



PERSONAL

E emily.yorkston@artd.com.au
T 02 9373 9900



EDUCATION

Bachelor of Biomedical Science
(University of Queensland, 2001)
Bachelor of Science, Honours
Physiology
(University of Queensland, 2002)
Doctor of Philosophy, Epidemiology
(University of Queensland, 2005)



Emily is an experienced evaluator and analyst whose expertise is designing, collecting, and interpreting high quality evidence to improve outcomes. She has deep strategic knowledge of the Australian public sector, working alongside government agencies to design, implement and evaluate large, complex social policy initiatives. Emily's strengths are her ability to spot patterns, extract meaning and identify strategic responses. These strengths, alongside her interest in how social systems work, position her to help clients make evidence-informed decisions to achieve better social outcomes for individuals and human services systems. Her ability to form rapid rapport, synthesise complex evidence and balance stakeholder perspectives means she is not only an in-demand strategic facilitator, but also a trusted advisor to the executives of government agencies.



I love this work because it is intellectually stimulating and meaningful, and contributes to social policy that improves outcomes for people who have experienced disadvantage.

EMILY YORKSTON

PARTNER AND CHIEF EXPERIENCE OFFICER



STRATEGY DESIGN AND ADVICE

With a focus on meaningful consultation, Emily has 15 years' experience working with governments to design and evaluate strategies supporting social change. With an academic background, Emily's qualitative and quantitative work is methodologically rigorous, but pragmatically driven. Her in-depth understanding of the human services sector, in combination with her skills as a facilitator, position her to provide strategic advice to government executives.

- » **Strategic Plan for the Local Court of NSW, Coroner's Court of NSW, and Children's Court of NSW** (Department of Communities, ongoing). The Local Court of NSW and two of its specialist jurisdictions require Strategic Plans to support the Courts to meet the evolving needs of NSW citizens in contact with the criminal justice system, within the context of a changing digital environment.
- » **Indigenous Girls Science Technology and Maths (STEM) Academy evaluation** (National Institute of Aboriginal Affairs, 2018 - ongoing).
- » **Queensland Housing Strategy 2017-2027** (Department of Communities, Housing and the Digital Economy, 2021). Working with the Institute of Social Science Research at the University of Queensland, designed an evaluation framework and used it to evaluate the Department's progress against Action Plan 1. The project included a review of the Department's Residential Tenancies Response and Homelessness Response to COVID-19. This work provided some of the evidence base for the Queensland Housing Legislation Amendment Act, which scored 10 out of a possible 10 against the Wiltshire Criteria for good policy making process.

EVALUATION AND REVIEW

Emily believes evaluation processes are enormously valuable learning opportunities and approaches evaluation from the perspective of service through learning and capacity building. She designs evaluations that answer important questions for social policy and ensures commissioning agencies build evaluation into their practice. Emily has led hundreds of evaluations across her career, with a particular focus on housing and homelessness and criminal justice sector programs delivered through interagency partnerships.

Her research interests include using the justice system therapeutically to respond to family and domestic violence and to ensure people with lived experience are supported and diverted from incarceration.

STRATEGY AND SYSTEMS

Combining her skills in facilitation, with her deep knowledge of the Australian human services sector, Emily works with clients to develop actionable strategies and associated performance indicators with a tight relationship to agencies' objectives.

- » [Indigenous Girls STEM](#) (National Indigenous Australians Agency, 2018– ongoing)
- » [Maternal Transfers Redesign](#) (Health and Social Policy Branch, NSW Health, 2021–22)
- » [Strategic Plan for the Local Court of NSW](#) (Department of Communities and Justice, 2022–23)
- » [Strategic Plan for the NSW Children's Court](#) (Department of Communities and Justice, 2022–23)
- » [Strategic Plan for the Coroner's Court of NSW](#) (Department of Communities and Justice, 2022–23)
- » [Strategic Plan for Sharing and Enabling Environmental Data \(SEED\)](#) (NSW Department of Planning and Environment, 2022)

CRIMINAL JUSTICE SECTOR

Emily has a keen research interest in how the criminal justice system can be used for diversion and rehabilitation, particularly for women and children. Her knowledge and expertise in the criminal justice system spans early intervention and prevention, specialist and non-specialist court justice responses, corrective services supports for remandees and inmates, and community reintegration.

