young people in detention through strategic partnerships. Initiatives like the Periods, Pain and Endometriosis Program (PPEP) Talk, delivered at the Don Dale Youth Detention Centre, educate young women about menstrual health and pain management, addressing key priorities in the National Action Plan for Endometriosis. For male youth, Red Dust's Strong Young Men and Boys Program provides culturally relevant guidance to navigate spiritual, cultural, and educational challenges.

These programs, complemented by the Strong Young Women's Program, offer gender-specific health education tailored to the needs of vulnerable youth. By addressing both immediate and long-term health challenges, the NTG ensures young people in detention receive the care and knowledge they need to lead healthier lives.

Supporting new parents

NT Health has created impactful partnerships to promote health-seeking behaviours among new parents, particularly within Aboriginal communities. These initiatives underscore the importance of integrated, culturally appropriate services that address both physical and mental health.

Research indicates that early access to community-based services plays a crucial role in ensuring successful transitions for children into school and beyond. NT Health has recognised this by funding three Aboriginal Community Controlled Health Organisations to implement the Maternal Early Childhood Sustained Home-visiting (MECSH) program in the East Arnhem and Big Rivers regions.

MECSH, a nurse-led initiative, targets vulnerable families, particularly those with newborn babies, providing structured support during critical early weeks. The program focuses not just on the mother but involves the entire family, fostering a holistic approach to child development and parenting. Through regular home visits, trained professionals enhance parenting skills and child development, helping to break cycles of disadvantage.

In a collaborative effort with the Menzies School of Health, new resources have been developed in both English and local Aboriginal languages to promote MECSH and engage fathers in the program.

NT Health has also commissioned Anyinginyi Health to design and implement a localised maternal and early childhood program to improve outcomes in the Barkly region.

Additionally, Central Australian Aboriginal Congress has launched the Alukura Midwifery Group Practice (MGP) in Alice Springs, in partnership with My Midwives and NT Health. With support from the Molly Wardaguga Research Centre at Charles Darwin University, this initiative aims to enhance continuity of midwifery care, improve birth outcomes and foster a culturally affirming environment. Since its launch, the Alukura MGP has already supported more than 50 births, with a focus on reducing preterm labour promoting healthier birth weights and improving consumer experiences in the perinatal period.

These partnerships not only reflect a commitment to improving maternal and child health but also highlight the vital role of culturally informed services in fostering long-term wellbeing for families and communities across the NT.

Nature and Nurture Time

With funding from OGED, Starwin hosted a Nature and Nurture Time for women, families and carers of newborns to learn about infant massage. Over three months, 26 new parents across a range of cultural backgrounds benefited from the inclusive space to bond with their new babies with one participant stating "it was a really welcoming and calm environment to learn massage and connect with others". Participants were also provided with a tote bag which included local handmade products for nurturing, such as massage oils, a handbook, lactation cookies and also included local information on health and community-based organisations to encourage health seeking behaviours including for mental health.



Enhancing Health and Wellbeing through the 2023 Men's Places Grants

OGED's Men's Places Grants program recognises the crucial role that men's places play in improving health and emotional wellbeing. Through this program, the OGED has increased the number of health and wellbeing policies, programs and partnerships that respond to gender inequities in the NT.

By promoting health champions and role models, this program facilitates the development of resources and activities aimed at improving health outcomes for all men and boys. They create opportunities for greater social connection and enhance mental health outcomes. Moreover, the grants provide culturally appropriate, trauma-informed resources and support workplace and education initiatives that encourage help-seeking behaviours.

Red Dust Healing at Minjilang and Warruwi

The inaugural Men's Places Grants enabled the West Arnhem Regional Council to support Red Dust Healing workshops in Warruwi and Minjilang. These workshops empower men to explore and heal unresolved issues related to hurt, grief and loss through an Aboriginal lens.

By participating, individuals enhanced their ability to support their communities and act as positive role models and mentors. The initiative aims to foster help-seeking behaviours, promote self-care and improve both mental and physical health outcomes. The workshops were met with enthusiasm and positive feedback, underscoring its impact on personal healing and the broader community.

Men's Healing Program: Recovery from Trauma

Another recipient of the Men's Places Grant, Relationships Australia NT, in collaboration with the Darwin Indigenous Men's Service, conducted Healing from Trauma sessions for Aboriginal men in Darwin and Palmerston, including participants from FORWAARD (Foundation of Rehabilitation with Aboriginal Alcohol Related Difficulties).

These sessions were designed to educate and provide tools for emotional processing, positive role modelling and fostering respectful relationships. Participants reported that the sessions were beneficial, equipping them with skills to address their emotions and the impacts of trauma.

Mungguy Mans Grup Camp on Country

The Jawoyn Association Aboriginal Corporation received a Men's Places Grant to establish the Mungguy Mans Grup as a central point for healing and connection among men from Beswick, Barunga, Daly River, and Katherine.

This initiative focuses on improving health and emotional wellbeing through inclusive cultural activities such as men's camps. The men's camps vision, titled "Reconnecting the Songlines," seeks to revive Jawoyn country healing practices and foster community cohesion through the learning and practise of the healing corroboree and the Wanga and Lirriga Songline.

At the Barunga Festival 2023, the Mungguy Mans Grup showcased their vision, performing to an audience of 2,000. The Mungguy Man's Grup spoke about the Reconnecting the Songline Project, their vision for healing for men and pathways for positive change.

The Jawoyn Association are also looking at opportunities to build infrastructure at Barnjarn to have an ongoing men's camps and create a permanent place for men on country.



Enjoying the spoils of Bush Tucker from on country camps and trips at the Men's Group Meeting

Mamulbak Men's Group

The Mamulbak Men's Group in Nauiyu has made significant strides thanks to the support of the Men's Places Grants, which focus on First Nations men's health, social and emotional wellbeing, alcohol and drug harm minimisation, domestic violence and career development. This initiative has also prioritised inclusion and participation within the community.

