

**2022-2023**

# ANNUAL REPORT

Celebrating 120 years in 2022/3



**NCWV** NATIONAL  
COUNCIL  
OF WOMEN  
VICTORIA

# Acknowledgement

National Council of Women of Victoria acknowledges the Traditional Custodians of Country throughout Victoria and recognises their continuing connection to lands, waters, and communities.

NCWV pays its respect to aboriginal and Torres Strait Islander cultures; and to Elders past, present, and emerging.

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Affiliated with:

National Council of Women of Australia Inc.  
Ltd and thus to the International Council of  
Women (ICW-CIF) which has consultative  
status with the United Nations Economic  
and Social Council.

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# Introduction to NCWV

The National Council of Women of Victoria is a not-for-profit, umbrella organisation with broadly humanitarian objectives, with twenty Organisational Members, and over fifty Individual Members, from across Greater Melbourne and Geelong, regional and rural Victoria. It brings together a number of the more significant member-based organisations for women and Civil Society Organisations (CSOs) with Observer Status with the UN Economic and Social Council.

Our aim is to work for the well-being of women and their families: their right to physical safety, to education at all levels, and to receive equal pay for equal work. It is agreed that violence in the home and public places is a crime, as is discrimination on the basis of gender, race, or marital status.

The Council partners with professionals, policy makers and the community, to become more informed on issues of the day and to act where appropriate, including making submissions to Government, to Parliamentary Committees and other inquiries and bodies.

## NCWV Purposes

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



# Presidents Report

## NCWV President, Ronniel Milliken

I have much pleasure in presenting the 120th Annual Report of the National Council of Women of Victoria (NCWV), reflecting the work and activities of the Council over the past year, 2022-2023. I commend the Reports within this document to you - our members.

## 120th Celebrations

Continuing our 120th Anniversary year since March 1902 in 2022-2023, we pause to appreciate the valuable

work, through advocacy and action by the matriarchs of NCWV and the wider Victorian community, to improve the lives of women, girls and their families across Greater Melbourne and Geelong, regional and rural Victoria over our 120 years.

At the celebratory 120th Luncheon we acknowledged all 39 Presidents through a wonderful presentation - which we intend to publish separately for posterity. Likewise we have a video record of the 120th celebrations in preparation.

## National Council of Women of Victoria Presidents (most) 1902 – 2022

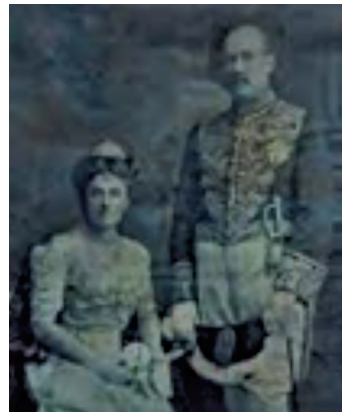
Images taken from the presentation created for the NCWV 120th Anniversary luncheon, November 2022.



Janet Lady Clarke



Lady Talbot



Lady Mary Gibson-Carmichael



Mrs Alice Baker



Mrs Jessie Henderson



Mrs Lillias Skene



Mrs Alice Mabel Moss CBE



Mrs Ivy Brookes



Mrs Gertrude Kumm OBE



Ada Norris OBE DBE



Marie Freda Breen OBE DB



Whitney King



Dame Phyllis Frost AC DBE



Lady Audrey Matheson



Diane Alley OBE



Shirley Horne AM



Eleanor Sumner



Sylvia Gelman AM MBE





Gracia Baylor AM



Janet Galley OAM



Beverley Blyth Bailey



Elizabeth Steeper Sampson



Rysia Rozen OAM



Elizabeth Taylor



Mary Allinson



Jennifer Russell



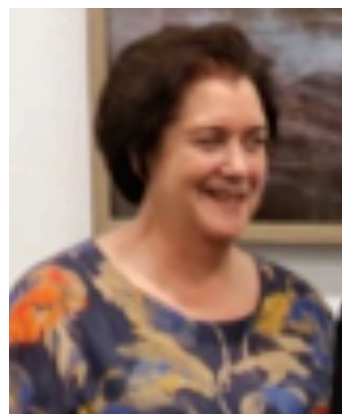
Sheila Byard OAM



Janene Blanchfield Brown



Elisabeth Newman AM



Ronniet Milliken

## Honours

In particular we honoured Elisabeth Newman AM now NCWA Honorary Life Vice President and Freda Kaufman now NCWV Honorary Life Member.

## Team Work

While I was an apology at the Luncheon due to covid, I understand there was an acknowledgement that each president is supported by Committee Members, Advisers, Co-ordinators, Convenors, and her Executive. For my part I must say the advocacy work, activities and events, and communications with Members are made possible by the enormous unrelenting input of these team members – always caring and mindful of the impact of work, health and family life.

In 2022/3 we have welcomed 3 members to the Committee - Robyn Byrne OAM, Honorary Secretary Tracey Ahern, and Deanne Baptista who has recently become Honorary Treasurer. Particular thanks go to Hean Bee Wee AM who acted as Honorary Treasurer after the resignation of Helen Nguyen. At the Steering Committee we welcomed new Health Advisor Professor Cassandra Szoek, and Connie de Silva keen to attend the Stakeholder Forum regarding women prisoners.

This year there has been a focus on being informed by Speakers about

- Our history – we are standing on the shoulders and in the shoes of great women
- current and continuing issues – many topics raised in the Survey conducted in early 2022/3

- the Future – considering information from organisations actively engaged with girls and young women – our Member organisation – Girl Guides Victoria and the Movement, Trades Women Australia supporting the take up of non-traditional skilled trades and Plan International Australia hearing from Youth Activists about the results of their Survey of 1000 girls.

## Family Violence

In 2022 well ahead of the State election, we expressed our concern about the closure of the Office of the Family Violence Reform Implementation Monitor before the necessary Reforms and Programs are embedded in our community, culture and government services – knowing as we do that it takes desire and decades to embed change.

Remember those shoulders I mentioned – we have been using that vantage point hear from our Advisers and Smart Justice regarding changes in the justice system with a gendered lense – given prisoners are predominantly male and 54 % of the relatively few women prisoners, are mothers.

## ICW-CIF Resolution regarding 'Abortion – a fragile right'

Mindful of the erosion of women's health rights in the United States post the Roe v. Wade decision, we noted the ICW-CIF Resolution regarding 'Abortion – a fragile right'. While the US decision has no direct effect in Australia where the legal framework of a 'woman's right' to abortion is state based and limited as to time., we took the opportunity to hear about the 'RU486' turnaround in Australia in the decade 1996 to 2006 from Senator Judith Troeth brought about *by women leading in parliament across party lines*.

## NCWA Triennial Conference

At the NCWA Triennial Conference we advocated for mothers and their children facing the choice of poverty or family violence; for improved ATO vigilance regarding **recalcitrant tax 'payers'**; and victims of modern slavery (domestic, agricultural or sexual).

Given NCWV advocacy for children's playgrounds commenced in 1906, we are excited in particular about the enrichment of young lives and their future we see in the rollout of universal free 3 year-old Kindergarten in Victoria – leading Australia in this regard.

Uniquely among the not-for-profit sector, NCWV also consider the issues of gendered stereotypes in a grass roots approach, concerned about images seen by our children in their formative first 7 years, and monitoring research on this cohort by academics at universities in Australia and around the world.

The project to refresh our website is underway – with communications and media being an important point of contact with existing Members and to attract and retain potential new and younger members.

## Gatherings

On a lighter note, fortunately, there have been opportunities for gatherings in 2022/23 taking into account the risks of covid transmission. This has included meeting inspiring students at MVMV 2022 and the presentation of 2022 MVMV Awards, and Celebrating 150 years of Pioneering Women Teachers with NCWV Members, Members of State Parliament, religious sisters and of course treasured teachers!

I have also been fortunate to join several member organisation events – celebrating International Women's Day as a guest of National Australian Chinese Women's Association Inc nearby in Clayton enjoying the cultural activities and demonstrated commitment to gender equality; celebrating the 75th Anniversary of Soroptimist International of Melbourne Inc with the guest speaker Judge Frances Milane talking about refugee Afghan women Judges; and celebrating the advancement of women at the Australian Local Government Women's Association national conference – all very energising!



## Messages of Congratulations

We were fortunate to receive messages of congratulations on our 120th anniversary from our Patron the Right Honourable the Lord Mayor Sally Capp AC, and the first woman Governor of Victoria - our Patron in Chief from 2018 until the end of her term on 30 June 2023 then Governor of Victoria, the Honourable Linda Dessau AC.

We received invitations from the Governor of Victoria for events in 2023, which several members were pleased to attend representing the National Council of Women Victoria,

- Governor's Lecture Series: A Healthy Future for Girls and Women, on IWD
- Coronation Reception for their Majesties King Charles III and Queen Camilla
- Governor's Oration - to recognise and celebrate the Contributions of Governor's Spouses



Civics Convenor Pam Hammond, the Governor and President Ronniet Milliken

Decades after equality was mandated and harassment was prohibited - we understand that there are gaps to be filled – in large and small business and all levels of government; and mind sets and behaviours to be changed. Fortunately, we see another round of programs in place to implement the necessary changes in our community and culture. We monitor these developments for any backsliding that needs to be called out and addressed.

As my third year as President draws to a close, I thank the members, delegates and committee members for their engagement and look forward to supporting the incoming Committee as immediate past president.

We have a lot to be thankful for in the calibre and energy of our volunteer committee members and office holders – past, present and emerging.



President Ronniet Milliken, the Governor and Vice President Elida Brereton



OFFICE OF THE GOVERNOR  
VICTORIA

## NATIONAL COUNCIL OF WOMEN VICTORIA

As Patron-in-Chief, I am proud to acknowledge the work of the National Council of Women Victoria upon their 120<sup>th</sup> anniversary.

Since 1902, the Council has been advocating on behalf of women in Victoria. This advocacy has helped to increase women's involvement in public life, and to advance the rights and improve the lives of women across our State.

While there is still much to be achieved, we can be grateful for the Council's tireless work, and for all that it has accomplished on behalf of women in our State.

Thank you to everyone involved at the National Council of Women Victoria, both past and present. That it has continued over so long a period is a mark of the resilience of the organisation and its people.

Each time you have advanced the cause and parity of Victorian women, you have helped to advance all Victorians, and have contributed – in the words of our State motto – to our *Peace and Prosperity*.

Happy 120<sup>th</sup> anniversary!

**The Honourable Linda Dessau AC**

Governor of Victoria



## Thankyou

**National Council of Women of Victoria acknowledges the support received including:**

Guest Speakers during the year – taking the time to share their deep knowledge.

**Donors - including anonymous donors large and small**

- Regarding the film of the 120th Anniversary Celebrations - Ms Stephanie Liu
- Yano Film
- Donors of MVMV Awards

**Regarding My Vote My Voice**

- Presiding Officers and Staff of the Parliament of Victoria
- the Hon Nazir Elasmr MLC, President, Legislative Council
- the Hon Colin Brooks MP, Speaker Legislative Assembly.
- Parliamentary Services AV staff, Hansard, and Mary Dee Morgan, Events Coordinator
- Victorian Electoral Commission Community Education Engagement Team

The Bessie Rischbieth Memorial Trust of the League of Women Voters of Victoria

Photographer, Rod Hammond, and the Hammond family for their support

City of Melbourne

Complete Function Hire

Justice Connect Not-for-Profit Law

Jaz Lee VirtualEE

Officeworks

Readings

Workgroup Computer Solutions WCS – Terry Komis and Team

Westpac Banking

Imagine Graphic Design

# National Council of Women Australia

Another highlight for the year was the NCWA Triennial Conference. The Victorian contingent of 12 networked with constituent councils in conference, and at Government House

in Canberra as guests of NCWA Patron Her Excellency

Mrs. Linda Hurley.