- » [Evaluation of Southport Domestic and Family Violence Court Justice Response](#) (Queensland Department of Justice and Attorney-General, 2019–22)
- » [Evaluation of the Queensland Drug and Alcohol Court](#) (Queensland Department of Justice and Attorney-General, 2019–23)
- » [Review of the Risk Assessment and Management Panel](#) (Family Safety Victoria, 2021–22)
- » [Women in Contact with the Criminal Justice System Service Review](#) (Queensland Corrective Services, 2020–21)
- » [Review of Bail Support Services](#) (Queensland Corrective Services, 2021–22)
- » [Early Resolution Pilot](#) (Queensland Department of Justice and Attorney-General, 2018–19)
- » [Post Release Supported Accommodation programs](#) (Queensland Corrective Services, 2022–23)
- » [Reviews of Complaints Management Processes](#) (Queensland Crime and Corruption Commission, 2022–23)
- » [Family Violence Disability Practice Leads Initiative Evaluation](#) (Family Safety Victoria, ongoing)
- » [LGBTIQ+ Family Violence Reform Initiatives Evaluation](#) (Family Safety Victoria, 2023–ongoing)
- » [Evaluation of three step up/step down mental health and reintegration programs](#) (Wellways, 2019)
- » [Lemongrass Place: Evaluation of Community Transition and Learning Centre](#) (South Australian Department of Corrective Services, 2022–ongoing)

HOUSING AND HOMELESSNESS

Emily is deeply invested in understanding and improving housing and homelessness supports because she appreciates how quickly and easily any Australian can experience housing stress or become homeless. She enjoys evaluating programs which incorporate health and mental health, justice and employment supports as part of the intervention.

- » [Evaluation of Future Directions for Social Housing in NSW Service Improvement Initiatives](#) (Department of Communities and Justice, 2019–23)
- » [Monitoring and Evaluation Framework for the Queensland Housing Strategy 2017–27](#) (Department of Communities and Justice, 2019–23)
- » [Evaluation of Assertive Outreach](#) (Department of Communities and Justice, 2021–23)
- » [Review of Dispute Resolution Processes for Retirement Villages and Mobile Home Parks](#) (Department of Communities, Housing and Digital Economy, 2021–22)
- » [Renting in Queensland: Open Doors](#) (Department of Communities, Housing and Digital Economy, 2018–19)
- » [Evaluation of the Home Stay Support Initiative](#) (Queensland Department of Housing and Public Works, 2014)
- » [Sustaining Aboriginal Tenancies in Social Housing](#) (Department of Communities and Justice, 2014)
- » [Evaluation of the Gold Coast Housing Assistance Triage](#) (Queensland Department of Housing and Public Works, 2013)
- » [Evaluation of the One Social Housing Strategy](#) (Queensland Department of Housing and Public Works, 2013)

CHILDREN, YOUNG PEOPLE AND FAMILIES

As a parent, Emily is motivated to ensure children and young people are strong and resilient, and well supported by a network of family and community. Her evaluation work spans interventions for children and young people with challenging behaviours, and families at risk.

- » [Evaluation of Thriving Kids Queensland Partnership](#) (Paul Ramsay Foundation, ongoing)
- » [Review of Evidence Based Models for Families at Risk](#) (Department of Child Safety, Youth and Women, 2018–19)
- » [Review of Programs for Families of Children with Cancer](#) (Camp Quality, 2010–11)
- » [Evaluation of the Helping Children with Autism package](#) (Department of Families, Community Services and Indigenous Affairs, 2011–12)
- » [Pilot of Case Management for Young People with Challenging Behaviours](#) (Department of Family and Community Services, Ageing Disability and Home Care, 2011)
- » [Evaluation of NSW Youth Mentoring](#) (NSW Department of Education and Training, 2014)

INTERAGENCY PARTNERSHIPS

Emily's approach to evaluating strategic initiatives delivered as interagency partnerships is sensitive to the concepts of systems thinking, including leadership, cultural and information sharing frameworks. She appreciates the complexity of agencies aligning to deliver an intervention, while being accountable to ways of working that are traditionally opposed.

