

# IMPACT REPORT

2021-2022

SURVIVORS  
DESERVE BETTER

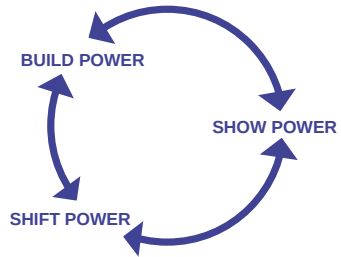
FAIR  
AGENDA

# Our strategy

Fair Agenda exists to accelerate progress to a fair and gender equal future. We do this by driving strategic campaigns and mobilising a powerful campaigning movement.

Fair Agenda brings a unique and critical moment-driven campaigning model to the feminist sector. We provide the campaigning expertise and capacity needed to drive nimble and fast-paced campaigning in high potential moments when there are opportunities to influence change. We combine this with the strong and trusting relationships needed to drive effective collaborations; independence from government needed to be uncompromising advocates; and growing membership needed to drive increasing impact over time.

To achieve our vision, we focus on three interrelated and mutually reinforcing areas of work: building power, showing power, and shifting power.



## HOW WE BUILD POWER

We are growing and sustaining a diverse membership of people taking action through our campaigns. We engage those members to take consistent, coordinated, and strategic action; we are also working to build our members' capacity to drive change over time.

## HOW WE SHOW POWER

We are building Fair Agenda's profile and visibility as a credible and influential organisation, and helping to change what is possible in the future by setting a bold agenda for change.

## HOW WE SHIFT POWER

We are leveraging high potential moments - when an issue is in the headlines, or legislation is up for debate - and driving targeted campaigning on issues our members care about. We are building pressure on decision-makers to not only deliver change in the short-term, while also building momentum for lasting systems change.



# 2021-2022 in summary

In 2021-22 Fair Agenda harnessed the public and media attention on women's safety and issues of gendered violence to build momentum for transformative change.

We built on years of collaboration and member engagement to enunciate and build momentum around a shared policy agenda on women's safety issues during the election; and secured major commitments from members of the new parliament - laying a strong foundation for substantive change in 2022.

Throughout the year we continued to build the power of our movement, growing to a membership of 43,000 - and driving collaboration across the feminist sector in key moments. We supported this impact and expanded membership by growing to a staff team of four supporting our movement, and developing additional campaigns.

This growth in size and impact was enabled by our largest ever level of financial support - contributed by 527 different donors.



# Campaign Impact

## Women's Safety Summit: laying out a blueprint for action

In September 2021, the Morrison Government finally delivered its promised national Women's Safety Summit. This was a key forum designated to influence the new National Plan that would shape the next 10 years of government policy on gender-based violence.

Fair Agenda played a critical role in helping to coordinate public advocacy and strategy heading into the Summit - driving coordinated advocacy and mobilisation around a shared blueprint for action, and securing support from more than 270 organisations and 5,000 individuals for this list of asks.

Recognising the importance of a coordinated strategy to influence this space - Fair Agenda also coordinated joint advocacy across the gender equity and women's safety sector. We facilitated spaces where delegates to the Summit could prepare through multiple virtual briefings, de-briefs and responsive strategy meetings.

When the Summit failed to deliver the promised opportunity for engagement with the hundred of experts in attendance, Fair Agenda coordinated a joint statement from safety advocates, emphasising the need for action on the transformative agenda that had been jointly submitted, and the need for an increase in Commonwealth funding across the spectrum of work needed - from prevention, to response and recovery.

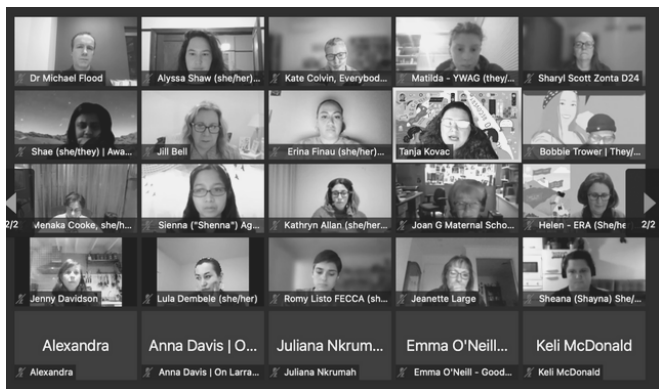


Image left: A zoom meeting with safety advocates that Fair Agenda organised during the Safety Summit.