The Triennial Conference culminated in the passage of 7 Resolutions: 6 proposed Resolutions passed. A 7th arose and passed spontaneously - initiated by the NCW Victoria contingent – proposed by NCW Tasmania and Seconded NCW NSW, following the presentation by Dr Anne Summers AO regarding her Report - “The Choice: Violence or Poverty”:

At the NCWA Triennial Conference on 10 November 2022 by Resolution we urged the Australian Government:

1. to extend Universal Preschool to include all children in the 2 years before they start school which would include three-year-olds;
2. to implement all 17 Global Goals for Sustainable Development (the Sustainable Development Goals or SDGs), signed at the United Nations by Australia in September 2015; and to measure and benchmark all legislation and decisions by the
3. to better support survivors of Modern Slavery (domestic, agricultural, or sexual slavery) alleged to have been committed/perpetrated in Australia, through a national compensation scheme for survivors - implemented through amendment of the relevant federal legislation – so that survivors are able to access compensation through a slavery-specific national compensation scheme that should not require cooperation with police;
4. to compel child support customers to lodge a tax return annually and disallow child support decisions on ‘provisional income’;
5. to develop and implement a Charter/Bill of Human Rights;

Australian Federal Government against the associated 169 targets and 232 measurable indicators on their impact toward achieving the SDGs;



6. to ratify the International Labour Organisation's C190 – Violence and Harassment Convention 2019 (no. 190).

On hearing from Dr Anne Summers AO regarding her Report - "The Choice: Violence or Poverty" on 11 November 2022, NCWA RESOLVED to urge the Australian Government

7. to change the eligibility rules so that the parenting payment single allowance is available to all single parents until their youngest child reaches 16 or is still in high school.

**At the 2022 NCWA Triennial, Elisabeth Newman AM was made Honorary Life Vice President NCWA.**



### Victorian Involvement

Elisabeth Newman became a NCWV delegate in 1976, then an Individual member in 1985. She first joined the Executive in 1981 and has held many positions in NCWV, including as President, Vice-president, Public Officer, Individual Member Representative and Adviser on Health and Social Issues. As Health Adviser over many years, Elisabeth informed and educated members on PAP smears, Breast Screen Victoria, Obstetric care in rural areas, dental health, Female Genital Mutilation and more. Elisabeth also encouraged discussion at NCWV on HIV/AIDS in the late 1980s with an early evening seminar on the subject. She was also

very active in Fetal Alcohol Syndrome research in collaboration with affiliates and others. Elisabeth wrote many resolutions to present at the Triennial Conference, all of which were endorsed.

When Vice President of NCWV in May 2017, Elisabeth became Interim President of NCWV and at the AGM was elected President, retiring in 2020. Elisabeth was on the Board of the National Council of Women of Australia (NCWA) as NCWV President 2017-2020. In 2020 Elisabeth was made an honorary Member of the Order of Australia - General Division (AM), for significant service to women at the national and international level.

### National Involvement

In 1993, as NCWV Health Adviser, Elisabeth was requested by National Council of Women of Australia (NCWA) to write a submission for NCWA on Female Genital Mutilation. In 1995 Elisabeth attended a workshop in Canberra at the invitation of the Mental Health Division of the Health Dept. on Innovative Non-medical Intervention Approaches to Suicidal Young People. In 1996 She was on the organising committees of Forum 'Women's Health Now - Towards and Beyond 2000' and the 'Bite Back Campaign', a campaign with the mission that all young people should have the opportunity to thrive and be healthy, no matter where they live.

From 1996-2000 Elisabeth was part of the Health Issues Centre (HIC) Committee of Management, the appointment supported by NCWA and in 1997 she represented NCWA and HIC at the Australian Medical Women's Research Council's meetings of the

Radiation Oncology Workforce Working Party in Sydney. Elisabeth was a member of Discharge and Community Linkages Advisory Group representing HIC (2000-2002).

Elisabeth was a dedicated National Health Adviser for NCWA and served two terms (2000-2006), three years under the old system and three years under the new system (which she introduced). During this time, Elisabeth wrote many health submissions, being called to Canberra in response to some of these, e.g., a submission for NCWA to the Senate Inquiry into the Garment Industry Outworkers which resulted in being invited to appear before a Senate Hearing. Elisabeth also served one term as National Coordinator of the General Well-being Standing Committee (2006-09).

## International Involvement

Elisabeth became involved in the International Council of Women (ICW-CIF) in 1994 when attending the General Assembly in Paris. She was appointed a Life Member in 1997. Elisabeth has been on the ICW-CIF Board since 2009, becoming joint Coordinator of Standing Committees (SCs) for many years and, later,

## Convenor of the Small Development Fund

At each General Assembly she runs a training session for newly elected Advisers and Coordinators.

She had responsibility to communicate with SC members, as well as seeing that each SC prepared a Plan of Action for each Triennium to be adopted at the General Assembly, and to encourage members and all the National Councils to follow these Plans. SC members

also need to write resolutions for the Triennial General Assembly meetings. Elisabeth headed the Resolutions Committee for the 2015 and 2019 General Assemblies. She also facilitated exchange of information between Permanent Representatives in UN Centres (Geneva, NY, and Vienna), SCs, National Councils and the Board. She organised the writing of statements to mark UN Days to be circulated and posted on the website.

Elisabeth became Vice-President of the ICW-CIF in 2012. Elisabeth has had responsibility for assisting with the ICW-CIF programme for the Commission on the Status of Women, requiring her to go to New York each March to attend the Commission. For four years she oversaw the programme, including the writing of the statement and preparation and running of the parallel events, presenting a paper on two occasions, also deputising for the President if she was unable to attend. On retiring from the Board, Elisabeth was co-opted back onto the ICW-CIF Board.

From all reports, Elisabeth is extremely well respected amongst NCWV delegates and members, as well as nationally and internationally, for her diligence to her roles and the manner in which she carries out tasks and communications, with respect, humour, and empathy. She is passionate about supporting women in all their roles.

**Congratulations from all our Members and Delegates on your nomination by NCWV, and award by NCWA in recognition of significant service as a volunteer for the advancement and empowerment of women and girls in Victoria, Australia and internationally.**

# Sylvia Gelman AM MBE Bequest Award Program

## Award Program Report

**1st July 2022 - 30th June 2023**

Sylvia was keen for members of NCWV being mentored to hold Executive Committee positions within the Council, as well as within their respective Organisation. This Award, provided from the Sylvia Gelman Bequest, is designed to do just that. Following the setbacks with the launching of the Award due to the COVID-19 crisis the Committee of Management relaunched the Award in October 2022.

The Award aims to encourage and promote talent within the NCWV family, stimulate innovation and the strengthening of NCWV and its Organisations. The Award is designed to extend over three years to enable the successful applicant to experience what is involved in having an Executive Committee position. She will gain knowledge of the structure of NCWV and its link, through the National Council of Women of Australia, to the International Council of Women and its involvement with the United Nations. She will also gain valuable knowledge of the women's movements and the major issues affecting women.

The Award, worth up to \$9,000 over three years, is open to all NCWV members:

- Every Organisational member of NCWV is encouraged to nominate a candidate from their membership for this interesting Award.
- All Individual Members are welcome to apply.

This year we are offered a grant to assist a Member to attend the ICW-CIF mid-term Executive Committee Meeting this November 2023 in Manila, with applications closing on Monday 14 August 2023.

A limited number of grants will also be available for Members to attend the NCWA Annual Meeting and Conference in Sydney on 17 October 2023.

## Members of the Committee of Management are

Elisabeth Newman AM (Convener), Hean Bee Wee AM, Gracia Baylor AM, Leonie Christopherson AM, Pam Hammond, and the NCWV President is an Ex Officio member – presently Ronniet Milliken.

For further information please contact the Committee of Management via NCWV.

Elisabeth Newman AM – Convener.



Sylvia Gelman AM MBE



## Logo Garden on St Kilda Road – Spring 2022

As part of our 120th Anniversary celebrations, the City of Melbourne created our badge in the logo garden for Spring 2022 – located on the easter side of St Kilda Road between Government House Drive and Anzac Avenue.

With white, purple, and green coloured plants – the full flush occurred in August and September 2022. The garden and accompanying information about NCWV remained on display until September 2022 with many NCWV Members and Friends taking the opportunity to visit and view the garden.

We appreciate the dedication of the City of Melbourne Parks team members out in all weathers to enable us to enjoy Melbourne's glorious gardens. Our thanks to Elisabeth Newman AM, Past President for coordinating this display with City of Melbourne.

Look out for the 2024 Calendar available in late 2023 that includes this picture!



## NCWV – Honorary Life Member – Freda Kaufman

**At our AGM in September 2022, we announced that Freda Kaufman would be made an Honorary Life Member for services rendered to National Council of Women Victoria Inc.**



National Council of Women Victoria Inc recognises and appreciates the voluntary and honorary work of Freda Kaufman not only as a member of the NCWV Committees since 2012 and Vice President 2017 to 2021, but also her regular attendance at Council Meetings as Delegate for the National Council of Jewish Women of Australia (Victoria) (NCJWAV)

As Adviser Health on the NCWV Standing Committee, Freda's Reports to Council Meetings were well understood and received particularly when she spoke about Women's Heart Health and encouraged Delegates and Individual Members to care for their own health as well as the health of their families, relatives, and friends.

Freda a Physiotherapist for over 50 years is also a Journalist and Writer who in 2014 published the Manual of Jewish Festivals – listed as a Victorian VCE textbook.

In addition to being a NCJWAV Delegate to NCWV, Freda has been an Individual Member since 2018. Freda has been a Member of the Business and Professional Women's Club , an Executive Member of The Council of Christian and Jews Victoria Inc and is an Honorary Life Member of the Jewish Museum of Australia.

NCWV - Congratulations from all our Members and Delegates in recognition of significant service as a volunteer for the advancement and empowerment of women and girls in Victoria, Australia.



## Congratulatory Message of Appreciation for Freda Kaufman

“Freda Kaufman has been a NCJWA Vic’s delegate to NCWV since 2010, which is how she first became involved. Her core rationale is the mission to recognize equality and respect for women in all spheres of life. As a delegate, she has attended NCWV meetings and contributed to those meetings as our representative. She has been a most conscientious delegate and regularly forwards the monthly reports for noting by our Board.

Freda has been involved voluntarily in many communal organisations including NCJWA Vic. In 2017 Freda delivered a lecture part of our “Brainfood Series” entitled “The Hidden Stories on the Jewish Faith”.

Freda has been the Vice President and Health Advisor for the National Council of Women Victoria and an Executive Member of the Council of Christians and Jews. In the nineties she served for about ten years as a committee member and Vice President in the Business and Professional Women’s Club at both Branch and State levels.

The Jewish Museum of Australia has been a ruling passion of Freda’s for several decades. Freda was Convenor of the Museum guides for more than 27 years and in 2012 was made an

Honorary Life Member. To preserve an ongoing link to her beloved Museum she remains a regular synagogue tour guide. Freda passionately believes that to live the Jewish way is the path to an upright and meaningful, fulfilling lifetime and that the tenets of Judaism are “the right way to go.” She has authored several books on orthodox women in religion including *The Manual of Jewish Festivals* published in 2014. In 2017 it was recommended by the Education Department as a VCE textbook for the Unit “Texts and Traditions, and *The Manual of Contemporary Judaism*, which includes a discussion on the Jewish stance on issues such as same-sex marriage, euthanasia, organ transplants and IVF. She is also a regular contributor to the *Destiny Journal* of the Melbourne Hebrew Congregation. As a member and active contributor wherever she serves, she is truly appreciated, and this is demonstrated by the NCWV by awarding her this honour of an Honorary Life Membership. “

Kindly,

Helen Lewin  
President NCJWA Vic  
23 November 2022

# NCWV 120th Anniversary Luncheon



The Rt Hon Lord Mayor of Melbourne Sally Capp.

