

Communities, Sport and Recreation
Communities Tasmania
Level 4, Executive Building
15 Murray Street
Hobart TAS 7000

Date: 23.11.2021

By email to: women@communities.tas.gov.au

To whom it may concern,

RE: TASMANIAN WOMEN'S STRATEGY 2022-2025

The Tasmanian Chapter of the Australian Institute of Architects (the Institute) welcomes the opportunity to contribute to the development of the Tasmanian Women's Strategy 2022-2025 (the Strategy).

We have reviewed the overview of the Strategy and support this direction, and have the following comments:

- We support moving away from language of 'Strategic Priorities' to Outcome Areas as creating a more tangible language will assist in making and monitoring achievement and success.
- We support streamlining the Strategy to three key outcomes: *Safety, Economic Security and Health and Wellbeing*.
- We agree that the Strategy needs to consider the impact of the COVID-19 pandemic on women's safety, economic security and health and wellbeing.
- We support a Tasmanian Gender Impact Assessment Toolkit to assist government departments in making more inclusive policies. However, we note there needs to be a mechanism to ensure the implementation of this. This should ensure women are involved in policy making and the implementation stages.
- In addition to the above, we support implementing a framework for monitoring and evaluating outcomes.

We would welcome the opportunity to consult on the development of the Implementation Plan next year, in due course.

We note that there is the intention to develop a Women in Building and Construction Strategy next year and would also welcome involvement in the development of this. However, given that architecture is a profession, we would also suggest that a strategy for professionals would be of value, as issues of equality also affect professions, including architecture. Parlour, a research-based advocacy organisation working to improve gender equity in architecture and the built environment professions, has undertaken extensive research regarding this, and more information can be accessed [here](#).

The Institute's commitment to gender equity is outlined in our [Gender Equity Policy](#). For reference, we have also attached the Institute's submission for the Tasmanian Women's Strategy 2018-2020.

Please don't hesitate to contact us if you require further information or input.

Kind regards,

A handwritten signature in cursive script that reads "Jennifer Nichols". The signature is written in a dark ink and is positioned to the left of the typed name below.

Jennifer Nichols
Executive Director, Tasmanian Chapter
Australian Institute of Architects