The group has provided valuable training opportunities enabling community involvement to flourish with members actively planning and supporting local events such as the Round 9 Big Rivers Football League home game for the Daly River Buffaloes and the Cultural Weekend at Nauiyu. Through these efforts, the Men's Group has cultivated a supportive environment that encourages health-seeking behaviours and boosts engagement among younger generations.

2.2 Increase the provision of safe services to gender-diverse people in all parts of the Northern Territory

Pride in Diversity in the Northern Territory Government

The NTG continues to make strides in increasing the provision of safe and inclusive services for gender-diverse individuals across the region.

As a proud member of Pride in Diversity, the NTG is committed to promoting diversity and equality. In July 2023, the government introduced the “Foundations of LGBTQIA+ Inclusion Training” through its internal myLearning system, aiming to equip Northern Territory Public Service (NTPS) employees with essential knowledge and skills. As at 30 June 2024, 179 employee have participated in this training.

NTPS colleagues participated in activities during 2024 Pride Week, further highlighting the government’s dedication to supporting gender diversity awareness. This initiative not only enhances the skills of public service employees but also ensures that gender-diverse individuals receive respectful and informed support when accessing government services.

Silver Rainbow

In 2024, OGED continued its partnership with the NTAHC to deliver Silver Rainbow Training to 37 participants in Darwin and Alice Springs.

Silver Rainbow Training is designed to improve the experiences of LGBTQIA+ people as they age and enter the Australian aged care system as many senior members of the LGBTQIA+ community have experienced discrimination, violence, isolation and stigma throughout their lives. Quite often they do not or cannot disclose their identities or histories to service providers and can remain invisible in the aged care sector and broader community.

Safety and Inclusivity in Live Music

The MusicNT All Good project works with live music venues and festivals across the NT to make live gigs safer, reduce gender-based violence that may occur at events and ensure venues are inclusive and welcome to all. The project delivers training for venues to increase safety practices and identify and address harassment and discrimination.

Supported by the Safe, Respected and Free from Violence Prevention Grants, the All Good Project promotes inclusivity at every level, from the stage to the audience and behind the bar. By educating festivals and venues on accessibility and the social, emotional, and physical safety of diverse audiences, the project fosters a sense of belonging in the NT’s vibrant music community.



2.3 Increase participation of Territorians of all genders in sport and physical activity

Inspiring Sport Role Models from the Northern Territory

The NT honours the achievements and contributions of its athletes, coaches and volunteers through various awards that highlight the importance of positive sporting role models reflecting the diversity of our community.

The 2024 NT Sportsperson of the Year is Alannah Joyce, a remarkable 19-year-old judo powerhouse from Malak. Alannah’s impressive achievements include being ranked No. 1 in the NT, No. 1 in Australia and 6th globally in the Under 78kg Junior Women’s category. With three gold medals to her name and a former finalist for the NT Junior Sportsperson of the Year, Alannah exemplifies the spirit of excellence in sport.

Her commitment extends beyond personal achievement, Alannah actively inspires the next generation of athletes by coaching young Judoka in her community. With aspirations to represent Australia at the 2032 Brisbane Olympics, her journey is a testament to hard work and passion, making her an outstanding role model for young athletes in the NT.

The awards also recognised other incredible women making a significant impact in the sporting community. Macey Sheridan was named the Junior Sportsperson of the Year, while Alanna Field received the Eric Johnson Coach of the Year award for her exceptional guidance and leadership. Bianca Scrymgour was honoured as the Volunteer of the Year, and Bridie Duggan won the Karen Schneider SMA Safer Sport Award for her dedication to promoting safety in sport. Additionally, Tracey Bradley and Anna Day were inducted into the Roll of Honour, celebrating their long standing contributions to the sporting landscape.

These awards not only recognise individual achievements but also promote equality and inspire future generations to embrace active lifestyles.



Focus Area 3: Safety

Northern Territory Buffalo Training Clinics with Australian Emeralds Players

To promote gender equity in sports, the OGED provided funding to Baseball Northern Territory for the NT Buffalo Training Clinics held in Alice Springs in April 2024. This four-day event aimed to increase the participation of female athletes and coaches in both the regular season competition and NT representative teams.

Led by two players from the Australian national team, the Emeralds, along with their Head Coach, the clinics offered a unique opportunity for aspiring female baseball players.

The response was overwhelming, with 133 females participating in the clinics, many of whom had never played baseball before. This initiative not only fostered skill development but also encouraged greater representation of women in the sport, paving the way for a more inclusive future in baseball across the NT.

Emphasis on Sport and Wellbeing in NT Youth Detention Centres

From 1 July 2023 to 31 March 2024, NT youth detention centres saw the active involvement of 18 sport and physical activity providers fostering a supportive environment for young people. Engaging in group exercise has been shown to significantly reduce symptoms of depression, highlighting the importance of physical activity in mental health.

At the Don Dale Youth Detention Centre, a newly introduced run club is making strides in promoting physical fitness and overall wellbeing. This initiative provides participants with a supportive network, encouraging accountability and motivation during workouts. As young people navigate the challenges of incarceration, the camaraderie and encouragement from peers can play a crucial role in their journey towards better health and positive social engagement.

Outcome: Territorians are safe, respected and are free from violence

3.1 Increase activities that challenge rigid gender roles and address the drivers of gender-based violence

Updating Legislation

In March 2024, amendments to the Criminal Code and the *Domestic and Family Violence Act 2007* commenced.

The Criminal Justice Legislation Amendment (Sexual Offences) Act 2023 updated the offence of ‘sexual relationship with child’, replacing it with ‘repeated sexual abuse’ to remove the connotation of a child’s complicity in sexual abuse, as the reference to ‘relationship’ implies. These amendments also include a new offence of grooming a child with the intention of making it easier to procure the child to engage in sexual activity which will address preparatory conduct before any contact offending takes place.