We felt it was highly appropriate to celebrate this occasion on 25 November 2022, at the women's Lyceum Club, Melbourne which was 110 years old in 2022. The meal was delicious and there was a great ambience for this event.

We were delighted that our Patron, the Rt Hon. the Lord Mayor of Melbourne Sally Capp attended, circulated, and chatting to members with photos taken. After a welcome to all by our Vice-President, Elida Brereton, regrettably announcing the apology of our President, Ronniet Milliken due to a family member having COVID, she welcomed Sally. Sally spoke of her own journey to successfully stand for Mayor, but regretted that she had no knowledge of the women who had come before her – Leckie Ord and Winsome McCaughey, as notable women are not recognised to the same degree as the men. Sally related walking into the Mayoral chamber and being surrounded by large portraits of past mayors – all men! She is aiming

for more women to be visible in and around Melbourne, with women's stories, street/laneway names, statues, and artwork.

Elisabeth Newman AM, immediate Past President, thanked Sally saying how the connection between her office and NCWV continues to be strong.

There was then the acknowledgement of Elisabeth's appointment as NCWA Honorary Life Vice-President at the NCWA Triennial Conference in Canberra earlier in November 2022.

Freda Kaufman, past Committee member, Vice-President, and Health Adviser, was appointed as NCWV Honorary Life Member for her untiring work for NCWV, particularly in Heart Health, and as a Delegate – to NCWV for NCJWA Victoria.



Elida giving Freda her Life Membership.



Freda with daughter Caroline.



Past Presidents in attendance included Gracia Baylor AM, Rysia Rozen OAM, Jennie Russell, Sheila Byard OAM, and Elisabeth Newman AM.

We acknowledged all 39 NCWV presidents from 1902 with the shield, some framed photos and a slideshow that included a photo (where available) and brief notes on NCWV achievements during their presidency. This was made possible by the enormous input by Janet Galley OAM, Honorary Archivist, Beverley Kannegiesser, Dr Deborah Towns OAM, and Pam Hammond.

There was the acknowledgement that presidents are supported by Members, Advisers and Convenors to enable NCWV to maintain strong advocacy work.

The 2003 re-enactment film of women gaining the vote, by Melbourne Girls' College Richmond, was played to great acclaim.

**This was a wonderful opportunity for us to gather together, after three years of not being able to do so.**



Pam Hammond MC



Stephanie Liu, Deborah Towns OAM, June Anderson



Sue Whitehead, Nadia Soloczynskyj



# 62nd NCWV Pioneer Women's Ceremony

## Celebrating Women Teachers

This annual event conducted by NCWV on Monday 30 January 2023, celebrates Pioneer Women in Victoria, past and present. It was held once again at the Pioneer Women's Memorial Garden in the King's Domain, Melbourne.

As 2022-23 was the 150th Anniversary of Secular and Compulsory Education in Victoria, our focus was on pioneering women teachers.

**Dr Deborah Towns OAM**, co-author of the history of the Secondary Education in Victoria and articles on education and teachers in Government, Independent and Catholic systems, highlighted the women pioneers in Education and the early schools in Melbourne.



Deborah Towns OAM



With Kara Krushe, Manager - 150 years of Public Education Project

## Aboriginal Women Teachers

Deborah began her address by recognising that before white people settled in Australia, established schools, and worked as teachers, Aboriginal women had taught their culture to the next generation. As Aboriginal women teachers, they inherited the knowledge to keep their culture strong and shared this over the many generations. Women were food providers, nurtured and reared children, cared for health and wellbeing, lead rituals, and taught others about these roles, about the sacred sites and how to care for the land. This storytelling continues and they are leaders in Australia today. They recognise ancestral leaders in their stories, myth making, art dance and writing. It was an oral transmission of learning which continues but it is also shared through writing, art, film, and the internet today. This continues today with Aboriginal women leading as teachers and in educational management in schools and universities.

Today education for Indigenous students and about Indigenous lifestyles, histories, language, and culture are increasingly taught to all students and embedded in key educational documents, dependent upon collaboration between Aboriginal leaders, government departments and schools.

## Kindergarten

Kindergarten teaching in Australia was introduced over a century ago by innovative and enlightened educationists, entrepreneurs, and philanthropists, but governments decided it was too expensive to universally implement. A few were built but they were dependent upon philanthropists and women educators, supported by community leaders, notably first-wave feminists.

In 1939, the Australian government funded a national organisation for children, today known as Early Childhood Australia (ECA). Led by Victorian teacher and activist Ada a'Beckett, it influenced the establishment of Lady Gowrie Child Centres (LGs) in all states representing a benchmark for the best standards of childcare and pre-school education. They were the only childhood centres to receive Commonwealth funding for decades.

In 1952, the Victorian government appointed Beth Stubbs as the chief pre-school supervisor in the Health Department. When she began, there were 166 kindergartens in Victoria, almost all built and managed by local communities. When she resigned 30 years later in 1980, there were 1,125.

## Religious Women Leaders

Religious women in the Catholic Education sector showed remarkable leadership in the early years of Australia's colonization, teaching in poor conditions, establishing, and heading up large schools. The Sisters of Mercy, led by Mother Ursula Frayne (only 29), arrived in Australia in 1846 and established primary schools

and girls' secondary schools. Other pioneering women established private single sex and coeducational schools. From the 1870s and 1880s, when Australian universities first welcomed women as students, attitudes towards girls' educational needs were changing. The Methodists and Presbyterians opened their 'ladies colleges' (MLCs and PLCs) with male principals. The Anglicans tended to appoint women principals (e.g., Firbank Grammar).

## Women Teachers in State Schools

In the government system women teachers taught in one teacher schools in rural areas over 150 years ago and even earlier. They taught in the gold fields in tents. From 1872, beginning in Victoria, 'free, compulsory and secular' education gradually was implemented in all colonies. Simultaneously, governments ceased funding denominational schools for a century which was severe for Catholic schools. Over time women got equal pay and became heads of coeducational high schools. Though women were half of the government teaching service, and most schools were co-educational, men were headmasters of all but the smallest schools. Eventually all promotion positions were opened to women.

## Woman Leads Education Ministry and Department in 1985

It was 1985 before a woman was head of an Education Department. Helen Williams was appointed as secretary of the Commonwealth Department of Education by former teacher Susan

Ryan, the first woman Minister of Education. In recent decades they head up single-sex boys' schools and manage state and national education departments which would have been considered impossible a century ago.

For more detail of this informative talk see: [ncwvic.org.au/files/2023%20February%20NCWV%20Newsletter.pdf](https://ncwvic.org.au/files/2023%20February%20NCWV%20Newsletter.pdf)

## Members and Guests

We were delighted to have so many members and guests attend, including Vicki Ward MP, Victorian Assistant Minister for Schools who spoke, Cindy McLeish MP, Victorian Shadow Minister for Women, and Prevention of Domestic Violence, several Sisters of St Joseph, and Judy Maddigan, the first woman Speaker in the Victorian Parliament.



Robyn B; June A; Deanne B; Helen B; Deborah T; Elida B; Elisabeth N; Hean Bee W; Pam, Vicki, Cindy, Ronniet

## Ross House Window: May 2023

Two Committee Members 'decorating' the current window at Ross House were assisted by three passers-by who wrestled the banner into position by clambering up the ladder. The volunteers learnt about NCWV in the process.





# NCWV Monthly Newsletter

NCWV circulates a monthly Newsletter which includes a detailed Report on our Council Meeting speaker, relevant articles, appropriate media releases and reports from Advisers. These newsletters are designed to inform our Members, Affiliates and Friends about current issues.

The content for 2022-23 aligns with the ICW-CIF STANDING COMMITTEES' PLANS OF ACTION 2022-2025 and responds to the results of the NCWV Member Survey in 2022-23.

**“We often hear the expression – you can’t be what you can’t see.”**

*‘Without modification to the attitudes and values of the wider community and the media, girls will continue to be educationally, socially and economically disadvantaged.’*

National Action Plan for the Education of Girls 1993-97.

**Dr Deborah Towns OAM and Pam Hammond MEd (Maths Education)** spoke about Gender Stereotypes in Children’s Literature; whether change is needed; and provided us with tools to analyse books we buy.

Deb and Pam focused on the stereotypes in picture story books, as the first 7 years of a child’s life is when they are open to being influenced, positively or negatively. They are developing understandings about gender, themselves, and expectations of their roles in the family, with peers

and in the world around them and can impact on aspirations. Deb and Pam quoted from research, one by a PhD student Sarah Mokrzycki at Victoria University, who analysed 100 best-selling picture books, identified by Dymocks in 2019. Female protagonists were seen in only 17% of the books, while 46% had male protagonists. Only seven books were female led in the top 50, compared to 26 male led books. Sarah found that the roles taken by the male characters ranged from farmers, chefs, scientists, builders to knights and more, whereas female characters were princesses, ballerinas, mothers, shop assistants, other stereotypical roles.

**Carolyn Gowers, Executive Director of Project Respect**, a 20-year-old Victorian based organisation and a registered charity, is an intersectional feminist, non-faith-based organisation positioning trafficking and sexual exploitation as a global, gendered, and structural issue.

Carolyn gave an overview of the Modern Slavery Action Plan that has been in place since Project Respect became a member of the National Roundtable on Human Trafficking and Slavery in 2008. Current plans include partnerships with civil society organisations, working in partnership with NGOs, development of a Victim and Survivor Engagement and Empowerment Strategy and Community and Services Sector Education.



The services and support that Project Respect offers, include free, confidential, non-judgemental support, safe community activities, amplification of the voices of women with diverse lived experiences and building the capacity of workforces to provide appropriate support.

**Professor Jennifer Burn Director, Technology Sydney (UTS)** talked about the review being conducted into Modern Slavery that was set up under the previous federal government, and the need for a compensation scheme for women who have been trafficked. Anti-Slavery Australia started in 2003, is the only specialist legal practice, research and policy centre committed to the abolition of modern slavery, human trafficking, forced labour and forced marriage.

Over 1900 people in Australia are victims of modern slavery and only 1 in 5 victims are detected. In total, 1670 modern slavery cases have been referred to the AFP with 31 offenders convicted.

At the NCWA Triennial Conference we resolved to urge the Federal Government to better support survivors of Modern Slavery (domestic, agricultural, or sexual slavery) alleged to have been committed/ perpetrated in Australia, through a national compensation scheme for survivors - implemented through amendment of the relevant federal legislation – so that survivors are able to access compensation through a slavery-specific national compensation scheme that should not require cooperation with police.

**Viv Nguyen, Chairperson of the Victorian Multicultural Commission.**

VMC supports and advocates for culturally and linguistically diverse Victorians. As the main link between communities and government, they engage with multicultural and multifaith groups to understand issues they face, work together to identify, and recommend solutions to government, policymakers, and community organisations to make services more inclusive and accessible.

*“The results of the 2021 National Census tell us that our state is now home to over 300 different ancestries with 290 languages spoken across the state, making us the most diverse state in Australia, a fact to be proud of.”*

**The Rt Hon Lord Mayor of Melbourne Sally Capp** spoke at our Annual Luncheon and related walking into the Mayoral chamber and being surrounded by large portraits of past mayors – all men! She is aiming for more women to be visible in and around Melbourne, with women’s stories, street/laneway names, statues, and artwork.