- » **Evaluation of the Co-Location Pilot** (Attorney-General's Department, 2021–22)
- » **Evaluation of Thriving Kids Queensland Partnership** (Paul Ramsay Foundation, ongoing)
- » **Evaluation of Southport Specialist Domestic and Family Violence Court Justice Response** (Department of Justice and Attorney-General, 2019–23)
- » **Evaluation of Queensland Drug and Alcohol Court** (Department of Justice and Attorney-General, 2019–23)
- » **Evaluation of Interagency Guidelines for Child Protection Intervention 2006** (Family and Community Services NSW, 2008)

JOURNAL ARTICLES

Emily has published in evaluation methodology, particularly using novel methods to evaluate place-based interventions delivered in community settings. After completing her PhD, Emily was part of the team which established the first longitudinal study using entirely electronic (online) recruitment and data collection methods.

- » McClure RJ, Davis E, Yorkston E, Nilsen P, Schluter P and Bugeja L (2010) Special issues in injury prevention research: Developing the science of program implementation. *Injury*, 41(S1): S16–19.
- » Yorkston EK, Turner CT, Schluter PJ and McClure R (2007) Quantifying the effect of a community-based injury prevention program in Queensland using a generalised estimating equation approach. *Injury Prevention*, 13(3): 191–196.
- » Nilsen P and Yorkston EK (2007) Uncovering evidence on a community-based injury prevention program: A review of program effectiveness and factors influencing effectiveness. *International Journal of Injury Control and Safety Promotion*, 14(4): 241–250.
- » Gaynor L, Gallasch T, Yorkston EK, Stewart S, Bogossian F, Fairweather C, Foley D, Nutter H, Thompson J, Stewart L, Anastasi J, Kelly J, Barnes L, Glover P, Turner C (2007) The future nursing workforce in Australia: baseline data for a prospective study of the profile, attrition rates and graduate outcomes in a contemporary cohort of undergraduates. *Australian Journal of Advanced Nursing* 25(2): 11–20.
- » Gaynor L, Gallasch T, Yorkston EK, Stewart S & Turner C (2006) Where do all the undergraduate and new graduate nurses go and why? A search for empirical research evidence. *Australian Journal of Advanced Nursing*, 24(2):26–32.
- » Turner C, Yorkston EK, Hart K, Drew L and McClure R (2006) Simplifying data collection for process evaluation of community coalition activities: an electronic web-based application. *Health Promotion Journal of Australia* 17(1): 48–53.
- » McClure R, Turner C and Yorkston EK (2005) Making evaluation an integral part of injury programme implementation. *International Journal of Injury Control and Safety Promotion*, 12(4) 247–250.
- » Yorkston EK, Arthur C, Purdie DM and McClure R (2005) Inflatable rescue boat related injuries in Queensland surf lifesavers: The epidemiology–biomechanics interface. *International Journal of Injury Control and Safety Promotion*, 12(1): 39–44.
- » Yorkston EK, Russel A, Turner C (2005) Longitudinal predictors of changes to illicit drug use among young Australian women, *Addiction*, 102(11): 1798–1803.
- » Turner C, Bain C, Schluter PJ, Yorkston EK, Bogossian F, McClure R, Huntington A and Nurses and Midwives e-Cohort Group (2009) Cohort Profile: The Nurses and Midwives e-Cohort Study: A novel electronic longitudinal study. *International Journal of Epidemiology*, 38(1), 53– 60.
- » Yorkston EK, Turner C, Schluter P, McClure R (2005) Validity and reliability of responses to a self-report home safety survey designed for use in a community-based childhood injury prevention program. *International Journal of Injury Control and Safety Promotion*, 12(3): 193–196.

PUBLISHED REPORTS

Emily works with her team to develop reports which contribute to public policy shifts. This is particularly the case with the recent evaluation report on the Southport Specialist Domestic and Family Violence Court Justice Response, which was cited by the Women's Safety and Justice Taskforce's Hear Her Voice report. Hear Her Voice made 80 recommendations, including to continue rolling out specialist domestic and family violence courts across Queensland

