

Founded 1902 ~ Celebrating 120 years in 2022

Newsletter

June 2022

From the President, Ronniet Milliken

Ahead of the thought provoking presentation to the June Council meeting by the Victorian Family Violence Reform Implementation Monitor on progress since the Victorian Royal Commission in 2015 (see p 4) the Fair Work Commission (FWC) provisionally decided that full time employees (pro-rata part time) be entitled to 10 days paid Family/Domestic Violence (FDV) leave annually –finding that an entitlement to paid FDV leave provides assistance to those experiencing FDV helping individuals to maintain their economic security, to access relevant services and to safely exit to a life free from violence. The FWC observed that, *“it may be accepted that, increases in the rates of labour force participation for women can largely be attributed to advancements in women’s education, as well as greater access to childcare supporting women’s engagement with paid work, and the growth in traditionally feminised occupations.”* At the May Forum we focused on inclusive and equitable STEM education inspired by UN CSW64 Declaration, 2020, Action Plan for Education:

... Promoting lifelong learning opportunities, supporting women’s and girls’ participation in all sectors, especially those in which they are not equally represented, in particular science, technology, engineering and mathematics, and strengthening international cooperation on these issues. UN CSW64 Declaration, 2020, Action Plan for Education

An invitation from our Patron in chief: The Governor of Victoria, the Honourable Linda Dessau AC, and Mr Anthony Howard AM QC invite members to a special event in the Ballroom at Government House Vic, presented by Australian National Academy of Music on **Tuesday 21 June 2022**, as part of the Governor’s Performance Series. Musicians from the Australian National Academy of Music (ANAM) will perform a concert of chamber music, featuring works by 19th and 20th century composers, including Australian composer Miriam Hyde. During light refreshments, ANAM Artistic Director and Finnish piano virtuoso Paavali Jumppanen will join ANAM pianists for a selection of works by Chopin. Attendance is free; however, registration is essential. Gates open at 10.00am. Guests must be seated by 10.45am. Official proceedings and program commences at 11.00am, concluding at 12.30pm. For further information and to register, please use the link: <https://www.eventbrite.com.au/e/australian-national-academy-of-music-event-at-government-house-victoria-tickets-347698986027>

May Forum, May 5, 12:00 – 2:00pm

Many factors affect student engagement in STEM (*science, technology, engineering, mathematics*) including views of the community, parents, about their relevance to girls and women, and the language used in discussing subjects and future directions with girls. This Forum addressed these issues, possible solutions, with three exceptional women.

Adrianne Fleming OAM, Pilot and Head of Operations and CASA Flight Examiner for Tristar Aviation, has held various state and national positions in the Australian Women Pilots’ Association, encouraging women to pursue their aviation dreams. She received the Nancy Bird Walton award 2012 for most noteworthy contribution to aviation in Australasia, and the Order of Australia Medal for services to the Aviation industry in 2016. Adrianne spoke passionately about the importance of encouraging children to follow their career goals from a young age, and accuracy of adage *‘you can’t be what you can’t see’*.

Adrianne felt fortunate being surrounded by parents, stepparents and grandparents who worked hard and progressed in their fields, so learned that it was natural to better yourself, climb the ladder as you improve and set your sights on what you want. Having dreamed of flying, she is now one of only 4% of female pilots in Australasia.

Adrianne developed a blind faith that even if the rules said she couldn’t be a pilot, she could make this happen if she worked hard. Being a pilot required good grades in maths, which made her the odd girl out during her education.

In year 12 her teacher questioned her on what she wanted to be. After saying ‘pilot’ her teacher questioned – *“don’t you mean an air hostess? Women aren’t pilots.”*

She has often found in her research, that when students say they want to be pilots, early education teachers and career advisers may inadvertently discourage through negative questions that can raise doubts. If the teacher said *“wow – how inspiring – what made you pick that?”* then barriers can be removed. When working with prep to grade one students, Adrianne found most were excited about being pilots. At grade 4 - like STEM industry gender results - only 10% of girls displayed any interest. Adrianne called for teachers to use encouraging language – especially for girls interested in STEM. The impression formed by children about their abilities is carried long into the rest of their lives. *“The child who was ‘never good at maths’ becomes the adult who doesn’t try. Most people can do the maths needed to qualify as a pilot, as the Air Force and flying schools teach maths in an easy to understand and accessible way. If encouraged without gender bias, children won’t feel limited. If language is inclusive, boys may be more interested in childcare and nursing and young girls will aspire into STEM careers.”*