## Preventing violence: 'Good Society' resources

Fair Agenda and End Rape on Campus Australia built on earlier campaign collaborations to improve student safety on university campuses - to keep pushing for action to remove harmful materials from the Government's Good Society schools resource - which we'd drawn national media attention to in 2021.

The 'Good Society' resources had been funded to help support students and teachers in consent and respectful relationships education - but was littered with harmful and inaccurate content; that we noted would promote confusion and misconceptions; and likely cause additional distress and harm to young rape survivors on the receiving end of these resources.

Our joint advocacy drove a wave of national media attention on the (now infamous) milkshake consent video and the Good Society website's harmful content in April 2021. At the time, the Government responded by removing the milkshake consent video and a handful of other videos that were similarly bizarre. But months later, other harmful content still remained on the website, including:

- Content suggesting that 'eye contact' and 'laughing' as 'cues that can convey a yes'
- Conflicting materials about non-verbal communication that stated 'looking away' or 'going still' indicated a 'hard no' - and then on the same page stating that 'stillness' or 'looking away' is body language that indicates someone is 'unsure' about consenting to sex. (Particularly concerning when freezing is a common response to rape).
- Incorrect information about the age of consent in Queensland, and
- Materials that created a lack of clarity around consent, like 'to leave the Maybe Zone, you either need to both agree yes, or someone needs to finally decide no'.

In June Fair Agenda and End Rape on Campus Australia ensured our concerns were raised to the Minister and Department during Senate Estimates. When Minister Reynolds responded to questions from Senator Faruqi about problematic content on the website by challenging her for a specific list of concerning elements, we immediately released a joint open letter containing the list of specific concerns we had already identified. As a result these areas of concern were then tabled in parliament, and provided to the Department of Education.

In the weeks that followed, many of the pieces of harmful content we had highlighted were removed from the Good Society website.



Image above: a scene from the infamous milkshake consent video released in the Good Society resources



Image above: Executive Director Renee Carr on 7 News about the Good Society resources



Image above: Senator Mehreen Faruqi questioning the Department during Senate Estimates

## Preventing violence: Improving respectful relationships and sexuality education

In 2021-22 Fair Agenda continued to work alongside survivors, students and safety advocates to secure improvements to respectful relationships and sexuality education around the country.

We built on years of advocacy in universities; and around federal budgets, pointing to the need for greater investments in prevention - and continued to amplify the calls of students and survivors for proper relationships and sex education in schools.

We emphasised the need to invest in experts to enable this work - to ensure those being asked to lead these conversations in the classroom have the specialist training and support needed to ensure they can respond appropriately to disclosures from students; answer awkward or unexpected questions; support student survivors in the room; and challenge harmful attitudes across the school environment including the classroom, yards and hallways.

When the national curriculum was brought up for review, Fair Agenda was part of a coordinated effort to ensure this included improved violence prevention content. We mobilised hundreds of our members to back in expert advice and make submissions calling for the new national curriculum to include respectful relationships content.

We are pleased that the new national curriculum with comprehensive consent education was unanimously endorsed by Education Ministers earlier this year. When this comes into effect, content focused on addressing the drivers of gender-based violence will be provided to students from foundation levels to year 12 - and include both assessable and non-assessable content that supports students to understand gendered stereotypes and power imbalances.

In March 2022, when the Morrison Government handed down its pre-election budget, we called out the Government's failure to prioritise women's safety - particularly the failure to resource violence prevention in schools - which we had benchmarked at \$150 million over four years.



Fair Agenda then worked with Teach Us Consent founder Chanel Contos to bring together a summit of high-profile leaders to talk about implementation requirements for consent and respectful relationships. This forum included then Minister for Social Services, Anne Ruston, and then Shadow Minister for Women, Tanya Plibersek.

Just prior to the summit the ALP made an election commitment to provide \$77 million over 5 years to ensure schools students are able to access high quality, age-appropriate consent and respectful relationships education.