- » Yorkston E, Shaw P, Christian F et al (2021) Southport Specialist Domestic and Family Violence Court Justice Response: Process and outcomes evaluation 2017–21, Queensland Department of Justice and Attorney-General, Brisbane. https://www.courts.qld.gov.au/_data/assets/pdf_file/0008/722672/southport-specialist-dfv-court-process-and-outcomes-evaluation-2017-2021.pdf
- » Hodge W, Yorkston E, Quail S, Johansson M, Soares G, Rutherford J, Siriwadena P and Evans C-A (2019) NSW Curriculum Review: 2018 Consultation Summary, NSW Education Standards Authority (NESA) <https://www.artd.com.au/wp-content/uploads/2019/10/NSW-Curriculum-Review-Consultation-Summary-2018.pdf>
- » Thomas M, Ong N, Hart K, Ramia I, Yorkston E, Hardy L (2013) Evaluation of two Australian Rugby Union sports recruitment programs: Final Report, Department of Education and Communities, Sport and Recreation Division, Office of Communities. https://ses.library.usyd.edu.au/bitstream/handle/2123/9561/ARTD%20Final%20Report_Evaluation%20of%20ARU%20Sports%20Recruitment%20Programs_041013.pdf?sequence=1&isAllowed=y
- » Maloney J, Hodge W, Milne C, Yorkston E, Kidson J, Gomez-Bonnet, Christian F, Hart K, Merlene M and Thaler O (2012) Evaluation of the Helping Children with Autism (HCWA) package: Summary Report, Department of Families, Community Services and Indigenous Affairs, Canberra. https://www.dss.gov.au/sites/default/files/documents/10_2014/hcwa_evaluation_summary_report.pdf

PUBLISHED REPORTS CONTINUED...

- » **Yorkston E**, Hart K, Thaler O and Milne C (2011) Pilot of case management for young people with challenging behaviours: Executive summary. Department of Family and Community Services, Ageing, Disability and Home Care. https://webarchive.nla.gov.au/awa/20120110030218/http://pandora.nla.gov.au/pan/131507/20120110-1402/www.adhc.nsw.gov.au/_data/assets/file/0005/239936/Stay_Connected_Report_Exec_Summary.pdf
- » Hodge W, Hawkins A, Johansson K, **Yorkston E** and Hart K (2008) Evaluation of the NSW Interagency Guidelines for Child Protection Intervention 2006: Final Report (Volume 1), Report to the NSW Child Protection Senior Officers Group. https://www.facs.nsw.gov.au/_data/assets/pdf_file/0005/320981/interagency_guidelines_evaluation1.pdf

AWARDS

- » Australian Evaluation Society Best Public Sector Evaluation: ARTD and Department of Foreign Affairs and Trade

CONFERENCE PRESENTATIONS

- » **Yorkston E** (2012) Facilitating change: A utilisation focussed evaluation of early childhood intervention programs, Australian Evaluation Society International Conference, Adelaide, August 2012.
- » Maloney J and **Yorkston E** (2011) How effective communication can help evaluation achieve influence, Australasian Evaluation Society International Conference, Sydney, September 2011.
- » **Yorkston E**, Turner C, Schluter P and McClure R (2006) Advancing the evaluation methodology for community-based injury prevention programs. 15th Annual Meeting of the Australasian Epidemiological Association, University of Melbourne, Australia 18–19 September.
- » Turner C, **Yorkston E**, Stewart S, Schluter P, Bain C, Dobson A, Huntington A, McClure R, Beattie H, Davies E and Hegney D (2006) Nurses and Midwives e-Cohort Study. Recruitment and Retention in the Health Workforce Conference, Gold Coast, 10–11 October 2006.
- » Turner C, **Yorkston E**, Stewart S, Schluter P, Bain C, Dobson A, Huntington A, McClure R, Beattie H, Davies E and Hegney D (2006) A novel electronic method for longitudinal research: the Nurses and midwives e-cohort study. 15th Annual Meeting of the Australasian Epidemiological Association, University of Melbourne, Australia 18–19 September.
- » McClure R, Schluter P, **Yorkston E**, Turner C, Spinks A and Scuffham P (2005) The effectiveness of the WHO Safe Communities model for injury prevention: A proposal for an international trial. 14th International Conference on Safe Communities, Bergen, Norway, 13–15 June, World Health Organisation.
- » **Yorkston EK**, Turner C, Neville G, McClure R (2004) Community based injury prevention program evaluation, 7th World Conference on Injury Prevention and Safety Promotion, Vienna, Austria, 6–9 June 2004, World Health Organisation.

- » McClure R, Turner C and **Yorkston E** (2004) Evaluation research: A hitchhiker's guide, International Seminar on Injury Research Methods, Vienna, Austria, 6–9 June 2004, World Health Organisation.
- » **Yorkston E**, Turner C, Schluter P, Scuffham P and McClure R (2004) Program evaluation methodology: The Mount Isa–Mackay Childhood Injury Prevention Projects (CHIPP). 4th Annual Queensland Health Annual Scientific Meeting, Brisbane, Australia, 30 November–1 December.