The Domestic and Family Violence Act 2007 was modernised to bring it in line with best practices including a definition of coercive control, misidentification of parties, greater and stronger protections for victim survivors, greater and more consistent offender accountability, and improved clarity and scope for courts and police powers.

Prevent. Assist. Respond. Training (PART)

The PART project is a specialist ongoing DFSV training program for police and healthcare workers in the NT. Delivered by a consortium led by Tangentyere Council Aboriginal Corporation, with partners including the Women’s Safety Services of Central Australia, the Domestic Violence Legal Service, and the Northern Territory Legal Aid Commission, this training enhances NT Police members’ skills in detecting, investigating, prosecuting and preventing DFSV offenses while supporting victims’ choices, safety and wellbeing. Since February 2024, four Recruit Constable squads have completed the PART training.

My Father, My Child

The “My Father, My Child” program, by Children’s Ground and supported through a Men’s Places grant, was designed to support young men and fathers in developing positive attitudes and understanding their roles within families and the broader community. Through a series of culturally safe sessions, this initiative provided men with valuable resources and opportunities to enhance their fathering and grandfathering skills, ultimately fostering a stronger sense of identity and connection.

The program offered a range of activities, including men’s health sessions, early years activities, and men’s cultural health camps, all aimed at equipping participants with the tools they need to thrive as fathers, sons, husbands and grandfathers. By connecting participants with strong male role models, this program created an environment that encouraged personal growth and family connection.

A key highlight of the program was the First Nations men’s only camp, which provided a culturally focused setting on country. This camp facilitated intergenerational dialogue, allowing leaders from different backgrounds to share their stories and histories. Participants engaged in discussions about men’s roles within their families and communities, fostering a deeper understanding of their cultural heritage and future potential.

The positive feedback from participants indicates that the program has made a lasting impression, inspiring men to take on active, nurturing roles in their families and to serve as role models for future generations.



Baseball NT Participants at one of the baseball clinics held in Alice Springs

Respectful Relationships Education for Young People

The DOC Specialist Assessment Treatment Services is delivering the Love Bites Respectful Relationships Education Program to young people in detention. Tailored for young people aged 11 to 17 years, Love Bites is a highly effective program, rooted in best practices outlined by the Federal Government’s Australian Domestic and Family Violence Clearing House and insights from leading experts in the field.

Love Bites provides a safe space for young people to discuss, examine, and explore what respectful relationships look like. The program adopts a strength-based approach, recognising young individuals as active participants who can make informed choices regarding their relationships when given the right support and opportunities for skill development.

The Department of Education and Training (DET) is committed to the wellbeing and safety of all children and young people. A key commitment is the building of school leaders and educators’ capabilities to embed a whole school approach to respectful relationships education (RRE) across our schools; this area of work also aligns to Action Plan 2 of the NT Domestic Violence Reduction Framework to implement RRE in educational settings.

Australian Education Ministers unanimously agreed to mandate consent education in schools from 2023, requiring schools to teach age-appropriate consent education, which includes topics such as coercion, gendered stereotypes and power imbalances, from Foundation to Year 10. These themes are threaded through the Health and Physical Education learning area and the Personal and Social general capabilities.

Since January 2024, the DOE has supported schools and educators to implement the Australian Curriculum Version 9, which includes consent and RRE utilising the Australian Curriculum Assessment and Reporting Authority (ACARA) Respectful Relationships curriculum connection resource.

By 2026, all schools within the NT are required to have plans in place for a whole school approach to RRE. NT Government schools have autonomy to implement whole school approaches to select programs of learning that align with the Australian Curriculum, and which meet the individual needs of their school communities, while taking a school-based, primary prevention of gender-based violence approach.

DFSV Clinical Guidelines Implementation

Based on the DFSV Reduction Framework 2018-2028 that is aligned with the National Plan to End Violence against Women and Children 2022-2032, DFSV Clinical Guidelines are being implemented in NT Health to strengthen health and allied health practitioner responses. The Guidelines include an extensive literature review and update of the evidence-base to inform clinical interventions. The Guideline embeds the NT Government Risk assessment and Management Framework (RAMF) practice guides and tools.

NT Health is implementing a significant initiative to provide culturally safe training in hospitals and primary health settings across the Territory, to upskill hospital and health centre staff to identify, respond to, refer and report domestic and family violence. This will embed a stronger and systemic response to DFSV. Training will focus on mainstream services’ role to undertake DFSV screening and response, and to identify and establish referral pathways for NT Health and specialist services to undertake comprehensive risk assessment.

Challenging Gender Stereotypes

Tangentyere Council were funded to develop the Girls Can Boys Can resource and align it with the Australian curriculum. This initiative aims to foster culturally safe conversations about gender roles among children in the NT.

Statistics reveal that women are significantly more likely to experience DFSV than men, and that rates of violence are impacted by racism. To address the gender inequalities that drive violence, it is essential to instil values of equality and respect in young people. The Girls Can Boys Can Project seeks to address these issues head-on by working with parents, carers and educators to create engaging messages in books, clothing, posters and toys that celebrate healthy and respectful relationships between girls and boys.

The resources and training from this Project are available on the DET’s eLearn platform, making them accessible to all NT schools. The initiative is being promoted to 128 public primary schools, emphasising the importance of these messages in fostering positive change. Twelve “community champion” schools have also received comprehensive toolkits and are actively implementing the Girls Can Boys Can resources in both urban and remote settings. Additionally, efforts are underway to translate the materials into Central Desert languages, ensuring that the Project reaches a broader audience.

Keeping Safe: Child Protection Curriculum Train the Trainer program was offered in Alice Springs and Darwin whereby 48 teachers participated. 15 government schools, including primary and secondary schools, remote and urban, have engaged in staff training and have commenced implementation of the program.