**Janet Cribbs CEO Trades Women’s Australia (TWA).** TWA is not-for-profit trying to increase representation of women in skilled trade roles and aims to improve gender equity, equality and empower women to take up skilled trades, which pay really well. TWA has been around since 2013, supporting fledgling tradeswomen and working hard to increase women’s representation in Australian trades, which currently stands at 2 per cent.

TWA has found that there is a lack of information for girls going through school about skilled trades and that there is a perception of poor workplace culture and no real support system for women who are working in male dominated spaces. TWA goes to schools and has a 'try a trade day,' so children get the opportunity to try different trades. In addition, Tradeswomen come in and talk to the students and community groups.

**Susanne Legena CEO of PLAN**

**Australia** and Youth Activists spoke about the results of a survey of 1000 girls - stating that *'PLAN is the charity for girls' equality. We tackle the root causes of poverty, support communities through crisis, campaign for gender equality, and help governments do what's right for children and particularly for girls. An equal world; a world where all children can live happy and healthy lives, and where girls can take their rightful place as equals.'*

Plan believes a better world is possible and they can add value and have made some pretty big changes in the 80 years they have been around. PLAN has Five Pillars: Learn; Lead; Decide; Thrive; Survive. Projects are designed to create young women leaders and change-makers of the future.

**In light of the US case Roe v. Wade being overturned and the ICW-CIF Resolution regarding 'Abortion a fragile right' – we sought to refresh Australian knowledge in this regard.**

**The Hon Judith Troeth AM, an**

**Australian Senator** was a trailblazer for women in politics, social justice, human rights, and women's health. The drug RU486, which induces abortion in the early stages of pregnancy, was controlled by the Therapeutic Drugs Administration (TGA) until 1996, when the Therapeutic Goods Act was amended requiring the Health Minister approve the importation, evaluation, registration, and prescription of such drugs. In 2005 Senator Troeth working across political party lines introduced legislation to revert decisions back to the TGA, which passed in a conscience vote in the Senate, and the House of Representatives, in February 2006. The drug became available on prescription by specially trained medical practitioners.

**Elena Pappas, Anoushka Jeronimus and Sarah LeFevre of SmartJustice for Women and Smart Justice for Youth**

– spoke about their work to create a fairer and more inclusive criminal justice system to reduce crime, be human rights and rehabilitation focused - especially for girls, women, and youth – with special reference to Bail Reform. we have a gender lens as women are a minority in the criminal justice system, so it skews the system to profiles of male offenders, which is different from how women present. Women are grounded in the experiences of trauma. Studies show they are often the victims of violence, family and/or sexual violence. 54% of women in Australian prisons have at least one dependent child and many women in prison have had children removed from their care, which has a flow-on effect for the children.

**Pauline Neil, Director, Mental Health Training** is a dedicated professional with over 30 years of experience in mental health and suicide prevention. She has provided training to schools, communities, and workplaces for more than a decade. She is Co-Founder and board director of *Youth Live4Life*, an acclaimed organisation for mental health education and youth suicide prevention in rural and regional communities, operating in the Macedon Ranges since 2010. The first program was developed as a result of the increased youth suicides particularly in rural areas to improve youth mental health and wellbeing,

by empowering communities to implement Live4Life. The communities deliver Teen and accredited Youth Mental Health First Aid training in schools and the wider community, create local partnerships to lead conversations about mental health that reduce stigma, and promote young leaders as mental health ambassadors. There are four key components of the Live4Life model: Support, Support, coordination and mentoring from Youth Live4Life's staff; School and community partnerships; Mental health training; "The Crew" – Live4Life's youth leadership and participation program.



NCW Victoria presents a mobile unit to the Australian Comforts Fund, 1943



# My Vote My Voice 2022 – Civics and Citizenship

Convenor NCWV Civics and Citizenship Program,  
Pam Hammond

## Reason for MVMV

MVMV started as a result of research finding that young people were disengaged with the democratic processes. We hope that the students who attend will go on to better grasp the intricacies of our democratic system. Since 2014, 22 different schools have participated, some many times, and a total of 285 students. These events have raised students' awareness of the rights and responsibilities of voting; gender issues in local and state governments; lack of diversity in local organisations and councils; attitudes of young people to voting; when women and First Nations people were able to vote; and given voice to students about what they think future parliaments and councils should look like and the actions they want to occur.

## Theme The Role of Treaty in achieving Reconciliation

The 2022 event had the theme The Role of Treaty in achieving Reconciliation. It commenced in Queen's Hall, where Fiona Patten, leader of the Reason Party, welcomed us. Moving into the Legislative Council Chamber, Ronniet Milliken, President NCWV welcomed guests, panel members, teachers, and students, then introduced the keynote speaker Leanne Miller, Member for the North East Region, Proud Dhulanyagen Ulupna of the Yorta Yorta people; Elected Member of the First Peoples' Assembly.



Gathering in Queen's Hall prior to speeches



Panel: Cr Trent McCarthy, Elida Brereton, Leanne Miller

## Keynote Speaker Ms Leanne Miller

Ms Miller is an experienced director with a history of working in government, non-government, and social organisations and is skilled in governance and leadership in non-profit organisations, corporate social responsibility, program evaluation, conflict resolution and culture change. Leanne is a Senior Atlantic Fellow for Social Equity and works as Principal Adviser, Indigenous Workforce Development at RMIT University and Project Manager Koorie Women Mean Business. Leanne's family has a strong and long-standing commitment to indigenous affairs. Her grandmother, Geraldine Briggs, and her mother, Frances Mathysen, are highly respected Aboriginal leaders. She spoke about the Victorian direction related to Treaty which has been and continues to be a collaborative process.

## Participating Schools

We then heard speakers from Ivanhoe Girls' Grammar, Bayside P-12 College, Williamstown Campus; Kingswood College; MacRobertson HS; Elwood College; Blackburn HS; Star of the Sea College, Gardenvale and Firkbank Grammar.

All speakers had researched the theme well and spoke confidently, with different perspectives taken by each school. Their presentations were inspiring and passionate. Several groups had also interviewed aboriginal people about their views on Treaty.

Schools also brought students as observers, some parents attended and many NCWV members and their guests. A recording is available on request. This was an uplifting occasion with impressive young people



Bayside P-12 College





Firbank Grammar with Pam Hammond, an Alumnus



Blackburn HS



Elwood College



Ivanhoe Girls Grammar



MacRobertson HS



Kingswood College



Star of the Sea, Gardenvale

# REPORTS



# NCWV – Individual Members

Annual Report 1st July 2022 – 30th June 2023

Convener, Elisabeth Newman AM

It is a pleasure to present the annual report 2022-2023 on behalf of the Individual Members. It is my last report as I feel it is time to step aside to encourage fresh blood to take over. I thank you all for the support you have given me during the six years I have been Convener. It has not been easy navigating the problems caused by the COVID-19 crisis.

Meetings have continued to be virtual, however, a hybrid meeting was trialed in October 2022 but with only six members attending, two of whom were President Ronniet and myself, Ronniet considered it not feasible to hold further hybrid meetings which do take time to set up and unfortunately the quality of sound is not always good for those joining via ZOOM. The meetings have been bi-monthly in conjunction with the Council meetings except for the Annual meeting with elections which is held prior to the Council meeting. Whilst we have been grateful to be able to keep the Individual Members group vibrant the meetings lack the friendship of face-to-face meetings. In December we had an extra meeting which was advantageous as it saved the long gap without a meeting between October and February.

I have represented the Individual Members at the NCWV monthly virtual Committee meetings..

4th Aug.2022 we held a successful Annual Meeting, I was re-elected the Convener, Carol Robertson the Note-taker, and Beverley the Bookkeeper.

In May, the annual Minnie Peden excursion was a guided tour of the Jewish Museum which was most interesting and very well received by the 15 Members and friends who attended. We learnt about the history of the Jewish people and the formation of Israel. Thanks go to Beverley for organising the visit and Malvina and Rysia for arranging a Jewish meal at a near-by cafe for those who could stay.

Our Guide at the Museum literally walked us through a timeline of history of the Jewish people from the middle east in antiquity, to migration to Melbourne/Sydney Australia in the 20th century. We went to the Synagogue, learning something of the religion and culture of the Jewish people. It was wonderful to meet Lisa Ezekiel, CEO of NCJW Victoria and hear here contributions regarding community history.



Pam Hammond & Nina Richwol at Glicks

During the year we have welcomed four new Individual Members: Tracey Ahern, Dr Cheryl Day, Mathilda Nicholls and Barbara Latham who was a former delegate.

We were saddened to learn of the deaths of Mary Allinson and Eleanor Sumner who were Honorary Life Members, and both had served as Presidents of NCWV. Wendy Le Get, who remains very involved with the family property in WA is not continuing her membership, however, we are pleased to welcome back Barb Joyce who, after further thought, has renewed her membership.

In ending my report, I quote a paragraph Dame Ada Noris wrote in *Champions of the Impossible* (page 150).

*“As well as delegates from organisations the Council had always had individual women members — associates — women with a special interest in NCW ideas and activities.”*

*In the ‘sixties the associates as a body wanted to become progressively more involved in NCW affairs. They formed themselves into an organisation, Associates of the National Council of Women, which became affiliated to the Council, electing two voting delegates like other organisations.*

*One of these delegates was to be their direct representative on the Executive Committee and Mrs. M. Peden was that representative from 1960-74 and joint representative with Mrs. P. de Wolf since 1976. Quite often an associate member would become a delegate from another organisation, as, for instance, Mrs. Matheson, who was later to become President of the Council. Miss Olive Crowther and*

*Mrs. Dorothy Northcott, each of whom served a long period as office secretary, were both associates.*

*The Associates hold regular meetings on the same pattern as the Council, with speakers on widely different subjects: ....”*

And Dame Ada goes on to say, *“The Associates decided to undertake special project, in addition to their former assistance with practical arrangements for annual meetings and social occasions.”*

Since Dame Ada wrote that, there have been changes to the Associates – the name change to Individual Members which came about some years after the Associates were granted the right to vote individually. The Individual Members form an important part of NCWV with many as members of the Committee and/or Standing Committees

Many years ago Robyn Buccheri, with her mother Beryl Foster and I, undertook extensive research about Outworkers on behalf of the Individual Members, or Associates as we were called then. Some years later, having undertaken further work on Outworkers for NCWA I found myself at a Federal Government inquiry; the panel members were interested in the work we had undertaken in Victoria.

I thank Carol and Beverley, members of the Individual Members’ Group Committee, for their support and assistance over the past few years. I wish my successor as Convener of the Individual Members well; I am sure you will support her. Your support and assistance to me in my many rolls over many years has been much appreciated.

**Elisabeth Newman AM**  
**August 2023**

# Treasurers Report

Treasurer, Hean Bee Wee AM

Financial Report for the Year Ended 30 June 2023

National Council of Women of Victoria  
Inc. Registration No. A0004465H ABN  
18227073059

## Statement by Members of the Committee

The committee members submit the financial report of the National Council of Women of Victoria Inc. for the financial year ended 30 June 2023.

## Committee Members

The names of the committee members authorised to sign off on the accounts are:

- Ronniet Milliken
- Hean Bee Wee AM

## Principal Activities

The National Council of Women of Victoria Inc. provides a variety of programs and activities for organisations and individual members to encourage the participation of women in all aspects of community life.

## Significant Changes

There have been no significant changes in the nature of these activities during the financial year.