Adrianne reflected that aviation has progressed, but has a way to go. Early on, Qantas had affirmative action to get 50/50 gender representation. *“With an intake of 20 a year, this is good odds for women but the figure is under 25%.”*

In conclusion, Adrianne stated *“I was blessed to have a family that helped me overcome set-backs and I’m now passionate about empowering young people to have a good self-image – especially at the Year 4 level when girls begin to stop being interested in STEM subjects.”* Adrianne is calling for ongoing education of teachers, career counsellors and parents about language to ensure it is not limiting or holding bias, ending with a call to action – *“If you are a female in STEM get out there. Find a way to develop the next generation through mentoring or speaking at events.”*



Adrianne Fleming OAM



Jennifer Rebeiro

Jennifer Rebeiro, Chief Information Officer, Greater Western Water, named as one of the top 50 CIOs in Australia in 2020, has a Master of IT Management and Business Administration and a range of ICT and project management industry accreditations. She sits on the Intelligent Water Networks Executive, SWAN Global Council and Wyndham Tech School Committees. She is passionate about sponsorship of young people to give them opportunities and spoke about the importance of this throughout her career, from being sponsored herself, to now sponsoring women through their career life stages to help them progress with careers in STEM. Like Adrianne, Jen had a family who demonstrated equality and hard work with her parents in full time roles. Jen was not raised with any concept of gender limitations and as a child, she was told by her parents she would go to university.

Jen acknowledged the wonderful female role models she has had, including a manager who actively sponsored her into new opportunities at Victoria Police. Jen realised the male dominated VicPol is a strange place to experience focused and dedicated female sponsorship, but this was where she came to understand the value of sponsorship and mentoring. Empowering women has been important. When she was responsible for Fire Fighting at Parks Victoria, Jen identified the small number of women in the role and questioned why.

This was less about limited opportunities, and more about the culture in the group contributing to women feeling unsafe, Jen made it her goal to change behaviour, making cultural changes across the organisation and introducing a zero-tolerance approach. The culture quickly shifted, and in the next fire season, the number of women project firefighters significantly improved.

Jen's current CIO role has her committed to sponsoring women and taking opportunities to help women realise their potential. All female members of the technology leadership team have undertaken the Women in Leadership Development (WILD) program, known for building confident leaders with their own personal brand.

Emerging female leaders participate in VIC ICT 4 Women mentoring program. Jen observed the combination of these programs, with internal mentoring and leadership development, helps enhance ability to think strategically, influence and provide leadership to support others.

Jen is passionate about attracting and retaining talent, advocating for changes in systems and structures to enable full participation of women, providing career lifecycle support, opportunities to lead and progress. Jen stated committing to change takes passion and tenacity. *“The important point I want to make is that without intervention, opportunities do not magically appear.”*

Jen is an advocate for women encouraging other women in STEM. She spoke about developing talent pipelines through partnerships between GWW, Victoria University and Wyndham Tech school to encourage women to pursue careers in technology security. She emphasised how important it is that experienced leaders give back, to create the next generation of women leaders.

Jen discussed her role on the Intelligent Water Networks executive committee funded and supported by the Victorian Water companies. When she started, she was the only female, and as part of 2021 strategic planning program, she introduced diversity and inclusion as strategic initiative as she saw that the work being done was all male centric. Jen is delighted to say that in just one year, 40% women are on the executive, 22% program managers, and from less than 15% to 44% female representation in the water leadership program. Results demonstrate how focused attention, commitment and sponsorship can increase female participation. Jen spoke of her relationship with Wyndham Tech School and Victoria University where GWW works with students, giving them the opportunity to have a ‘real life’ experience working in an organisation where gender equality is celebrated. It is important to Jen that the organisation demonstrates that *‘Women’s work is not just staying at home’*, it could be in Science, Technology, Engineering, Mathematics with GWW offering roles in each of these categories. At VU polytechnic, Jen’s team members are involved in promoting Cyber Security as a fabulous career for women.

Jen concluded with a reminder that *‘from little things, big things grow’* and her call to action is incumbent upon women leaders in STEM to create opportunities, actively sponsoring women who want to pursue careers in STEM.