DFSV Reduction Division

The NT DFSV Primary Prevention Community of Practice (CoP), established by the DFSV Reduction Division, with support from Our Watch, provides a platform for practitioners to share knowledge, refine evaluation methods and promote culturally responsive approaches to DFSV prevention. Since November 2022, the CoP has held 11 online sessions and one in-person meeting.

In June 2024, the Sharing and Strengthening Our Practice: Domestic, Family and Sexual Violence Conference was held in Alice Springs. Bringing together over 250 sector professionals from government, non-government and Aboriginal community-controlled organisations, the conference provided a platform for collaboration, learning and celebrating achievements.

Safe, Respected and Free from Violence Prevention Grants: 2022-2025

The NTG is dedicated to addressing the drivers of DFSV through its Safe, Respected and Free from Violence Prevention Grants. This initiative aims to fund primary prevention projects that challenge and transform the social and cultural attitudes underpinning violence, ultimately fostering a safer, more equitable society.

Dhatam Primary Prevention program – Galiwin'ku Women's Space

Funded by this grant is the Dhatam Program at Galiwin'ku Women's Space, an initiative that focuses on enhancing the wellbeing of women, girls and LGBTQIA+ individuals at risk of DFSV. By engaging community members, including men and boys, the program works to diminish the acceptance of violence and promote healthier, more respectful relationships.

Key activities include women's cultural bush trips and weekly sessions for sistagirls. Collaborations with Shephardson College female students also emphasise respectful relationships, integrating both Balanda and Yolŋu cultural perspectives.

Nissa – UMNT

Another impactful initiative funded through this grant is UMNT's Nissa project, named after the Arabic word for 'women.' This program aims to advance gender equality and empower individuals to address domestic and family violence. Nissa hosts Sisterhood, Brotherhood and Shabab Circles for women, men and youth, respectively, covering vital topics such as gender equality, anti-racism and violence prevention.

Operating in Darwin and Katherine, Nissa has created a series of informative videos translated into multiple languages, including English, Arabic, Bangla, Indonesian and Urdu, to engage Muslim communities.

Additionally, UMNT has developed comprehensive policies to identify, respond to and support individuals affected by domestic and family violence, ensuring that the community is equipped to address these issues.

U Right Sis? – Equality Institute

The 'U Right Sis?' initiative, also funded through this grant, focuses on enhancing online safety for First Nations women while promoting understanding of DFSV and healthy relationships. Collaborating with specialist DFSV services and Aboriginal community-controlled organisations, this project is active across nine locations in Central Australia.

Workshops aim to challenge harmful behaviours, such as 'jealousing' and encourage respectful interactions. By developing training resources and engaging materials in both English and local languages, 'U Right Sis?' ensures that critical information reaches diverse community members, helping to create a culture of respect and safety.

Signal for Help

In 2024, NT Health introduced the Signal for Help initiative at the No Woman Left Behind Conference in Darwin and showcased improvements across the Royal Darwin and Palmerston Hospital Emergency Departments to improve patient experiences.

The Signal for Help is a discreet, single-handed gesture that individuals experiencing domestic and family violence can use to signal they need help. Originally developed by the Canadian Women's Foundation, the signal conveys "reach out to me safely." NT Health has adopted this campaign, which aims to increase the safety of those accessing health facilities.

Staff training and a formal rollout of the initiative are in progress, with plans to collaborate further with NT Police to strengthen interagency responses to domestic and family violence.



3.2: Increase support for employees experiencing domestic, family, and sexual violence and harassment

Northern Territory Working Women's Centre

The Northern Territory Working Women's Centre (NTWWC) is a not-for-profit organisation dedicated to empowering women in the workplace. This year, with service funding from OGED, NTWWC provided free and confidential information, advice and representation to women experiencing domestic and family violence.

To enhance awareness, NTWWC participated in radio interviews on the newly implemented Domestic and Family Violence Leave for small business employees and collaborated with the Central Australian Women's Legal Service, discussing the operation and application of paid domestic and family violence leave on their community radio segment. NTWWC also actively engaged in information exchanges, service updates and advocacy efforts End and Central Australia.

NTPS Domestic and Family Violence Leave

The current Enterprise Agreements for the NTPS extended the domestic and family violence leave provisions to include sexual violence outside the domestic setting. In addition to other leave entitlements (including flexible working arrangements, recreation leave, long service leave and personal leave) NTPS employees can access miscellaneous leave provisions for this purpose to find safe accommodation, attend court hearings, access legal advice and organise alternative care or education arrangements for their children.

3.3: Increase responses to gender-based violence experienced by older people in the Northern Territory

Older Persons Abuse

The NTG continues to address and improve the safety and security of its senior Territorians. The Department of the Attorney-General and Justice (DAGJ) leads the NT's commitment to uphold the principles outlined in the *National Plan to Respond to the Abuse of Older Australians (Elder Abuse) 2019-23*.

As the groundwork for a new 10-year plan takes shape, collaboration with national counterparts ensures a collaborative approach to preventing older persons abuse and fostering a protective environment across the country. The Department of People, Sport and Culture (DPSC) continued to fund Darwin Community Legal Service (DCLS) to provide information, advocacy and outreach support for senior Territorians experiencing abuse, or at risk of experiencing abuse.

DCLS implemented a new community outreach model of support from July 2023 to assist more seniors and provide greater information and advice to the broader community, raising awareness and changing attitudes. In 2023-24, DCLS received 91 cases related to older persons abuse under this program. Of those 91, DCLS advocates managed 19 advocacy cases and provided 72 people with further information and referral pathways regarding abuse.



Focus Area 4: Economic Security

Outcome: Territorians fully participate in all aspects of life and influence the decisions that impact them.

4.1: Increase the number of Territorians undertaking non-traditional occupations for their gender

Increasing women in non-traditional occupations in the Northern Territory Government

The NTG continues to make strides toward promoting gender equity in the public service. Through targeted initiatives aimed at increasing the participation of women in non-traditional occupations, the government is fostering a diverse workforce and enriching the professional landscape across various sectors.