## Operation Results

The operating loss was -\$5,267

## Schedule 1

### Regulation 15

#### Form 1

Associations Incorporation Reform Act 2012

Sections 94 (2)(b), 97 (2)(b) and 100 (2)(b)

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#### **Annual statements give a true and fair view of financial performance and position of incorporated association**

We, Ronniet Milliken and Hean Bee Wee AM being members of the Committee of National Council of Women of Victoria Inc. certify that:

“The statements attached to this certificate give a true and fair view of the financial performance and position of the above – named association during and at the end of the financial year of the association ending 30 June 2023.”

Signed: 

Hean Bee Wee AM

Date: 30 August 2023

Signed: 

Ronniet Milliken

Date: 28 August 2023  


**Balance Sheet**  
**National Council of Women Victoria**  
**Inc**

30-Jun-23

ABN: 18227073059

Reg Number: A0004465H

	<b>2023</b>	<b>2022</b>
<b>Assets</b>		
<b>Current Assets</b>		
Westpac Cheque Account - 033-031 263920	10,809.28	\$10,401.58
Westpac Term Deposit	25,000.00	30,000.00
Westpac Cheque Account SG	16,972.06	\$17,647.06
Westpac Term Deposit SG	150,000.00	150,000.00
<b>Total Current Assets</b>	<b>202,781.34</b>	<b>208,048.64</b>
<b>Total Assets</b>	<b>202,781.34</b>	<b>208,048.64</b>
<b>Liabilities</b>		
<b>Total Liabilities</b>	<b>0.00</b>	<b>0.00</b>
<b>Net Assets</b>	<b>202,781.34</b>	<b>208,048.64</b>
<b>Equity</b>		
Members Equity	202,781.34	208,048.64
<b>Total Equity</b>	<b>202,781.34</b>	<b>208,048.64</b>



**Profit and Loss National Council  
of Women Victoria Inc**

01 Jul 2022 - 30 June 2023

ABN: 18227073059

Reg Number: A0004465H

		<b>2023</b>	<b>2022</b>
<b>INCOME</b>			
	Membership		
	Organisational Membership	2,080	3,600
	Individual Membership	2,080	3,030
	Interest Income	630	1,560.00
	Function	4,850	585.70
	Income		
	Grant	0	0
	Donations	1,209	2,505
	Awards	0	0
	Other Income	1,000	7,805
<b>Total Income</b>		<b>11,849</b>	<b>19,086</b>
<b>OVERHEADS</b>			
	Rental	3,798	2,289
	NCWA Affiliation	1,685	2,047
	Insurance	1,206	1,206
	Office Costs	1,223	3,079
	Functions	7,507	1,098
	Awards	0	200
	Donations	200	0
	Other	497	0
	Outflows	1,000	0
<b>Total Expense</b>		<b>17,116</b>	<b>9,918</b>
<b>Operating Surplus (- Loss)</b>		<b>(-5,267)</b>	<b>9,168</b>
<b>Members Funds B/F</b>			
		208,048	198,881
<b>Bequest</b>			
<b>Members Funds C/F</b>		202,781	208,048

**Cash Flow**  
**National Council of Women Victoria Inc**

01 Jul 2022 - 30 June 2023

ABN: 18227073059

Reg Number: A0004465H

	<b>2023</b>	<b>2022</b>
	Total	Total
<b>INFLOWS</b>		
<b>Functions</b>		
End of Year Lunch	4,250	0
Parliament Events	600	0
May Forum	0	0
<b>Total Functions</b>	<b>4,850</b>	<b>0</b>
<b>Membership</b>		
Individual Membership	2,080	3,030
Organisational Membership	2,080	3,600
<b>Total Membership</b>	<b>4,160</b>	<b>6,630</b>
<b>Other Income</b>		
Coin Collection	0	0
Donations	1,209	2,505
Awards	0	0
Grants	0	0
Trading Table	0	0
Other	1,000	8,391
<b>Total Other Income</b>	<b>2,209</b>	<b>10,896</b>
<b>Interest</b>		
Interest Income	630	1,560
<b>Total Interest</b>	<b>630</b>	<b>1,560</b>
<b>Total Income</b>	<b>11,849</b>	<b>19,086</b>
<b>OUTFLOWS</b>		
<b>Other</b>		
Sundries	0	
Gifts	0	0
Donation Expenses	200	0
Awards - Citizenship	0	0
Sylvia Gelman Award Administration	1,000	1,000
Other	497	0
<b>Total Other</b>	<b>1,697</b>	<b>1,000</b>
<b>Function Expenses</b>		
Parliament	0	0
Christmas Lunch	3,975	0
My Vote My Voice	3,027	905
Pioneer Women's Garden	505	392
<b>Total Function</b>	<b>7,507</b>	<b>1,298</b>
<b>Insurance</b>	<b>1,206</b>	<b>1,206</b>

<b>NCWA</b>	<b>1,685</b>	<b>2,047</b>
<b>Office Expenses</b>		
Printing & stationery	42	612
Postage & courier	0	0
Website	621	303
Office supplies	0	0
Telephone and Internet	560	540
Other Expense	0	625
Computers	0	0
<b>Total Office Expenses</b>	<b>1,223</b>	<b>2,079</b>
Rent	3,798	2,289
Interest		
<b>Total Expenses</b>	<b>17,116</b>	<b>9,918</b>

Standing Committees are mindful of the United Nations Sustainable Development Goals, particularly 5, 13 and 16, the Beijing Platform for Action and applicable UN Conventions.



SDG 5 – achieve gender equality and empower all girls and women

SDG 13 – take urgent action to combat climate change and its impacts

SDG 16 – promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.

## Standing Committees

- Status of Women
- Sustainable Development
- General Well-being
- Communications
- Social Issues



# Standing Committees Reports

Coordinator for Standing Committees,  
Dr Deborah Towns OAM

## 2022-2025 Standing Committees Plans of Action

At the International Conference of Women's (ICW) Triennial Conference held in May 2022, the Delegates passed the 2022-2025 Standing Committees Plans of Action, designed to promote, and bring about the ICW's theme of "Social protection for all women and girls: Sustainable development for the world."

To read them and check how they apply to our Standing Committee Advisory roles see here:

*"Women's Empowerment: Peace and Sustainable Development"*

[www.icw-cif.com/wp/wp-content/uploads/2023/01/Plan-of-Action-2022-2025.pdf](http://www.icw-cif.com/wp/wp-content/uploads/2023/01/Plan-of-Action-2022-2025.pdf)

## Monthly meetings

Our monthly meetings continued to be well attended on zoom with lively, informative discussions, where we provided advice and made decisions about NCWV's activism. We supported NCWV's events, suggested innovations and updated the NCWV about our portfolios and so we successfully completed our work over the year. SC members continued their community activities. Covid remains and we are careful about our own and others' health. Despite the lifting of Covid restrictions, many members prefer to continue participating in via zoom. We experimented for three months by holding hybrid SC meetings at Melbourne University for free, but only 3 or 4 attended 'face to face'. Thank you to our new Health Adviser Professor Cassandra Szoeki of Melbourne University for organising this opportunity for us.

As the NCWV Coordinator of Standing Committees, the NCWV's Employment Advisor and the NCWA's Employment and Sustainability and a member of the Executive Committee, I have kept up to date with issues and reports affecting women and children, represented the NCWV at community events, attended other organisation's events, organised meetings and assisted the President and others, organised the film crew, provided historical advice, and located guest speakers. I am regularly invited to be a public speaker about education and women's and girls' education, training, and work.

## Highlights during the year included

For the 119th NCWV's AGM in September 2022, I gave the keynote that celebrated the 150th anniversary of Public Education in Victoria (1872-2022). It was entitled *'A Lively History of 150 years of the government's education system, and its schools, teachers and students in the Victorian community'*.

The Australian Hearings for the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) were held in Sydney, June 2023. I provided the Witness Statement to the Hearings about progress in the education and training of women and girls in Australia, at the invitation of the convenor, The Honourable Dr Jocelyne Scutt. Australia is a signatory to the Convention which reports to the United Nations. The hearings' findings from Australia and other countries will be included in CEDAW's 2024 international report and it will show how all signatory countries are progressing towards equal rights for women and girls.

At the NCWV's Pioneer Women's Ceremony in January 2023, I gave the address about pioneer women teachers since the nineteenth century. Pam Hammond was the main organiser of Pioneer Women's Day held in the Pioneer Women's Gardens. As the Education Department of Victoria was celebrating its sesquicentenary my address 'Pioneer Women Teachers' showed how women's work as teachers was significant to the development of education in government, independent and Catholic schools in Victoria for over 150 years.

Education Adviser, Pam Hammond and I continue to work on our sexism in children's literature project. At the NCWV's Individual Members Meeting in October 2022, we gave a presentation entitled, 'Addressing Stereotypes in Children's Literature' that was based on our findings so far that the audience found confronting.

Our Health Advisor, Professor Cassandra Szoeki who joined the Standing Committee in 2022, gains excellent reviews and sales for her significant book, *Secrets of Women's Healthy Ageing*. She is regularly invited to speak at community events. We appreciated her presentation at the NCWV Geelong Branch annual Luncheon in June.

In November 2022 Ronniet, Pam, Robyn, and I along with 8 other NCWV members attended the NCWA National Conference in Canberra. June Anderson organised with an Australia Post Franchisee for their 2024 calendar to feature a beautiful photograph of NCWV Commemorative floral display.

I know I have not included everything we all achieved this year, but our work is also included in the rest of the NCWV Annual Report 2022-2023.

Thank all you very much to SC members who are experts in their portfolios and work hard in their community organisations. Big thank you to Elisabeth Newman AM, Ronniet Milliken, Pam Hammond, Sarah Morgan, Professor Cassandra Szoeki, Nurcihan Ozturk, June Anderson, Barbara Latham, Janice Latham, Emma Fu, Robyn Byrne, and Pat Phair OAM.

# Sustainable Development

Women and Employment Advisor, Dr Deborah Towns OAM

This report examines progress towards gender equity for women in workplaces, promotes women's access to all forms of decent employment, policies to reduce gender pay gap and increase access to pensions, and policies for family friendly work and work-life balance.

Progress on Gender Equality in Workplaces

[www.wgea.gov.au/newsroom/WGEA-Progress-Report-2022](http://www.wgea.gov.au/newsroom/WGEA-Progress-Report-2022)

## WGEA Report

There has been a change in Federal Government and the Federal Minister for Women, Katy Gallagher released the WGEA report in early 2023. Despite the change, and like last year, progress towards gender equitable workplaces has stalled. In addition, and for the first time, there was no reduction in the gender pay gap that remains at 22.8 per cent. Most women work in small businesses and in last year's annual report I mentioned that people work in businesses which employ less than 100 staff so their working conditions are not known to the WGEA.

## Small Business

I recommend that in 2024, NCWV explores ways to gain evidence of women's equity in small businesses which employ less than 100 people. Otherwise, how do we know about gender equality, equal pay, and gender equity in most Australian workplaces.

## Commission for Gender Equality - Defined Entities

In the Gender equality legislation in Victoria, the Commission for Gender Equality is responsible for auditing and monitoring gender equity in Defined Entities (DE) and not businesses. These DE have obligations to promote workplace gender equality and consider gender equality in their policies, programs, and services.

To find out more about this work see:

[www.genderequalitycommission.vic.gov.au/about-gender-equality-act-2020](http://www.genderequalitycommission.vic.gov.au/about-gender-equality-act-2020)

Unfortunately, we are still waiting for the Commission's findings. In last year's report I stated that 'Collecting data is one thing but changing workplace culture and sexist attitudes is obviously very difficult as legislation was expected to be working towards that from 45 years ago.' As the 2020 legislation and the Commission was based on historical and current evidence that there is gender inequity in workplaces, I question the purpose for this continuous monitoring and data gathering.