“Through helping women to grow throughout their career, we can build a raft of strong female leaders within technology, they will go on and build their own teams and this is how we grow women in STEM.”

Alexandra Otzen, Senior Machinery Engineer, Esso Aus., at the Longford Gas Plant in Victoria has also worked on Esso projects in Qatar, Japan and PNG. Alex oversaw machinery on Esso’s oil-drilling platforms in Bass Strait, was responsible for safe, reliable operation of gas turbines, compressors, generators and pumps, scoped and executed a major upgrade to 1970s equipment which improved both reliability and efficiency for the life of the equipment.

Alexandra reflected on her career to date and stated it is a product of her environment, with parents, both teachers who encouraged her to be whatever she wanted to be. At the age of 4, she started calisthenics classes which gave her personal confidence to perform, present, be centre stage and taught her to work in a team and have faith that the work she had done would give her the ability to execute. Her parents were part of a car club, so spent her childhood at rallies, exposed to male dominated environments which never seemed intimidating as they were very comfortable and welcomed. Alexandra reflects this gave her the ability to interact in male activities without being daunted.

Reflecting on maths and physics, she recalled conversations with her STEM teacher father who showed very practical examples he used in his classes which made her realise that teaching in this way makes it so much easier to understand. As a calisthenics coach, she knows that every student learns differently, some more receptive to theory and some learning through demonstrations or practical exercises.

Alexandra remembers grabbing the university book and knowing she wanted to pick maths and science. Flicking through she was disappointed that courses were either maths or science until finding engineering which included both equally so decided to become a mechanical engineer.

As a university student, Alexandra studied Bachelor of Arts as well as Mechanical Engineering, with history giving her the important ability to create a story and narrative, put together an argument and keeping her sane. Very different types of people were in her history and engineering classes – with very different personality types and gender balances (art was female dominated and engineering the opposite with only 15% women). Her experience didn’t represent the gender statistics as her friendships were closer to 40/60, with almost all the female engineering students’ part of her close group, which – on reflection – may have contributed to her feeling comfortable in this environment.

After second year, Alexandra took a year to complete work experience as a manufacturing engineer at Ford.

She worked on steering and brakes, knowing nothing. But, was there to be trained, with a female manager promoting robust conversations. Though it was male dominated, Alex didn’t feel uncomfortable, credited to a strong female voice.

Australia is renowned for female engineers, providing training opportunities for women, who often progress to management roles. When Alex joined Esso, women were already established and accepted as engineers. Her team had one other female engineer and over time, another 4/5 have come through. Every interview prioritises women in candidate pool with Esso keen to have representation of women in the workplace. However, there are still things that need to change – Alex gave examples of when she was working on an oil platform with 70s style open urinals, showers with no doors and no female toilet. A bedroom with an ensuite was re-designated for female use leading to accusations of ‘special treatment’. She was evicted from an oil platform when overseeing important installation work as her room was re-assigned to 4 men. She had to fly in/fly out daily as there was nowhere to stay on site.

The other key area to be addressed is unconscious bias, with training being rolled out across the oil and gas sector. It has been acknowledged at Esso that the best outcomes would be achieved through gender diversity across management and the workforce. Training has been developed but challenges remain in implementing this, such as rewarding the quiet voices the same way they reward the louder ones in meetings and decision making.

“Where the female managers are located is as important as counting the number. At Esso Australia, 40% managers are female, but jobs for heads of HR, IT, Law, Marketing are women, yet production and operations managers are still male. Senior roles at International Head Office almost exclusively go to people who have come up from the operations and production side of the business, so while women hold senior roles, they are unlikely to progress to top without more flexible options in the operational areas. Previously flexibility was something you needed to request, not something that was offered; however, the culture of the company has changed significantly in the last few years post COVID. Everyone has been able to demonstrate the ability to work effectively from home and both male and female operations members are now much more likely to use flex time, leave allocations and be visibly part of care giving, especially the younger male engineers in their 20s.”

Alex believes her ability to not feel different and know she is able to do whatever she decides, has significantly helped her and wonders how to bottle this and make girls realise being good at maths and physics is not unusual. *“Boys are much better at saying they’re good at something when they’re not, girls are often only told they are good at something when they are exceptional. Not sure what the silver bullet is but I hope my speech will help drive the conversation to find that bullet.”*

Speaker: Jan Shuard PSM, Family Violence Reform Implementation Monitor (FVRIM), independent statutory officer of Parliament, August 2019, under section 7 of Family Violence Reform Implementation Monitor Act. The FVRIM was established in 2017 after the Royal Commission on Family Violence.