The Department of Logistics and Infrastructure (DLI) has taken proactive steps to support women pursuing careers in engineering. This year, DLI sponsored two female undergraduate students from Charles Darwin University, along with one female graduate, through the NTPS Employment Program. These initiatives provide vital support and mentorship, helping to pave the way for women in a field traditionally dominated by men.

In addition, DLI is currently training four women through a bespoke Technical Trainee program. This two-year program will equip them with a Certificate IV in Civil Construction Supervision, empowering them to take on leadership roles in the civil construction sector.

DCDD is also advancing gender equity, particularly in the digital landscape. In 2023, DCDD continued its support for the cross-sector ICT traineeship program, which focuses on diversifying roles in digital industries. DCDD's commitment to female representation is demonstrated by its sponsorship of an award recognising women in ICT at the annual NT Digital Excellence Awards. This award, supported by a committee of representatives from ICT peak bodies, celebrates outstanding contributions and innovation by women in the digital space, highlighting the importance of female role models in shaping the future of technology in the Territory.

Furthermore, the Office of Sustainable Energy has actively participated in the Women in Energy Roundtable (WiER), a collaborative initiative that unites government agencies and industry leaders to share insights and develop policies that promote gender equality in the clean energy sector. The WiER serves as a vital platform for exchanging experiences and strategies aimed at increasing the participation of women and diverse groups in the energy workforce, ultimately driving innovation and sustainability.

AgriFutures NT Rural Women's Awards

The Department of Agriculture and Fisheries (DAF) coordinated the AgriFutures Rural Women's Award in 2024. This award celebrates the inclusive and courageous leadership of women involved in rural and emerging industries, business and communities.

The 2024 AgriFutures NT Rural Women's Award winner was Ms Tanya Egerton, Katherine, NT. As the founder and CEO of Circulation and the Remote OpShop Project Ms Egerton is dedicated to creating responsive, place-based opportunities t

Women in Seafood

There is a lack of knowledge about women's contribution to and the significant barriers to women's participation and progression in the Australian seafood industry. This is why DITT provides support to Women in Seafood Australasia to provide education and promotion about women in this key industry.

In 2024, DITT sponsored four Territorian women from the fishing industry to attend the Women in Seafood Australasia networking event and the National Seafood Directions Conference held in Hobart, Tasmania.

Equality Scholarship recipients

In 2024, seven individuals were awarded scholarships to support their higher education and vocational training through the Minister for Equality Scholarships. Scholarships are funded by the Office of Gender Equity and Diversity and delivered through Charles Darwin University to encourage people to undertake tertiary education and training to enhance their employment, general life outcomes and long-term economic security.

Gendered occupational segregation remains a significant issue in Australia, with women predominantly in caregiving and administrative roles, and men in construction and trades. This initiative seeks to encourage diversity in the workforce, promoting diversity, economic growth, and inclusion. The 2024 recipients were:

- Tommy Walker - Higher Education Scholarship for Women
- Shoma Moreau - Higher Education SITE Scholarship for Women
- Thi Lanh (Laura) Dang and Georgena James - TAFE Scholarships for Women
- Josephine Campbell - TAFE Scholarship for Women in Non-Traditional Trades
- Max Fleming - Scholarship for Men in Non-Traditional Occupations Higher Education
- David Hughes - Scholarship for Men in Non-Traditional Occupations TAFE.

Digital Futures

The Digital Futures Program continues to inspire women and girls to consider careers in a digital field. During 2023, the program included the Premier Digital Futures event in September, representation at the Careers Expo promoting both the Cross-Sector ICT Traineeship Program and the Digital Futures Program, sponsorship of both October Business Month and the Promotion of Women in Digital at the Digital Excellence Awards. The events focussed on excellence in STEAM and featured several national and local speakers.



Accelerating the Future

In October 2024, the NTG hosted the Accelerating the Future Symposium at the Hidden Valley motorsport facility, a key event focused on promoting innovation and economic development in the region. With an audience of 100 guests, including industry leaders, government officials and academic representatives, the Symposium served as a platform for discussing the future of the energy, automotive, engineering, financial, material sciences and ICT sectors in the Territory.

A highlight of the Symposium was the emphasis on empowering young women in STEM fields, underscoring their critical role in driving progress and innovation. Keynote speaker Yante Van Ham, an esteemed Bridgestone World Solar Challenge alumna and member of the Innoptus Solar Team, captivated the audience during the Women’s Innovation Network NT (WIN NT) networking session. Yante’s journey, from winning the challenge in 2019 to providing mentorship for her team, exemplifies the success that can arise from participation in initiatives aimed at increasing gender equity in non traditional fields. Her experiences serve as a powerful reminder of the potential that exists when we encourage diverse participation in non traditional occupations.

Continuing In The Mix

OGED continued to provide funding to Kim Dorfman who is working to increase women and gender-diverse people’s participation in the professional music industry by providing an 8 week workshop called ‘In the Mix’ which builds practical skills and self-confidence to become a DJ. These workshops provide a space, specifically for female-identifying, trans, non-binary and LGBTQIA+ people, who have felt excluded or lacked confidence in the electronic music scene due to gender bias. ‘In the Mix’ provides participants with the abilities and community support to enter and engage in the electronic music scene as artists.



4.2: Increase activities that support gender equality in the workplace, and that provide support against bullying and sexual harassment

New Positive Duty Requirements

Following amendments to the Anti-Discrimination Act in December 2022, the positive duty to take proactive steps to prevent and eliminate discrimination, sexual harassment and victimisation officially came into effect on 6 January 2025. This duty requires organisations to actively address these issues in their workplaces.

In line with this, NT WorkSafe has appointed a Sexual Harassment Prevention Officer who is spearheading efforts to raise awareness and educate both the inspectorate and NT WorkSafe teams. This includes provision of information sessions on the gendered nature of workplace harassment, the impact of intersectional factors in the NT and the broader themes of discrimination and victimisation.