Action Plans were requested of public service departments back in the 1990s. Surely, we are beyond action plans. I recommend that the NCWV request that the Victorian Government explain the purpose for the data gathering and the monitoring in regard to bringing about gender equity in workplaces. We also should request that the Victorian Government demonstrates how it is ensuring that its government Departments and the Defined Entities including Local Councils are bringing about gender equity in their workplaces and in the equal provision of resources.



## Sporting Resources

For example, in the community, I expect that sporting resources are equally provided to boys and girls.

However, so far in my local government, in the parks and sports grounds I see more boys and men than women and girls using these sporting facilities. In their libraries we should have books and other resources that ensure gender equality for boys and girls and men and women. The NCWV could write to Mayors and request that Local Councils demonstrate how they are ensuring gender equality in their suburbs and workplaces.

## Working from home and human rights

As stated last year, working from home it can be good for women combining paid work with family care responsibilities where women continue to dominate. I continue to read about that not all jobs can be done from home and many of these are jobs in which women dominate. I wonder how this can be monitored if some women are continuing to work from home while many cannot. These jobs are in healthcare, retail, child-care, and hospitality. They do not have the choice and have to pay childcare and travel costs. ***Is this fair?***

## Women's equity in jobs and education

Unless women and men and girls and boys change their attitudes towards what is seen as appropriate paid work and who does the care work, the next generation of women will also find they do not have equal pay, well paid jobs, promotion opportunities and sufficient superannuation. The fastest growing group of homeless people are women over 55.

**Whether women choose to stay home and not enter the paid work force and work as full-time homemakers in their earlier years, can the government ensure that older women are not homeless and have sufficient to live on?**

As local and international research shows, children are forming their attitudes about appropriate behaviours and jobs in kindergarten, it could be that tackling gender equity in workplaces is too late.

The NCWV could request the Victorian Government show how it is ensuring that schools, beginning in kindergartens, are providing equal access to boys and girls in regard to subject choices, career opportunities, behaviour and confronting sexist attitudes and sexist learning materials.

## Activities

In October 2022, I gave the keynote at the Royal Historical Society's Free, Secular, Compulsory Conference, that commemorated 150 years of public education in Victoria 1872-2022. My address: 'Celebrating the 150th with 3 Rs: Responsibility, Realisation, Reflection.'

In early 2023, at the NCWV's 62nd Pioneer Women's Day I was the keynote, with the address: '*Celebrating Women Teachers*'.

In November 2022 I attended the NCWA's national conference in Canberra.

As an Honorary Fellow, Department of Management and Marketing, Faculty of Business and Economics, University of Melbourne, I research and publish materials about gender equity and women and men in workplaces.

# General Wellbeing

## Health Advisor – Professor Cassandra Szoeki

It is a pleasure to present the annual report 2022-2023 as Health Advisor for the NCWV.

I include here just a brief list of events and health actions from our organisation in the reporting period.

- NCWV Geelong Luncheon
- Submission to Ged Kearny regarding National Women's Health Advisory.

### Upcoming

- NCWV City of Melbourne Women's Health Week Event – Wednesday 6th September 2023
- NCWV Women's Health Talk, International ICW-CIF 6th to 9th October 2023.

In addition to the many events specifically focused on health, we find time and again that health plays into many of the areas of NCWV interest from education to the prison system. Health is an agenda item which keeps surfacing as key.

Given the enormous scope of the portfolio and keen interest from members we have had some discussions around setting up a regular bimonthly meeting on the even months of the year for the health subcommittee to meet and discuss both items on our radar but also consider items missing towards developing a broad health strategy with targeted areas of work on a 5–10-year strategic plan to optimise our use of resources to have greatest impact.

Membership of this group would be relatively open as we are in the early stages of defining our scope and we would hope after 12 months we can present a cohesive strategy to the Executive in terms of ongoing work plans. We have recruited the fabulous Alex Burns Jeffrey from NCWV Geelong so expect there will be some mixing of our divisions in this health group moving forward, which given our new technologies which permit expansion of geographical inclusions, is very exciting.

I am extremely appreciative to those members who despite busy scheduled and full existing portfolios have joined quickly pulled together subcommittees which achieved the event schedule, reengagement with NCWV and NCWA and submissions completed to date in the absence of a formally meeting health group.



# Post Covid and Related Mental Health issue in 2023

Mental Health Advisor, Helen Bruckner

## Wellbeing – a Federal Budget Goal

The Federal Government has acknowledged Wellbeing as a goal in its Budget in 2023 for the betterment of the Australian population. This relates to housing status, labour force participation, education, perception of safety in the community, disposable income, and community engagement.

All of these areas have been affected by Covid as the lockdowns continued and jobs, working from home, housing stress, and loneliness all contributed to Mental Health decline and ongoing issues. Coupled with that was the lack of clinicians and welfare support staff, waiting months for appointments and often the inability to pay the fees required meant that help was not available.

## Loneliness

A major factor affecting wellbeing was loneliness, as a result of the lockdowns. In April 2020, 46% of respondents were lonely most of the time. In May as restrictions were lifted, 36% described themselves as being lonely, but this escalated to 45% in the second wave. There are vestiges left of this now as many people described themselves as being fearful to socially congregate or to connect with their social activities as in the past.

## Insomnia

Another negative aspect of Covid ,has been the dramatic rise in Insomnia amongst young people leading to

significant workplace issues and productivity losses as well as the increase in Depression and Anxiety.

The Medical Journal of Australia cited that of 550 22- year- olds, 1 in 5 suffered from insomnia leading to a clinical sleep disorder. This is a barometer of mental health issues. Some of the contributing factors were the use of social media or gaming, isolation from workmates and peers leading to anxiety at night and hence sleeplessness.

## Student Isolation and Cyberbullying

Many of our young school-age children going into older years suffered from having to learn from home where there may not have been much adult participation as well as social isolation leading to depression and anxiety.

As students were more likely to be on social media in all its many forms, this may have led to an increase in Cyberbullying and there has been a report of an increase of 20% in the 8-year-old plus age group and in all the school demographics. Unfortunately, many schools have inadequately dealt with this issue and parents may not have been informed.

The issues of Transgender, Sexual abuse in Universities, and many others continue and contribute to mental health decline but hopefully the factors arising from the long period of Covid will ameliorate and the population overall will continue to thrive. An increase in wellbeing will ensue and Depression and Anxiety will diminish.



The symptoms of a heart attack in women are often different to those that occur in men.











## Watch out for...

Pain, pressure, heaviness, or tightness in your chest, neck, jaw, arms, back or shoulders. Shortness of breath is a common symptom.

## What to do if you think you are experiencing a heart attack...

- 1 STOP** and rest immediately.
- 2 TALK.** Tell someone how you feel.
- 3 CALL 000** without delay if your symptoms have lasted for more than 10 minutes and don't hang up – wait for the operator's instructions.

## How to maintain a healthy heart...

-  **BLOOD PRESSURE:** Ask your GP for a Heart Health Check. High blood pressure needs to be treated and checked regularly. Know your blood pressure numbers.
-  **MANAGE YOUR CHOLESTEROL LEVEL:** Understand your levels and get regular checks. Take medication if prescribed by your GP and eat a well balanced, healthy diet.
-  **BE SMOKE FREE:** Smoking builds up plaque / atheroma that can build up over the years to clog and narrow the coronary arteries, reducing the blood flow to the heart and thereby increasing the risk of a heart attack.
-  **PHYSICAL ACTIVITY:** A moderate level is great for your heart health and it's never too late to start. Move more, sit less! Work with weights and experience the joy of walking.
-  **MAINTAIN A HEALTHY WEIGHT:** Eat less salt and drink plenty of water. Include fruit and vegetables, whole grains, beans and legumes, up to 6 eggs a week, fish, seafood, and for meat eaters: chicken and lean meat. Have fats and oils sourced from avocados, nuts, seeds and olives.
-  **MANAGE DIABETES** to help prevent heart attack or stroke since this condition increases the risk of heart disease. Several small changes in lifestyle can often manage the diabetes quite effectively.
-  **ALCOHOL INTAKE:** Don't have more than two standard alcoholic drinks a day. If you have high blood pressure or a heart condition, seek medical advice.
-  **SOCIAL WELL BEING:** Aim for a good social life with family and friends. If you suffer from depression or feel socially isolated, get professional help from a medical practitioner.

## Spread the Word...

Tell friends about this important information and help save a life. Making the Invisible Visible – **#women's hearts**

Compiled by the National Council of Women Victoria [www.ncwvic.org.au](http://www.ncwvic.org.au)

Information sources: National Heart Foundation: [www.heartfoundation.org.au](http://www.heartfoundation.org.au) Jean Hailes Foundation: [www.jeanhailes.org.au](http://www.jeanhailes.org.au)

# Communications

Education Advisor, Pam Hammond

The ICW-CIF Standing Committee's Plans of Action (2022-2025) Education: include:

- the importance of education from early childhood.
- The importance of support and appropriate education to cater for all forms of disabilities and needs.
- Education of gender equality to promote human rights and therefore peace.

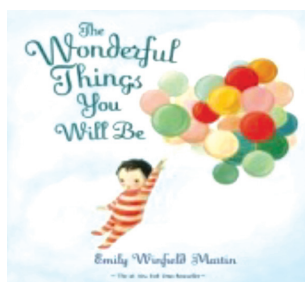
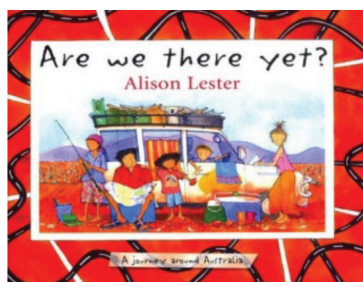
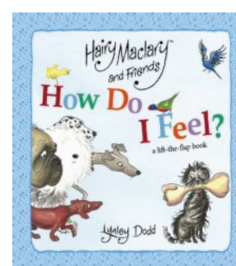
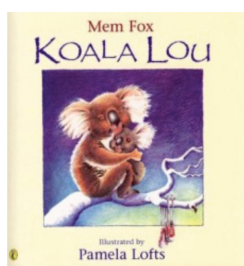
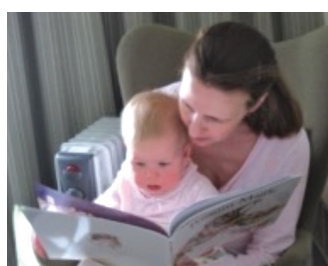
*'Without modification to the attitudes and values of the wider community and the media, girls will continue to be educationally, socially and economically disadvantaged.'*

National Action Plan for the Education of Girls 1993-97.

For children, boys, and girls, to gain a view of who they could be, they need to see a variety of representations with which to relate. One aspect of a child's world is children's literature, be they reading or being read to by others.

A focus on the stereotypes in picture story books was part of investigations by myself and the NCWV Standing Committee Coordinator this past year. The first 7 years of a child's life are when they are open to being influenced, positively or negatively. They are developing understandings about gender, themselves, and expectations of their roles in the family, with peers and in the world around them. If there are stereotypical roles in the books to which they are exposed, this can impact on their aspirations and feelings of self-worth. Books also provide models of male and female behaviours and help children explore social issues and relationships. There are books that help children to understand who they are and who they can be, explore social issues and relationships and talk about their feelings. There needs to be a focus on the selection of these in schools and libraries.

The following are only some examples to demonstrate this:





In examining several research projects, one being an analysis of 100 top-selling picture story books in Australia, female protagonists were seen in only 17% of the books, while 46% had male protagonists. Only seven books were female led in the top 50, compared to 26 male led books. The roles taken by the male characters ranged from farmers, chefs, scientists, builders to knights and more, whereas female characters were princesses, ballerinas, mothers, shop assistants and other stereotypical roles. These statistics were found in analysis of 100 best-selling children's books in the UK also: Male villains were 7 times more likely than female villains; female characters were less likely to speak, 59% of characters were male, with only two books having a main character who was also from an ethnic or black group.