The Monitor is responsible for monitoring and reviewing how the Victorian Government and its agencies deliver the family violence reforms. Jan’s role as Monitor was extended from 1 July 2021 to 31 December 2022. Ms Shuard served as Commissioner for Corrections Victoria for five years. Her outstanding contribution to public service was acknowledged in 2011 with a Public Service Medal. She has worked on family violence rehabilitation and prevention and the coordination of prisons across the Victorian and Western Australian justice systems. Jan said that most of the women in prison are victims of family violence. The FVIM role arose out of the recommendations of the Royal Commission on Family Violence and is guided by the Family Violence Reform Implementation Monitor Act and available resources. Jan gave an overview of the framework that guides the monitoring undertaken. *“In setting this monitoring plan, my staff and I have consulted widely with government department and agency heads and family violence sector. My focus has been on identifying areas that are of the greatest concern to stakeholders in relation to reform implementation and where an independent perspective will add the most value to the ongoing family violence reform effort. Consistent with ... Aboriginal self-determination, I have worked with the Dhek Dja Partnership Forum to include a topic chosen by Koorie Caucus.”*

The high-level monitoring topics selected, as well as an estimated report publication schedule, are as follows.

Accurate identification of the predominant aggressor	16 December 2021
Family violence reform governance	3 March 2022
Early identification of family violence within universal systems	10 May 2022
Primary prevention system architecture	2022: September
Aboriginal-led prevention and early intervention	2022: September
Crisis response model for victim survivors	2022: December
Service response for perpetrators and people using family violence	2022: December

“We have also identified the following cross-cutting themes”:

- Embedding user experience and voices of victim survivors into our monitoring
- Intersectionality
- Children and young people
- Aboriginal self-determination
- Priority communities e.g.: LGBTIQ+, people with disabilities, rural and regional, criminalised women, older people and refugee and migrant communities

- Data, evaluation, outcomes and research
- Service integration. For full details see: <https://www.fvrim.vic.gov.au/monitoring-plan-2021-2022>

The team relies on documents and data being available from agencies and services, then review programs, plans, assessment systems and outcomes, with victim survivors’ voices included. They also analyse how well programs and services are research-based. YChange gives input from young people’s perspective. Identified needs include, stronger governance, more data, service integration, accountability, especially perpetrators attending behaviour modifying programs; housing availability, workforce issues and prevention.

Key findings included accurate identification of the primary aggressor as a vital issue. Misidentification is around 12%, with enormous consequences for victims. When police attend an incident, they identify who needs protection and who is the aggressor, often without knowing prior history of family violence. This impacts on Ethnic groups who may be reluctant to speak out for fear of deportation, require interpreter and cultural mores. The L17 form goes on record and cannot be changed even if this is found to be inaccurate. Review of police training showed good procedures and programs, but practice is the issue.

Victims need to recognise that services are identifying and supporting them. Education and service availability is resulting in more coming forward. Services need guidance on providing ongoing support. Examining early identification of family violence, supporting health, education and other universal services’ workforces is current work and to identify government planning for the service system responses to increased identification. Also, an examination of implementation progress in establishing primary prevention system architecture and coordinated effort between the government and non-government sectors.

Aboriginal-led prevention and early intervention activity in communities is being reviewed, and progress in establishing a framework for primary prevention work is underway, with input from the Dhek Dja Forum, including funding, governance, and data availability. The Aboriginal response to Family Violence is wholistic working with victim and perpetrator’s families, extended families and community, focused on connection to culture.

“An examination of implementation progress in establishing an integrated crisis response model for victim survivors of family violence, including children and the LGBTIQ+ communities is also current work.”

Examination of implementation progress in establishing an effective, joined-up service pathway for perpetrators and people using violence is underway, including the availability of programs to address behaviour.”