Resource development has progressed well with completion of various materials on this topic, including a flier on the positive duty for businesses, new content for the NT WorkSafe website and model Codes of Practice on managing psychosocial hazards and preventing sexual and gender-based harassment.

The Policy for the Application of Positive Duty to Eliminate Discrimination, Sexual Harassment, and Victimisation in the NTPS was released in June 2024. The policy sets out the objectives of the NTPS to take steps to meet or exceed the 5 minimum standards set by the Act in taking positive action through: intentional leadership; knowledge and networks; risk management; reporting and response; and continuous improvement and transparency.

Protection against bullying and sexual harassment in sporting bodies

In line with the National Integrity Framework, the NT’s Sport, Recreation and Strategic Infrastructure Unit requires all NT Peak Sporting Bodies to implement a Member Protection Policy. This policy safeguards the wellbeing of everyone involved in sports by defining abuse, bullying, harassment and discrimination and providing clear reporting procedures. Key objectives include:

- Creating a safe environment free from discrimination and harassment
- Protecting the health and dignity of all participants
- Educating individuals on their rights and responsibilities
- Upholding the integrity of sports by reducing unacceptable behaviours.

This ensures that NT Peak Sporting Bodies are committed to creating respectful organisations that foster a culture of gender equality and safety across the NT.

4.3: Increase actions that assist Territorians to be financially resilient across the life course

Engagement programs for school children

Following amendments to the Anti-Engagement programs for school children

DET is committed to ensuring that all students, particularly Aboriginal and Torres Strait Islander youth, remain engaged in their education through to Year 12.

Through a tripartite funding model comprised of philanthropic, Australian and NT Government contributions, the Department funds and supports targeted engagement programs for Aboriginal students across government schools. These programs, delivered by Clontarf Foundation and Stars Foundation, provide school-based mentoring and wellbeing support for students to remain engaged in education until completion of Year 12. The objective is to increase Year 12 completion rates and secure NT Certificate of Education and Training attainments.

The Clontarf Foundation focuses on enhancing the education and life skills of young Aboriginal and Torres Strait Islander men and boys, aiming to improve their self-esteem and employment prospects. Operating in 17 government schools and two non-government schools across the NT, Clontarf Academies equip students with the skills necessary to participate meaningfully in society.

Similarly, the Stars Foundation is dedicated to empowering Aboriginal and Torres Strait Islander women and girls. By promoting a positive school environment and fostering individual capacity and life skills, the Stars program helps these young women make informed choices about their futures. The initiative operates in 18 government schools and two non-government schools throughout the NT.

4.4: Increase gender equality activities focused on education and workforce participation so that Territorians can maintain sufficient income across the life course

Literacy for Parents

The DOE's Strong Young Parent (SYP) programs, under the Literacy for Parents (LFP) project, continue to support pregnant and parenting individuals under 25. The SYP program, includes Strong Young Mother and Strong Young Father programs to support young parents to re-engage with education by:

- supporting them to navigate barriers and re-engage with the education system through flexible learning arrangements
- developing their skills, knowledge and confidence in parenting and child development
- accessing health, social and other support services, including antenatal care
- accessing quality early learning education and care services for children.

There is strong evidence to suggest that collaboration between education and health sector programs targeting young parents can provide better outcomes across their life.

The program boasts 130 enrolled parents and guardians, comprising 85 mothers and 45 fathers across four remote sites: Larapinta, Galiwinku, Maningrida and Ngukurr. The initiative encourages parents to enhance their parenting skills and educational capacity to develop employment opportunities.

Supporting employment for older women

In 2023, the OGED, funded the Northern Territory Working Women's Centre (NTWWC) to provide free and confidential services to assist older women in navigating their workplace rights. This initiative provided essential information, advice and representation, empowering older women to understand their entitlements and advocate for themselves in the workforce.

To enhance awareness of their services, NTWWC also participated in the Seniors Expo. This event served as an opportunity to promote workplace rights through engaging activities and facilitated valuable connections with other service providers, allowing NTWWC to gather insights through a short survey aimed at understanding the challenges faced by seniors in the workforce.

4.5: Increase initiatives and incentives that promote equal sharing between genders of unpaid work and caring responsibilities

Flexible Work in the NTPS

The NTPS now has a sector-wide dashboard that can provide reports on Flexible Work Arrangements to assist managers and agencies. As part of the flexible work arrangements options, NTPS employees are accessing variations to full time hours, compressed or average hours, working from home and part-time hours.

Celebrating Carers

In 2023, Carers NT focused on supporting and celebrating the vital role Australia's approximately 3 million carers, including 12.8% of women and 11.1% of men.

Utilising funding from the Office of Senior Territorians, Carers NT celebrated National Carers Week with Family Fun Days held in Darwin, Katherine, Nhulunbuy, and Alice Springs. These events featured activities like sausage sizzles, jumping castles and local performances, fostering community spirit and appreciation for carers. A comprehensive promotional strategy ensured wide community engagement through print, radio, and digital platforms.

In addition, a Carers Luncheon, held in Darwin and Alice Springs, provided a space for carers to connect and share experiences. A morning tea in Ramingining extended the celebration to remote communities. These events not only honoured the dedication of carers but also aimed to enhance support services available to them.



Focus Area 5: Leadership and Participation

Outcome: Territorians fully participate in all aspects of life and influence the decisions that impact them

5.1 Increase gender balance in leadership and decision-making roles in the Northern Territory community

Empowering Participation Through the NT Sport Inclusion Action Plan 2024–25

The NTG is promoting inclusivity in sport and active recreation through the NT Sport Inclusion Action Plan 2024-25. Aligned to the overarching NT Sport and Active Recreation Strategic Plan 2021-25, this action plan seeks to foster safe, strong and healthy communities where every Territorian is valued and able to participate in sports.