Fair Agenda has since met with Minister for Women and Minister for Finance, Katy Gallagher, to ensure that this commitment will be reflected in the upcoming October budget.



## Safer parliaments

In response to several allegations of gender-based violence against members of the federal Government, Fair Agenda mobilised our members to demand a proper process to deal with these allegations.

When serious rape allegations were levelled against then Attorney-General Christian Porter we maintained a steady drumbeat in our call for action - mobilising 16,000 Fair Agenda members in our call for an independent inquiry, and better systems to ensure all allegations of sexual violence are treated seriously by our parliament.

When the Prime Minister initiated the Jenkins inquiry into the safety of parliament, Fair Agenda led first of its kind work collecting and analysing advice from key experts to enunciate the critical components of a best-practice response to allegations of sexual misconduct in such a context.

We drew from the expertise of sexual violence response services, workplace advocates, legal advocates, and policy leaders who had reviewed such processes in university contexts to identify the key changes we should be advocating for. We then used this research to create a submission guide for current and former political staffers who had been invited to make submissions to the Jenkins report process, and to provide input to Minister Birmingham's office as part of the Foster Review process that was tasked with interim measures.

When Sex Discrimination Commissioner Kate Jenkins handed down the Set the Standard Report, we were able to draw on our existing research to identify that it was the best mechanism to secure change. We then began working to build community pressure for meaningful implementation of these recommendations.

Recognising that the broad statements of commitment made by the government in relation to the Respect@Work recommendations had not resulted in their full implementation, we focused our election efforts on securing commitments to four specific actions contained within the Set the Standard report.



We asked candidates at the election to commit to:

1. Vote for the adoption of a strong Parliamentary Code of Conduct,
2. Support the Independent Parliamentary Standards Commission having scope to cover historical complaints of workplace bullying, sexual harassment and sexual assault
3. Vote for the Independent Parliamentary Standards Commission to have power to make recommendations about sanctions, and to enable the full range of sanctions outlined in the Sex Discrimination Commissioner's report - including suspension, withholding of salary, withholding of budget and dismissal from a select Committee.
4. Support actions to advance gender equality, diversity and inclusion across parliamentary workplaces - including measuring and publicly reporting on the diversity characteristics of parliamentarians and staff hired under the *Members of Parliament (Staff) Act*.

We were able to secure commitments to all of these actions from the entirety of the ALP, the Greens, and 9 independents who are now serving in the parliament.

Ahead of the new parliamentary term, we have already begun collaborating with the Australian Democracy Network, Human Rights Law Centre and Transparency International Australia to deliver a coordinated campaign to secure passage of a strong and broad Code of conduct for the new parliament that will address issues of integrity and gender-based violence.

## Stopping the Religious Discrimination Bill (again)

When the Morrison Government introduced yet another iteration of its discriminatory Religious Discrimination Bill, Fair Agenda mobilised again to stop it becoming law.

In its new iteration, the Bill again threatened to wind back hard-fought protections for women, people with disability, LGBTIQ+ people and even people of faith. Building on years of joint advocacy with groups like Equality Australia, Fair Agenda again fought to make sure that our laws protect all of us, equally.

Together we sent 2,245 emails to MPs and Senators urging them to oppose the Bill. And 930 members shared their concerns about the Bill - many sharing personal testimonies of how the Bill would impact themselves or their loved ones -, as part of Fair Agenda's submission to the parliamentary committee's inquiry on the Bill.

As a result of joint campaigning from across affected communities, the Morrison Government didn't have the support it needed to pass the Bill, and its harmful provisions were prevented from becoming law.

## Services for women's safety

During 2021-22 Fair Agenda continued our advocacy for proper funding of the services women rely on for their safety.

In our coordinated advocacy around the Women's Safety Summit we drew attention to the need for increased investment in specialist support services - securing headlines around the country with our blueprint for government action.

When the Morrison Government allocated just \$207 million of additional funding to address the national crisis around women's safety in the next financial year; we focused a media spotlight on this decision - sustaining pressure needed to secure additional commitments in the future.



## Safety at universities

Fair Agenda and End Rape on Campus Australia continued our advocacy calling for the federal government to make sure universities are held accountable for ensuring safe environments.