**Celebrating
The Queen's
Platinum
Jubilee**



The Victorian Parliament congratulated Her Majesty on a life time of service and celebrated the Queen's Platinum Jubilee on Sunday 5 June with a display of flowers placed at the front doors of Parliament House, through which Her Majesty entered for the opening of Parliament in 1954, expressing the view that the warmth and gratitude shown by the people of Victoria on that occasion has endured to this day

An early announcement about the National Council of Women of Victoria annual **My Vote My Voice** student event in the Legislative Council Chamber, Parliament of Victoria, on Monday 22nd August 2022, 9:15-12:30pm.

This year's theme is **My Vote My Voice: The Role of Treaty in achieving Reconciliation.**

This is designed to encourage students to investigate issues related to Treaty and Reconciliation. Students may carry out research, and gain insights from indigenous people, peers and others to inform their views on the theme. Students are invited to make a **group presentation** of their findings in the Legislative Council Chamber on 22nd August.

Reconciliation Week, May 27-June 3, with a theme of "Be Brave. Make Change." is an opportunity to start this research. Please alert teachers, students and schools to the event.

We are delighted to announce our Keynote speaker: **Leanne Miller**, Member for North East Region, proud Dhulanyagen Ulupna of the Yorta Yorta people, Member of the First Peoples' Assembly Victoria.



ALGWA Vic

**News from The Institute of Community Directors
Australia team**

From 12 May 2022 until 28 June 2022, applications for the 2022 Women Leading Locally Fellowships are available. The fellowship provides a unique opportunity for you to be supported into local government by skilled facilitators who want you to succeed and know what you need to get to the finish line.

The fellowship will build a pathway for participants to stand for local government elections through a combination of face-to-face peer support events and online workshops spanning campaigning, leadership and governance. Speciality content and mentoring will be provided by Women for Election, a non-partisan not-for-profit with a mission to inspire and equip more women to run for public office, and other key partners.

On completion of the eight compulsory fellowship units, participants will be awarded a 'Women Leading Locally – Community Leader Fellowship', a new designation accredited by the Institute of Community Directors Australia (ICDA). Those who complete will also receive an ICDA Certificate in Community Leadership and Governance (Local Government). The program is designed to inspire, equip and sustain women to become – and remain – successful local representatives for their communities. [**APPLY NOW**](#)

From NCWA Secretariat

I am contacting you on behalf of Professor Andrew O'Neil at [Griffith University](#) to invite members and stakeholders from **the National Council of Women, VIC** to share their views and contribute to a major new research project, Navigating Strategic Change: Australians' Views on the Future of the US Alliance.

The research team from ANU, UWA and Griffith University seeks to build a better understanding of **community attitudes beyond the foreign policy debates** in the 'Canberra bubble'. In particular, this project **seeks your views** on three crucial questions.

1. What is the Alliance for, is it important for Australia, and why?
2. How can and should Australia leverage the Alliance to navigate the security challenges it confronts?
3. What should future cooperation with the US look like—or not?

Registrations are now open for the following sessions:

Virtual sessions (via Zoom)

Tuesday, 7 June - 3.00pm (AEST)

Monday, 11 July - 5.30pm (AEST)

[Register for an online session here.](#)

Adviser news

Victorian Multicultural Commission proudly honours 29 inductees, who are trailblazers, emerging leaders, and passionate community members from 19 cultures who support and amplify multicultural or multifaith communities, again often voluntarily. The contributions of the 2022 inductees are especially significant, as we are acutely aware of the vital role they played in keeping our communities safe and connected throughout the COVID-19 pandemic. The VMC is deeply grateful for the work of these unsung heroes who supported not only their friends and family but the wider community. They represent a generosity of spirit of which Victoria can be proud.



Honour Roll inductees with Minister for Multicultural Affairs, the Hon. Ros Spence and Chairperson Viv Nguyen at Arts Centre Melbourne

Three of these inductees are NCWV Advisers: Guosheng Chen; June Anderson; Nurcihan Ozturk (absent)

Congratulations to these NCWV inductees



Breaking News: From Term 3, reproductive health and wellbeing experts will work with Year 10 students at 56 Government Secondary schools on Pelvic Pain Education Program (PPEP), as part of a national campaign addressing pelvic pain, period pain and endometriosis. This is co-funded by the State and Commonwealth.

ICW-CIF News

Overview of 36th International Council of Women's General Assembly in Avignon, France, 16th-20th May 2022

The opening ceremony on 16th May was held in the beautiful reception room of the 19th century City Hall, with the Mayor of Avignon, Cécile Helle, giving the opening speech. In the afternoon the Conference was opened and a Symposium held, in the Palais des Papes Congress Hall, based on this past triennial theme and theme for the General Assembly "Social protection for All Women and Girls: Sustainable Development for the World".