The NT Sport Inclusion Action Plan provides a framework to enhance participation and benefits for all individuals in sport, particularly women and girls. A key focus of the Plan is a commitment to equal gender balance on boards and increasing women's leadership roles within NT Peak Body Sporting Boards. Through the 2019-2024 Peak Sporting Body funding agreements, the NTG is actively working to establish pathways to achieve a 50 per cent gender balance.

The NT Women in Sport Network, established in 2023, is a strategic information sharing group dedicated to identifying and responding to opportunities for women and girls in all aspects of sport and active recreation. By addressing the underrepresentation of women as participants, coaches, officials, administrators and board members, the Network plays a pivotal role in shaping a more inclusive sporting landscape.

In addition, an online Sport Integrity Toolkit has been developed to provide resources to increase the capability of administrators to encourage equitable and diverse leadership across the sector. The Toolkit includes an inclusive sport framework resource to assist clubs, associations and peak sporting bodies to develop overt messages that sport does not tolerate discrimination, barriers or disadvantage.

Australasian Women of Colour Network in Policing

In 2023, the NTPFES proudly sent Senior Constable Rebecca Minniecon and Senior Aboriginal Community Police Officer Lisa Burkenhagen to represent the NT at the prestigious International Women in Policing Conference in Aotearoa, New Zealand.

Hosted by the Australasian Council of Women and Policing and the International Association of Women Police, this significant event brought together 800 participants from across the globe. Attendees had the opportunity to engage with over 50 speakers on critical topics such as leadership, professional development, wellbeing, diversity and operational matters in policing.

The conference's focus on enhancing policing services for women and improving opportunities aligns with the NTG's commitment to fostering strong governance and representation in decision-making bodies. The establishment of the Australasian Women of Colour Network in Policing (AWoCNIP) was a key highlight of the conference. This initiative recognises the unique challenges faced by women whose identities intersect with various aspects of diversity, aiming to address the compounded risks of marginalisation and inequality.

Promoting role models like Constable Minniecon and Officer Burkenhagen supports their own professional growth and the insights gained by them will contribute significantly to enhancing community safety and wellbeing in the Territory.

McArthur River Mine Community Benefits Trust

The McArthur River Mine (MRM) Community Benefits Trust is a partnership between MRM, the Northern Territory Government and local communities. The Trust is dedicated to sustainable development in Borroloola, Robinson River and surrounding outstations and town camps. Its initiatives focus on community capacity building through supporting local businesses, creating jobs, delivering infrastructure and fostering social activities.

As part of its commitment to inclusivity and equity, the Trust has recently updated its governing documents to require one male and one female member from each of the four local language groups – Gudanji, Garrwa, Yanyuwa, and Marra – to represent their community on the Board. For the first time, local female directors now represent these groups and Aboriginal directors hold majority voting rights on Trust decisions. These adjustments not only elevate gender representation but also empower the community with stronger, more inclusive decision-making authority.

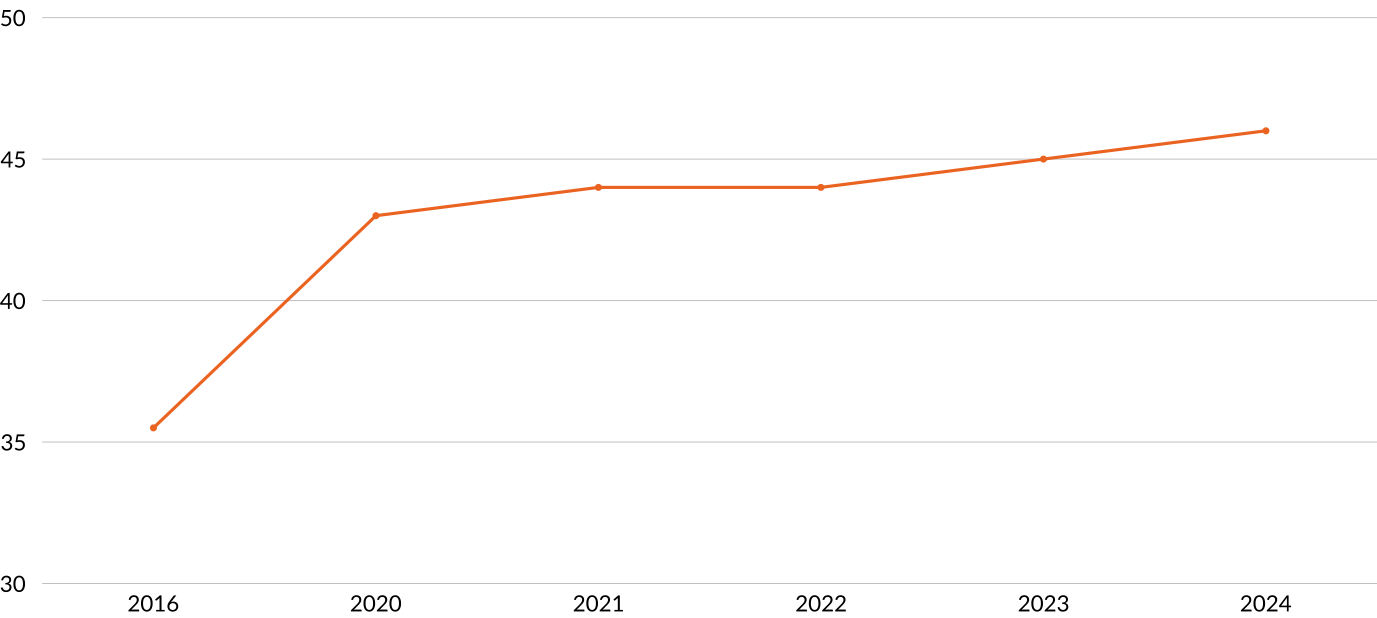


Northern Territory Public Service women’s leadership initiatives

As reported in the first Progress Report, the NTG is committed to achieving gender balance on all government boards and committees. As of 30 April 2024, the percentage of women on NTG boards and committees has increased

by 1.5 per cent from 2023 with women now holding 46.1 per cent of positions, and an 11 per cent increase since reporting commenced in 2016.