When a new national survey of student safety was released, showing 1 in 12 students have experienced sexual harassment in the past 12 months; and 1 in 90 had been sexually assaulted in the same period - we continued to draw attention to the failures of universities to act appropriately in this area - and of the federal government to hold them accountable.

Then, as part of our election campaign, as part of the Pledge for a Safer Future, we asked candidates to make commitments to strengthen standards and accountability mechanisms in federally funded and governed institutions like universities.





# The Election

Given the national focus on women's safety and gender-based violence; Fair Agenda focused our election campaign on securing commitments to transformative, systems level change from members of the new parliament.

To do this, Fair Agenda worked with key organisations in the women's safety and gender equity sector to enunciate six overall areas for action, and 3 - 4 specific actions needed within each area.

We partnered with Australian Women Against Violence Alliance, National Association of Services against Sexual Violence, Women With Disabilities Australia, Change The Record, The National Family Violence Prevention and Legal Services Forum, WESNET: women's service network, Australian Women's Health Network and others to launch our asks in The Pledge for a Safer Future - the cornerstone of Fair Agenda's election campaign.



## The Pledge for a Safer Future

We asked all candidates for federal parliament to pledge to:

1. **Do what it takes to end all forms of gender-based violence within a generation**
2. Champion strong action to **prevent all forms of gender-based violence** by addressing its drivers and enablers, including gender inequality.
3. Push for **proper funding of specialist sexual, domestic and family violence services** - to ensure everyone affected can access the support they need, and that perpetrators' abusive behaviours are reduced.
4. Vote for **better legal and institutional responses for victim-survivors** to ensure people seeking support are helped, not hurt, by systems that should support them.
5. Vote for **safer workplaces** by supporting full implementation of the Sex Discrimination Commissioner's Respect@Work recommendations to address workplace sexual harassment.
6. Champion reforms for a **safer parliament** - including full implementation of the recommendations in the Sex Discrimination Commissioner's 'Set the Standard' report.

# Election Impact

## Creating a one-stop election shop on women's safety

The Fair Agenda team developed a one-stop shop for women's safety at [www.voteforsafety.com.au](http://www.voteforsafety.com.au) – allowing voters to view the major parties' track record on key women's safety issues in the last parliament, and to see which of the candidates asking for their votes had committed to act in the pledge areas if elected.

## Getting 300+ candidates on the record

During the election campaign Fair Agenda secured full commitments to action every component of the Pledge for a Safer Future from 150 candidates.

We secured commitments to act on one or more of the actions outlined in the Pledge from more than 300 candidates.

We secured coverage of these commitments, and asks on Women's Agenda and Mamamia.

In the new parliament, a majority of members in both houses have committed to stronger action for women's safety.

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[Track Record](#)
[Find Your Candidates](#)
[About the Pledge](#)
[FAQ's](#)
[Updates](#)

Election 2022: Together for women's safety

Find your candidates' position

Enter your address

Scoring the major parties' track records

Major Parties	Summary	Prevention	Service Funding	Systems Reform	Safer Workplaces	Allegations
Greens	✓ STRONG	✓ STRONG	✓ STRONG	✓ STRONG	✓ STRONG	NO REPORTS
Coalition (Liberals & Nationals)	✗ POOR	✗ POOR	✗ POOR	⚠ ALARMING	✗ POOR	SEE REPORTS
Labor	✓ OKAY	✓ OKAY	✓ OKAY	✓ STRONG	✓ STRONG	SEE REPORTS

# Commitments from the new ALP Government

Through the Pledge for a Safer Future, Fair Agenda secured a party-wide commitment from the new Albanese Government across all areas of our Pledge.

## We secured full commitments to:

- **Vote for better legal and institutional responses for victim-survivors** – to ensure people seeking support are helped, not hurt, by systems that should support them;
- **Vote to fully implement all 55 of the Sex Discrimination Commissioner's Respect@Work recommendations** to address workplace sexual harassment;
- **Champion reforms for a safer parliament** – including full implementation of the Sex Discrimination Commissioner's 'Set the Standard' report.