Elisabeth Newman AM, Hean Bee Wee AM with some ICW_CIF Board members

The links for the recordings of the opening ceremony and symposium are:

- the opening ceremony at the Avignon City Hall <https://youtu.be/27h5awVBSQ4>
- the symposium on Monday afternoon at the Pope's Palace <https://youtu.be/ZZR1xpTarNk>

Following the presentations those present were asked to form three discussion groups.

Tuesday 17th May the business of the General Assembly commenced and over the next four days we had the presentations of the financial papers, Country and Regional Council reports, and the Standing Committee and Permanent Representatives to the UN reports. It is always interesting to learn what others are doing.

Other reports: Small Development Fund, Lydie Rossini Fund, Project Five-O and 63rd-66th Commissions on the Status of Women.

With all positions declared vacant, voting took place, undertaken in stages, during refreshment breaks for the President, 5 Vice-Presidents, 5 Board Members, Treasurer, Assistant Treasurer and Standing Committee Members. Martine Marandel, from France and immediate past Treasurer of ICW-CIF, was elected President; Ludovina Moreira-Costes, from France, Treasurer; Chiou See Anderson, NCWA President, Assistant Treasurer. Of the Standing Committee Members, Wendy Rainbird from Canberra was elected Habitat Advisor (she had served her term as Environment Advisor) and Jennifer Ann Davis from Cairns was re-elected as Arts and Letters Advisor.

The Regional Councils met. Hean Bee Wee continues as the President of APRC.

There was a presentation from LELAF and of the Mechta van den Boogert Award

All nine resolutions were presented and passed; the one about Surrogacy caused some discussion.

The Triennial Theme, "Empowerment of women: Peace and sustainable development", and the Plans of Action for the next Triennium, 2022-2025, were adopted.

The NCW NZ placed a bid to hold the next Mid-term Executive Committee Meeting in September 2023 and NCWA to hold the next General Assembly in 2025. Both were accepted. It was noted this last Triennium was extended by a year due to the COVID pandemic, the next Triennium will be the full three years, viz. 2022-2025.

A very pleasant gala dinner was held on a boat on the Rhone. We were invited to a concert put on by women with music by women which was also very pleasant. Some sight-seeing was organised for the last day. There were also the customary gift shop and Inter Faith Service.

The closing ceremony was late morning, Friday 20th May.

Cosima Schenk, a former ICW-CIF President, was admitted to the Committee of Honour and several applications for life membership to ICW-CIF were approved.

It was a very peasant friendly General Assembly. Once it was definitely decided the Assembly would take place, there was only 6 weeks to put preliminary plans into place and confirm speakers etc. The French Council are to be congratulated for their organisation. The ICW-CIF Secretariat was also busy making sure all the papers were in order – thanks are due to the office Secretary, Mijin An, and for her work during the General Assembly.

At the meeting of the old and new Boards, various responsibilities were allotted. Two recording secretaries have been appointed from two differing National Councils. Linda Liu, former 1st Vice-President, has been appointed an Ex-officio Board Member and I have been appointed Advisor to the Board, primarily to mentor the two Board Co-ordinators of Standing Committees.

Elisabeth Newman AM June 1st 2022 (written for NCWV)

VALE: Judith van Unen, October 15, 1949-May 27, 2022



From 2009 Judith was Joint CEO with Carole Shaw at Justice Equality Rights Access [JERA] International; JERA International's partnerships, including with the Australian Government, make a significant contribution to upskilling interested citizens about the Melbourne based international human rights treaty system, especially via the caravan process used for preparation of Australia's CEDAW shadow reports. Elisabeth Newman AM recalls that Judith was a supporter of NCWV. *'I came to know her when a group of NGOs prepared a shadow report, the first I believe, to the Government's report to CEDAW. Judith was president of BPW (Business and Professional Women) Victoria at the time and went onto be the National President. We surprised the Govt with our critical shadow report. I supported the work Judith and Carole Shaw undertook for JREA at the Commission on the Status of Women (CSW) in NY'.*

Judith was a long-term member of the United Nations Association of Australia. Some will associate her with the national leadership work she undertook with Business and Professional Women of Australia from 2000, and her role with the National Women's Alliance Economic Security4Women for over 20 years, with the National Foundation for Australian Women, and the Australian National Committee for UN Women, previously UNIFEM Australia.