A study in eight early learning centres in Australia and the United States into gender representation analysed books using Harper's Framework of Gender Stereotypes in Children's Literature, including language, roles, relationships, emotions, attitudes, activities, achievements, values, needs and experiences.

This stereotyping can be changed when the effect is highlighted. One notable example, *The Gruffalo*, an extremely popular book of the early 2000s has all fictional and animal characters being male and aggressive. The author, Julia Donaldson, wrote a sequel, *Gruffalo's Child* in which the child is female, and the Gruffalo is a doting and caring Father! How good is that!



There are also stereotypes outside the classroom. Toys and games are marketed as being 'for' one gender or the other, 'girl' and 'boy' colours, even LEGO has succumbed! Even things as apparently innocuous as colouring books are promoted as being for one gender or the other. These need to be questioned by the community and the issues resulting from these divisions raised with companies and retailers. Research has demonstrated how discussing these issues and using literature for addressing stereotypes can have a significant impact on engagement and learning.

In conclusion, we don't want to exclude all books that are not gender neutral, we need fairies and goblins, imagination is important. Many are high-quality literature with good use of language and positive messages, but educators need to be aware and ask appropriate questions for children to reflect on the roles represented. Schools, early educators, parents, librarians, publishers, authors, and the community need to identify unintended messages books carry if they portray stereotypical roles and behaviours in the books they select and/or write.

NCWV is developing guidelines for writing/selection of appropriate children's literature to address stereotyping.

Further information on the research:

[vuir.vu.edu.au/view/people/Mokrzycki=3ASarah\\_Jayne=3A=3A.html](http://vuir.vu.edu.au/view/people/Mokrzycki=3ASarah_Jayne=3A=3A.html)

[www.researchgate.net/profile/Helen-Adam-2](http://www.researchgate.net/profile/Helen-Adam-2)

[ro.ecu.edu.au/ecuworkspost2013/11549/](http://ro.ecu.edu.au/ecuworkspost2013/11549/)

## Mass Media

The Plan of Action calls for -

- appropriate use of Mass Media to promote gender equality and in the prevention of violence, pornography and human trafficking and protection for women and girls.
- Responsible reporting of violence against all women and girls.
- Promoting good well-being including health issues, recreation, and body image.

NCWV circulates a monthly Newsletter which includes a detailed Report on our Council Meeting speaker, relevant articles, appropriate media releases and reports from Advisers. These newsletters are designed to inform our members, Affiliates and Friends about current issues. We also have our website [www.ncwvic.org.au](http://www.ncwvic.org.au) which includes Reports, Submissions, Newsletters and events.

## Arts, Letters and Music Advisor

In her Report in 2021-22 then Arts, Letters and Music Advisor, Rachel Prince foreshadowed several projects that have come to fruition.

On International Women's Day 2022, the Victorian Government had announced a \$1 million program to increase the number of permanent public artworks celebrating women across Victoria. The program funds projects that recognise women and their achievements through mediums such as statues, sculptures, and other enduring public art; and supports women artists, in recognition that they are underrepresented in art media, commercial galleries and state museums compared to men.

### Remembering Stella Young, Northern Grampians Shire Council

A life -size bronze statue commemorates comedian, journalist, activist, and disability activist Stella Young in the town of Stawell. Unveiled in March 2023 as part of the Women's Public Art Program.



Stella's mother Lynne Young kisses the head of the Remembering Stella Young statue. The Young family all participated in the unveiling.  
Photo credit: Karl Meyer.

### Vera: Linton War Surgeon, Golden Plains Shire Council

A pioneering medical professional and Australian war surgeon who was never given official enlistment status has been recognised with a statue in the Avenue of Honour in her hometown in Victoria's central west. Minister for Women Natalie Hutchins joined Golden Plains Shire Council Mayor Brett Cunningham and the Member for Ripon, Martha Haylett in Linton to unveil a statue celebrating the life and achievements of Dr Vera Scantlebury Brown OBE.

Vera was one of the first women to complete a medical degree in Victoria and wanted to use her skills to contribute to the war effort. But women doctors were not accepted in the Australian Army at the time, so she paid her own way to London and for two years worked as a surgeon at Endell Street Military Hospital,



treating injured soldiers sent over from France. Endell Street was known as the 'suffragette hospital' as it was created and operated by women doctors and nurses.

Back in Australia after the war, Vera became the first Director of the Victorian Infant Welfare Scheme, a ground-breaking role which saw her caring for the health and wellbeing of babies and mothers for decades to come. The scheme that she established is the maternal and child health system we know today. In 1938, her contribution to infant and maternal health was officially recognised with an OBE.



Vera: Linton War Surgeon is a life-size bronze statue of Dr Vera Scantlebury Brown OBE, the Golden Plains Shire-born medic who blazed a trail as a World War I doctor and then maternal and child health pioneer.



Barbara Robson, Jane Miller, Deb Colville, Sheila Byard OAM

## **Creative Resilience, Queen Victoria Women's Centre, Melbourne**

The Victorian First Nations Women and trans diverse art collective "Ngardang Girri Kalat Mimini" was also a successful candidate. The Queen Victoria's Women's Centre hired this collective of first- nation Indigenous women to produce a public piece of art called "Creative Resilience" to honour and promote the experiences of Aboriginal women artists from South-Eastern Australia. In a creation process and final product that honours a tradition of ongoing inventiveness and creativity in support of community and cultural survival, Creative Resilience recognises First Nations women, past, present, known, or unknown.

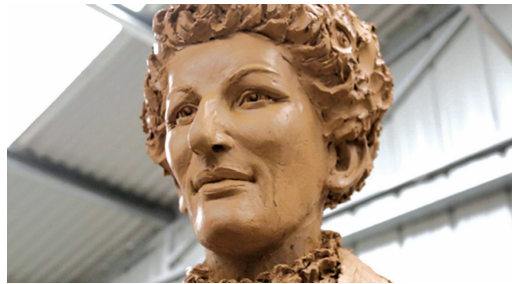


### **Three Kurnai Women on Country, Baw Baw Shire Council**

Regina Rose, Dorothy Hood, and Euphemia Mullet Tonkin, three women who had a significant impact on the Kurnai nation, are depicted in a life-size bronze sculpture called “Three Women on Kurnai Country” built in the town of Drouin. The three ladies are united into a single, connected mass at the triangle base of the piece, rooted to both their respective nations and to one another. As each of the three adopts elements of white culture to help their children and communities survive, each of the three develops unique expressiveness in full three-dimensional portraiture.

### **Honouring Zelda D’Aprano, Victorian Trades Hall Council**

The Victorian Trades Hall Council, alongside A Monument of One’s Own, built a statue honouring activist and feminist Zelda D’Aprano and the decades of campaigners who have followed in her footsteps entitled ‘Honouring Zelda D’Aprano’ - a statue commemorating an activists fight for women’s rights and equal pay.



# Social Issues

Convener, Elisabeth Newman AM

## ICW-CIF Triennial Theme: Women's Empowerment: Peace and Sustainable Development

It has been a pleasure working with Deborah Towns, State Co-ordinator of the Standing Committees although my input has been minimal for the last few months; when travelling it is not always easy to participate and keep up with issues as well as with the Advisers. I thank Lily Fetter, Sarah Morgan and Nurcihan Ozturk for their work which contributes greatly to the advocacy work of NCWV.

**The Social Issues Standing Committee comprises for four portfolios :**

- **Child and Family,**
- **Youth,**
- **Ageing and**
- **Immigration and Multicultural issues**

In reviewing the Plans of Action as determined at the ICW-CIF General Assembly of 2022, NCWV supports the Plans having undertaken work in certain areas such as, e.g., for Child and Family, to improve the well-being of children and their families including health, housing and education; for Youth to encourage the development of education and training systems, also to empower youth to become future leaders; for Ageing to advocate for appropriate and affordable housing and for appropriate and affordable health care; for Migration to work for Peace.

## Poverty

All four areas are impacted by the conditions those living below the poverty line find themselves in, through no fault of their own. No one should be living below the poverty line in Australia. Although we are given to believe the economy is improving and employment rates are rising, welfare agencies continue to report the increasing number of people seeking welfare assistance.

Those living below the poverty line are just as entitled to live in dignity as those who can afford the necessities of life.. Raise the Rate for Good, an ongoing campaign run by ACOSS, aims to raise welfare payments to a realistic rate. Following the release of the March 2023 cost-of-living survey, the Federal Government was pressured to increase the Job-Seeker allowance by \$20 a week; a start to relieving the situation people find themselves in.

## Housing

Housing is a major issue with people being evicted, often for no good reason; I have witnessed a mother with a school-aged child, on a short-term agreement, evicted, for no good reason, before the agreement term had ended. Excessive rent increases have also left people homeless. The Victorian Government needs to have a serious look at providing adequate good quality public housing. If the Government says it is providing x number of dollars over so many years, why isn't the number of those seeking public housing falling? An in-depth critical evaluation needs to be undertaken. The number of homeless older women remains a great concern.



## Elder Care

Apart from the basic everyday issues of living, NCWV needs to maintain a watch on the care of the elderly, not just in aged care facilities, but in the community. With Councils cutting back on home care, it is becoming increasingly difficult to obtain care unless one can afford to pay for private care.

## Vaping

Good social services go hand in hand with a good level of general well-being and health. Of major concern is the rapid rise in the use of E-Cigarettes/Vaping to pandemic levels. The habit has become a grave social ill putting the health of those who vape and those who may, inadvertently, inhale the smoke in jeopardy. Of major concern is the rate at which School Students have become addicted. I prepared a brief paper which explains a little about e-cigarettes and vaping and the dangers of the liquid (juice) used. These liquids are very toxic with the potential to cause greater damage to the lungs than ordinary cigarettes. The Victorian Government has produced recommendations to curb vaping which need support. The Federal Government is also concerned about e-cigarettes and is looking to further restrict the importation of the products. The sale of the liquid is supposedly illegal in Victoria except with a prescription! NCWV did much to support the Quit Campaign against cigarette-smoking. It should also support the campaign to stop vaping and look to support VicHealth and other organisations calling for severe restrictions.

**Lily Fetter, the Child, and Family Adviser**, apart from confirming it is becoming increasingly harder for socio-economically compromised families to make ends meet, continues to monitor

the issues around coercion. She says, although it is recognised as a form of discrimination/violence against women, little has changed with women continuing to suffer.

**Sarah Morgan, Youth Advisor**, in noting the ICW-CIF's Plan of Action for youth has raised some important points that young people experiencing homelessness and poverty suffer, (see report below).

Governments must invest in youth for them to be empowered to become future leaders.

**Nurcihan Ozturk Advisor for Migration and Multicultural Affairs** continues her great work mostly among the CALD population to the north of Melbourne. Refer to her report below. June Andreson, who also has an interest in CALD Communities has reported on work being undertaken to improve the mental health of CALD persons.

Conversations have been held with President Ronniet Milliken, Committee Member June Anderson and Prof. Manjula O'Connor about mental health issues and family violence within CALD communities.

Whilst problems relating to Social Issues within Victoria may sound "doom and gloom; they are not that bad compared to what citizens in several countries around the world have to contend with, where there may be no services at all. Victorians ought to consider themselves lucky to be living in a peaceful country that does have good health and social services even if one does have to travel to access them. One can get help although it may take a little time. Sit in the sun in a garden to absorb the joys of late winter/early spring with plants coming into bud and birds busy nesting; in doing so one gains a sense of good well-being.