## We also secured partial commitments to:

- Take **stronger action to prevent all forms of gender-based violence** - with specific commitments to expand expert-led consent and respectful relationships education in schools;
- Back **increased funding of specialist sexual, domestic and family violence services**;
- Support some of the actions identified as necessary to ending all forms of gender-based violence within a generation; specifically committing to support doing what it takes to meet the Closing the Gap target of reducing all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children by at least 50% by 2031.



# Members of parliament who took the full Pledge for a Safer Future



Zoe Daniel,  
new MP for Goldstein



Elizabeth Watson-Brown,  
new MP for Ryan



Allegra Spender,  
new MP for Wentworth



Max Chandler-Mather,  
new MP for Griffith



Andrew Wilkie,  
returned MP for Clark



Kylea Tink, new MP  
for North Sydney



Dr Monique Ryan,  
new MP for Kooyong,



Stephen Bates,  
new MP for Brisbane



Adam Bandt,  
MP for Melbourne



David Pocock, new  
Senator for the ACT



Lidia Thorpe, re-elected  
Senator for Victoria



Dorinda Cox, re-elected  
Senator for WA



David Shoebridge,  
new Senator for NSW



Penny Allman-Payne,  
new Senator for QLD,



Barbara Pocock,  
new Senator for SA



Peter Whish-Wilson, re-  
elected Senator for TAS



# Fighting for equity for all: responding to attacks on trans women

Fair Agenda is proud to have led a cross-sector solidarity action to denounce the targeting of trans women during the federal election campaign.

When political candidates tried to foster division by attacking the rights of trans women to participate in sports, we coordinated a joint response from more than 50 gender equity and women's safety groups to denounce the attention at division, and to call for parties and candidates to commit to action for a fair, safe and equal future for all women.

We jointly spoke out against the effort to stoke hostility against trans women and children; for moving us away from a future that values inclusion, dignity and respect - one where everyone can feel and be safe.

The action was highlighted in SBS and Women's Agenda; and we coordinated support from key peak bodies across the women's rights and safety sectors - a critical intervention in the public dialogue on this issue.



# Taking our message to the new parliament

When the election results were finalised, Fair Agenda surveyed our members to find out which issues our movement wants us to prioritise advocating on in the new parliament.

The response that came through crystal clear: Fair Agenda members want to see the new parliament set an ambitious agenda on gender equity.

As the financial year drew to a close, we began delivering those messages to the federal parliament.



Executive Director Renee Carr and Campaign Manager Alyssa Shaw delivered that message to the newly appointed Minister for Women Katy Gallagher.

We also briefed the Minister on Fair Agenda members' desire for action to ensure proper funding for the specialist sexual, domestic and family violence services that women rely on for their safety, and a strong code of conduct for parliamentarians; to improve safety in that workplace (and set the standard for other workplaces around the country).

In the wake of the news that abortion rights were being overturned in the US, the Fair Agenda team also shared our members desire to see Australian governments take steps to move away from the regressive abortion policies being enforced in the US - and take further action to make sure abortion care is not only safe and legal, but also affordable. That will require leadership from the Federal Government - to review how abortion care is covered by Medicare and the Pharmaceutical Benefits Scheme (PBS).

Heading into the new financial year the Fair Agenda staff team are continuing to work hard to ensure the new parliament delivers on its commitments, and realises the opportunities for transformative change.

# The Team

## STAFF TEAM DURING 2021-22



**EXECUTIVE DIRECTOR**  
**RENEE CARR**



**CAMPAIGN MANAGER**  
**SHAE FLANAGAN**



**SENIOR CAMPAIGNER**  
**LIZ HADJIA**



**CAMPAIGN MANAGER**  
**ALYSSA SHAW**

## BOARD TEAM DURING 2021-22



**CHAIR**  
**KATHERINE TU**  
Head of Campaigns and  
Policy, ActionAid



**JESSICA KENDALL**  
Founding Co-Director,  
Economic Media Centre



**CATERINA GIORGI**  
CEO, Foundation for Alcohol  
Research & Education



**LEE CARNIE**  
Executive Director of Advocacy,  
Foundation for Young Australians



**LINDY STEPHENS**  
Co-founder & Consultant,  
Sam Newman & Associates



**REBECCA WILSON**  
COO, Change.org

**Thank you to all the Fair Agenda members who  
made this impact possible!**