Judith's generous sharing of time and energy included a period of service at the National Defence Reserves Support Council. Her interest in the history of internationalist women in Australia and beyond led her to join the League of Women Voters of Victoria and thence to becoming a member of the historic International Alliance of Women. A high priority was attendance at the UN Commission for the Status of Women (CSW) annually from 2000. This reflected her commitment to build women's lifelong economic security by working collaboratively with the many who gathered there to create global positive change for women and their communities, preparation for the Australian Government of a downloadable Guide for those planning to go to New York for the annual Session of the UN Commission on Status of Women, and in the cycle of preparatory and report back meetings for CSW. Judith's participation in the UNAA Status of Women Network reflected her willingness to share in the UNAA's educative work, and its objective to build consensus on the wide range of issues that confront the United Nations and Australia: from human rights to peacekeeping, from greenhouse gases to clean water, and the ways Australia's international obligations impacted on Australia's Federal, State and Territory laws.

When the Victorian Women's Trust (VWT) held *Breakthrough 2016* focussed on gender equality, Judith was asked to join the speakers panel for the 'Women Without Borders' segment. The Breakthrough program described Judith as *'A lifelong entrepreneur and business performance strategist with a profound commitment to social justice, Judith uses her lived experiences, expertise and common-sense approach to problem solving to work with grassroots organisations across Asia Pacific and MENA regions, in post conflict, post disaster countries to develop opportunities for sustainable and liveable income streams for women. Advocating for national policies and programs that support economic justice and women's rights is a crucial element in her work'.* When the VWT started in 1985 one of its first grants supported Judith's vision of a women's business incubator in Collingwood. *Sheila Byard OAM, Convenor NCWV*

Beta, Sigma, Phi, Victoria, celebrated Victoria's 64th Founder's Day and mini-conference on April 29th, 2022. The Greeting from National Council of Women Victoria was given by Beta member, Ronniet Milliken, President of NCWV. Dr. Lois Peeler AM was Guest Speaker, recognised elder of Yorta Yorta and Wurundjeri heritage. Lois presented to NCWV Council in August 2021.



Ronniet Milliken, Beverley Kannegiesser, Janet Park, Helen Bruckner



Lois Peeler AM and Ronniet Milliken

OTHER NEWS

Celebrating 150 years of public education

This year marks the 150th anniversary of public education in Victoria, and a chance to reflect on our long-held belief that every child deserves a high-quality education, regardless of their background.

When Victoria became an independent colony in 1851, its government inherited a dual system of publicly funded schools from New South Wales. The Denominational School Board administered the funding and regulation of church-based schools, and the National School Board oversaw government-funded secular schools. Some children went to independent schools, others were educated at home with tutors. For the poorest families education was a luxury many could not afford. This led to the establishment of what were known as 'ragged schools'.

The Board of Education was formed in 1862, at which point the Denominational School Board dissolved, and a system of common and rural schools was established. When the [Education Act](#) (Vic) was passed in 1872, Victoria was the first Australian colony to set up a central public school system with principles of **free**, **secular** and **compulsory** education.

All children aged 6-15 years were now required to attend school 'for a period of sixty days in each half year', unless they had a reasonable excuse. The Department of Education was established in 1873, with the Act laying out the subjects that children would be taught, including the 'Three Rs' – reading, writing and arithmetic. Geography was also considered an important skill, along with drills and gymnastics, sewing and needlework 'in addition for Girls'. When the children had successfully learnt these skills they were considered 'sufficiently educated'. [Read more](#)



Oldest State school Bacchus Marsh (is still operating).