Improving diversity and inclusion as part of recruitment focus for membership to NT Boards and Committees is growing.



5.2: Increase gender equality in civic engagement, representation, and decision-making bodies

Domestic, Family and Sexual Violence Aboriginal Advisory Board

The NT Aboriginal Advisory Board on DFSV plays a vital role in amplifying Aboriginal voices in the prevention and response to DFSV. Providing crucial advice to the Minister for the Prevention of DFSV, the Board focuses on improving strategies that address the unique needs of Aboriginal communities.

The Board maintains gender balance with 4 male and 5 female members, ensuring the Chairperson is female. The commitment to diverse representation includes the possibility of appointing non-binary and gender-diverse individuals.

In 2024, the Board prioritised advice based on lived experiences, truth-telling, grassroots initiatives, and culturally informed services. Following a recent Coroner’s inquest into the deaths of 4 Aboriginal women, the Board plans to discuss the findings and its role in advising the Minister on future actions.

The Board engages in ongoing communication with the NT and Commonwealth Governments to stay informed about funding allocations for DFSV initiatives. This engagement enables the Board to provide more meaningful insights into how resources are impacting Aboriginal communities.

Increasing Aboriginal Leadership

CM&C is dedicated to promoting gender equality in civic engagement and decision-making processes. CM&C is actively fostering Aboriginal leadership and enhancing gender equality in decision-making processes through several key initiatives to not only equip individuals with essential skills but also empower communities to shape their futures.

Kigaruk and Lookrukin Aboriginal Leadership Development Program

The Kigaruk (Men’s) and Lookrukin (Women’s) Indigenous Leadership Development Programs provide significant learning opportunities for Aboriginal and Torres Strait Islander individuals within the NTPS. In April 2024, a group of 19 NTPS employees graduated with a Diploma of Leadership and Management.

This two-year program is aligned with the NTPS Middle Manager Development Framework, empowering Aboriginal and Torres Strait Islander middle managers to advance into senior leadership roles.

Local Aboriginal Engagement Projects

In the Big Rivers region, local Aboriginal engagement projects are currently in various stages of implementation. These projects reflect community-identified priorities and include initiatives with specific gendered responses to local needs. Notable actions include:

- Expanding Banatjarl Strongbala Wimun Grup operations in Jawoyn Association Aboriginal Corporation to enhance cultural wellbeing and healing
- Exploring funding for a new Men’s Shed in Kalkaringi to promote men’s wellbeing and leadership, led by Gurindji Aboriginal Corporation
- Establishing the Mungguy Mans Grup in Jawoyn Association Aboriginal Corporation to create a safe space for men to engage with culture, aimed at fostering positive health outcomes
- Engaging women and girls in Werenbun through the Banatjarl Strongbala Wimun Grup to support cultural development and leadership initiatives
- Initiating planning for bush camps that cater to both men and boys, as well as women and girls, facilitated by Urapunga Aboriginal Corporation.

First Circles Leadership Program

CM&C’s First Circles Leadership Program identifies, mentors and supports Aboriginal emerging leaders from remote communities across the Northern Territory. The program ensures Aboriginal people from remote areas can confidently speak to, negotiate and influence the government about matters affecting their lives, their families and communities. The First Circles Program annual leadership program is offered to emerging Aboriginal Leaders across the Northern Territory, ensuring a gender balance across all regions in the Territory is achieved. The gender balance of participants for the 2024 First Circles Program is four men and seven women.

Together We Become Stronger Leaders

The OGED provided funding to UMNT to promote gender equality in civic engagement by hosting three workshops aimed at building capacity for leadership among men and women from Culturally and Linguistically Diverse communities in the Darwin and Palmerston areas.

These workshops focused on celebrating individuality and recognising achievements while providing valuable public speaking and information sessions. Participants engaged in discussions about the essence of leadership, ways to empower women and strategies for advocating for others. Additionally, the workshops addressed the importance of activism and challenging gender biases. The response to these workshops was overwhelmingly positive, with strong attendance reflecting the community’s commitment to enhancing gender equality in decision-making processes.



Monitoring progress

All NTG agencies are contributing to the delivery of the Gender Equality Action Plan 2022-2025.

In 2024, each agency provided program outcome updates that aligned with actions under the Action Plan, to inform the development of the annual Progress Report. The Report provides an update on the actions and activities that are underway to improve gender equality and improve the collection and reporting of gender and sex disaggregated data across the NT.

The report includes initiatives and programs that NTG is undertaking internally and externally since March 2022 to deliver the Gender Equality Action Plan 2022 2025 and 5 key focus areas of the Action Plan.

Conclusion

The second progress report on the NT Gender Equality Action Plan 2022-2025 highlights a remarkable increase in activities undertaken by the NTG, organisations and the community. The commitment to being a role model for best practice in gender equality is evident, as the Office of Gender Equality and Diversity has successfully supported over 60 organisations through targeted grants, fostering cultural change and enhancing inclusion.

The focus on collecting and reporting gender-disaggregated data marks a significant step forward in understanding and addressing the unique challenges faced by Territorians, particularly in our diverse and geographically vast region. The partnership with the Northern Institute at Charles Darwin University will enrich our understanding of gender equality issues specific to the NT.

While the Territory presents distinct challenges, the initiatives underway demonstrate a proactive approach to overcoming these hurdles. The engagement of the community and the continued efforts of the NTG signal a strong commitment to creating a more equitable society.

As we move forward, the Office of Gender Equality and Diversity will maintain its focus on transparency and accountability through annual progress reporting. Together, we will cultivate a culture that champions gender equality, embraces diversity and ensures that all voices are heard and represented. The future is promising, and with ongoing collaboration and commitment, we can achieve meaningful change for all Territorians.