Teesdale PS students around 1890/1900



The Equality Rights Alliance (ERA), Women With Disabilities Australia (WWDA), Harmony Alliance and National Women's Safety Alliance (NWSA) represent hundreds of organisations in providing policy advice to the government. National Women's Alliances have congratulated the incoming ALP Government and all new members of the 47th federal parliament, while stressing the urgency of tackling structural change to advance the lives of women and girls across the country regardless of their background, ability or income. Together, the four alliances have acknowledged the election as a historic moment to move on preventive and inclusive reforms for women neglected the past decade. [Women have spoken: new government urged to prioritise structural reform – Joint media statement – Equality Rights Alliance](#)

Women's Agenda News

In a landmark decision handed down by the Fair Work Commission, millions of Australians will be afforded 10 days paid domestic violence leave should they need it. The entitlement will be accessible on a yearly basis at the base rate of pay to 2.6 million people employed under modern awards, and is expected to set a precedent for all employed Australians. The bench, headed by president Justice Iain Ross, deemed that financial support was imperative to support employees in leaving violent relationships, and came at a minimal cost to most employers.

"We accept that the introduction of paid FDV leave is not a panacea for the devastating effects of FDV, but it will provide a critical mechanism for employees to maintain their employment and financial security, while dealing with the effects of FDV." The leave will apply to permanent employees only.

Our Purposes: *to provide a non-party political, non-sectarian, not-for-profit, umbrella organisation with broadly humanitarian and educational objectives, empowering women and girls; raising awareness of gender equality; act as a voice on issues and concerns of women and girls at State level; develop policies and responses on behalf of women and girls on a State-wide basis; maintain and strengthen the Association's relationship with all members; link with women in Australia and International Council of Women through the National Council of Women of Australia and contribute to the implementation of their plans of action and policies.*

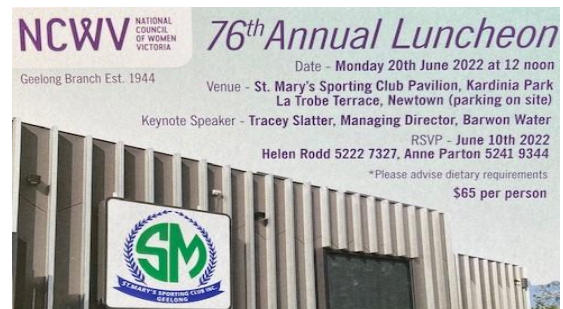
Our motto: *The Preamble to the original ICW Constitution said "We, women of all Nations, in the conviction that the good of humanity will be best advanced by greater unity of thought, sympathy and purpose, and that an organised movement will serve to promote the highest good of the family and of the Nation, do hereby band ourselves together in a federation of women of all races, nations and creeds, to further the application of the Golden Rule to society, custom and law: Do unto others as you would have them do unto you."*

NCWV Geelong

This regional branch of NCWV is holding its Annual Luncheon on Monday 20th June, with speaker Tracey Slatter, Managing Director, Barwon Water

Contact: Helen Rodd on 5222 7327

OR Anne Parton on 5241 9344



NCWV Dates for 2022, venue/ZOOM to be notified for each meeting

June	Thursday 2	Individual Members and Council meeting, 12:15-2:00pm FVIM, Jan Shuard
	Thursday 9	Individual Members Excursion, Salvation Army Heritage Centre, 10:30am
	Thursday 16	Committee Meeting, 10am-12 noon
	Monday 20	Geelong Branch Luncheon, 12 noon
	Monday 20	Standing Committee Meeting, 4:30-6:00pm
July	Thursday 7	Council Meeting, 5:15-7:15pm
	Monday 11	Standing Committee Meeting, 4:30pm – 6:00pm
	Thursday 21	Committee Meeting, 10am-12 noon
August	Thursday 4	Individual Members Meeting, 10:15-11:30am, Council Meeting, 12:15-2:00pm
	Monday 8	Standing Committee Meeting, 4:30-6:00pm
	Thursday 18	Committee Meeting, 10am-12 noon
	Monday 22	MVMV Victorian Parliament 9 am to 12:30pm
	Thursday 1	NCWV AGM, 12:15-2:00pm
September	Monday 12	Standing Committee Meeting, 4:30pm – 6:00pm
	Thursday 15	Committee Meeting, 10am-12 noon
	Thursday 6	Individual Members Meeting, 10:15-11:30am, Council Meeting, 12:15-2:00pm
October	Monday 10	Standing Committee Meeting, 4:30-6:00pm
	Thursday 20	Committee Meeting, 10am-12 noon
	Thursday 3	Council Meeting, 5:15-7:15pm
	Monday 14	Standing Committee Meeting, 4:30pm – 6:00pm
November	Thursday 17	Committee Meeting, 10am-12 noon
	Thursday 24	End of Year Celebratory Luncheon, TBA