## Youth Advisor, Sarah Morgan

ICW-CIF Standing Committee PLANS of ACTION 20220-2025 for Youth include :

- Advocate for a proportion of all relevant departmental budgets to youth development.
- Promotion of a healthy lifestyle free from all forms of abuse.
- Recognise mental and physical health needs.

## Homelessness and poverty for young people

Government welfare and support payments are just not keeping up with the cost of living and inflation in Victoria, causing 1 in 5 young people to be regarded to be in poverty. More than 16% of people experiencing homelessness in Victoria are aged between 15- 24 years of age; overall 26 per cent of people experiencing homelessness.

Over 6,000 young people experience homelessness on any given night in Victoria. They are couch surfing, bouncing between short term rentals, renting overcrowded or unsafe properties, sleeping in their car, or sleeping on the street. Young people are nearly twice as likely to experience homelessness as people of other age groups. Young people are nearly twice as likely to experience homelessness than people of other age groups.

The real cause of youth homelessness is an acute lack of affordable housing for young people in both the private rental market and the social housing system.

The Andrews Labor Government has announced a plan to build more than 130 new homes for young people across Victoria to address youth homelessness and make sure more young Victorians have access to the support they need. Melbourne City Mission will build two new projects in Werribee – and other successful providers include the Salvos, Kids Under Cover, Beyond Housing, Mallee Accommodation and Support and the Brotherhood of St Laurence.

Regional Victorian communities will also see new houses built – including Wangaratta, Wodonga, Shepparton (Mooroopna), Bairnsdale, Mildura, Reservoir, South Morang, and Frankston.

Without a housing option, young people can become stuck on a housing trajectory that puts them in increasing danger. While homeless, young people face risks of violence, sexual exploitation, and abuse, which can compound previous traumas. The longer young people are without a stable home, the more likely it is they will develop serious health and mental issues and have contact with the justice system.

Prolonged youth homelessness is also strongly associated with educational disengagement, and a lifetime of reduced earning. Not only does youth homelessness occasion significant harm to the individuals who experience it, but it results in enormous long-term costs to government.

# Multicultural & Migration

With approximately one in two Victorians either born overseas or with at least one parent born overseas, Victoria is home to one of the most culturally diverse societies in the world.

The ICW-CIF Standing Committee's Plans of Action (2022-2025) on Migration includes:

- Work towards supporting and caring for refugees including asylum seeking women and children.
- Encourage, monitor and advocate for good policies in their adopted country.
- Prevent exploitation of migrant women and girl workers.
- Prevent negative attitudes e.g., hate speech.

## Report by Advisor, Nurcihan Ozturk

### Victorian Virtual ED (VVED) and CALD

As a CALD consumer representative with Northern Health, I have attended a number of online meetings. My focus is on the health and wellbeing of the CALD patients and their families. I have requested that Northern Health consider the Turkish Women's Recreational Group, to be a focus Group for the presentation on the operations of the Victorian Virtual ED (VVED).

**These issues were highlighted about Virtual ED, which I believe will benefit that our members:**

- Pilot program was launched in October 2020 in response to the challenges in managing the busiest emergency department in the State.
- Patients log on and are referred to an appropriate pathway; directed to attend the ED or referred to a GP; VVED is aimed at streamlining patient care and directing patients appropriately.
- In 2021, in response to COVID Delta wave, expanded the service and partnered with Ambulance Victoria.
- Other pathways now created, including Residential Aged Care Services.
- Over 70,000 patients seen with a 75% diversion rate (helping to keep COVID patients at home and safe).
- Service is now 24/7 across the State; challenges with integrating a fast-growing team.
- Diverse nursing and clinical team with an ability to adapt and change.
- Focus on quality and safety, accessibility, and equity.
- Reaching out to regions to understand their needs.
- Capacity to offer the service in other languages and to request an interpreter in real time (prevent consultation delays).
- Consulting community and spiritual leaders to understand their needs; consulting other key stakeholders to ensure the service is responsive.
- Opportunity to promote direct patient experiences (advocates for the service).
- Culturally diverse clinical staff also promote the service to communities.

## Victorian Arabic Social Services - VASS

Victorian Arabic Social Services (VASS) started in 1986 as a network of workers who met regularly to discuss issues of concern to the Arabic-Speaking-Background (ASB) communities in Victoria. VASS grew over the years to become a state-wide key service provider with specialist expertise and knowledge in working with ASB communities and advocating on their behalf. VASS is an incorporated not-for-profit association managed by a Board of Management elected by VASS members at an Annual General Meeting. I am employed on a part time basis of 2 days per week as a Case Manager working in the VASS Aged Care Team looking after predominantly Turkish clients. I will also be working to build their Turkish speaking client base.

## Harmony Day 2023

The Turkish Women's Recreational Group - were invited by Andrew Giles, Federal Minister for Immigration, Citizenship, Migrant Services and Multicultural Affairs of Australia to attend the Scullin Harmony Day Event. We showcased Turkish sweets baklava, tulumba, and biscuits at the event. This gave an opportunity to the broader community attending to taste other cultural dishes, we also served Turkish coffee.

## University Of The Third Age - U3A Banyule

Over 60 members of the Banyule U3A came to hear me speak on the subject of **the Turkish community living in Australia: the Turkish governments political situation and the works of the Turkish Women's Recreational Group.**

## Additional Report by June Anderson

### Mental health issues: Migrant and refugee women felt left behind.

From July 2022-June 2023 the CALD communities have focused on Covid-19 recovery; especially on mental health, employment, and family violence. With increased financial insecurity, care responsibilities and emotional strain, the pandemic had a profound impact on the mental, physical, and financial wellbeing for migrant and refugee women.

To support advocacy for the CALD community, I have joined Ethnic Community Council Victoria (ECCV) – Victorian Multicultural Mental Health network from Nov 2022- June 2023. To support Diverse Communities Mental Health and Wellbeing Framework and blueprint, the group multicultural background community leaders discussed and shared experiences of leading, contributing to and implementing the system reform.

Mental Health First Aid Australia – has the vision of a community where everyone has the first aid skills to support people with mental health problems. The Mental Health First Aid program has been licensed to over 25 countries around the world, with over 4 million people trained, including over 900,000 in Australia. As VMC RAC member, I attended this training course and received the mental health First Aid certificate.

As the member of Regional Adviser Council (RAC) of VMC in the Eastern Metropolitan region, I participated in VMC activities through whole year and especially the cultural diversity week, the 2023 theme was Our Past, Our Future: celebrating and reflection on the contributions of Victoria’s multicultural communities and looked to its undeniably culturally diverse future.

[www.multiculturalcommission.vic.gov.au](http://www.multiculturalcommission.vic.gov.au)



Right to left – VMC Commissioner Vivien Nguyen, Stephanie Liu, June Anderson and VMC Vice President Bwe Thay.



Multicultural Women’s Alliance against Family Violence forum in Oct 2022

## Family Violence and CALD

There are issues of family violence among racial and ethnic groups, particularly among newer migrants. Increasing evidence indicates that family violence is highly prevalent and has serious consequences physically, mentally and socially. Women and girls are subjected to physical, sexual, financial and psychological abuse that cuts across lines of income, class, ethnicity, religion and culture. This leads to significant gender disparities in health outcomes which can only be addressed through culturally appropriate interventions.

I attended the Multicultural Women’s Alliance against Family Violence Forum, to discuss how to enhance understanding of the nature of family violence and its eradication in our CALD communities. There are structural barriers such as difficulty in accessing interpreter services; financial barriers; lack of access to information on preventative health services; lack of culturally appropriate services especially in mental health services - about which we need to continue to advocate.

In 2022, NCWV had expressed concern that the Office of the Family Violence Reform Implementation Monitor closed before all of the programs across the community and public services were embedded. NCWV President Ronniet Milliken linked with Professor Manjula O’Connor the Founding Director of AustralAsian Centre for Human Rights and Health (ACHRH), to join consider extending the use of existing evidence-based programs and projects already implemented in some CALD communities more broadly with appropriate cultural alignment - each can enhance early intervention, education and prevention of domestic violence and mental illness.



## Education and support

Women Support Incorporated partnered with the Multicultural Centre for Women Health and hosted women's health education meeting to support Asian migrant women in the North Eastern region.



## Mentoring

I participated in the COTA (Council of The Ageing), "Women working together" mentoring project through 2022-2023; and mentored three Philippine ladies. On 16th May 2023, mentors meet with Minister for Social Services, Amanda Rishworth at the COTA St Kilda office, to share our experience and provide feedback.

## Business Victoria Multicultural Engagement

In December 2022 I attended Business Victoria which hosted a Multicultural Business Forum, to strengthen the relationship between government and the Victoria multicultural business sector.

[CALDengagement@ecodev.vic.gov.au](mailto:CALDengagement@ecodev.vic.gov.au)

As past president of AABWA, the Australian Asian Business Women Association had four functions through the year and focused on women's leadership, business success and contribution to the community.

# NCWV Geelong Branch Report

President, Alexandra Jeffrey

The Geelong Branch of the NCWV was founded in 1944. The Honorary Life Members: Carmel Dingemans, Marita Fitzpatrick, Jan Kinloch, OAM, Janice Latham, Anne Parton and Helen Rodd. The Branch consists of 11 Individual / Associate members, and 8 Affiliates - each with 2 delegates.

The Affiliated organisations are: Foundation 61, Guides Barwon Region, Liberal Women's Council of Victoria - Geelong Branch, PLC Old Collegians, Sacred Heart Alumni, St. John of God Geelong Hospital Auxiliary, Soroptimists International – Geelong, Zonta – Geelong.

I have much pleasure in presenting the 79th Annual Report of the Geelong Regional Branch of National Council of Women Victoria. NCWV Geelong provides practical engagement in response to community needs, as well as advocacy.

Monthly meetings are held on the 3rd Monday of the month in the Hall at St. David's Uniting Church, Newtown. We moved from our former venue of the Reception Parlour Sacred Heart College Newtown, due to restricted availability of access to the College. Three Committee meetings have been held in January, May and August at the home of Helen Rodd, NCWV Geelong Secretary in Newtown.

Geelong Regional Branch is a member of : The National Pioneer Women's Hall of Fame, The Geelong Historical Society Osborne Park Association, Anam Cara, The Heritage Centre within the Geelong Library and Heritage Centre – Geelong, St John of God Hospital Auxiliary

We heard from the following Guest Speakers:

- October 2022 - Outside meeting at the Heritage Centre in Geelong, where we learnt the history of the Geelong Reading Group
- November 2022 - Cathy and Peter Coghlan from the Combined Refugee Action Group in Geelong
- February 2023 - Adrian Hart, CEO Anam Cara
- March 2023 - Michael Nolan and Wendy Leigh of Lazarus Community Centre addressing the needs of the homeless population in Geelong
- April 2023 - Jill Buchanan gave us fascinating presentation on her trip to the Silk Road
- May 2023 - Simon Flagg, CEO Wathaurong Aboriginal Cooperative and Jordan Flagg, Manager of the Community Engagement Team
- June 2023 - 78th Annual luncheon was held at St Mary's Sporting Pavilion. The guest speaker was Professor Cassandra Szoeka, from the University of Melbourne, NCWV Health Advisor, who spoke on Secrets of Women's Healthy Ageing. Raffle proceeds of the day, \$1,000.00 were donated to Feed Me, Geelong.

Alex attended the NCWA National Conference in Canberra in November 2022. Committee members and Alex Jeffrey have attended NCWV Council and Committee Meetings via Zoom.

The Geelong Branch donated to: Feed Me Geelong \$1000.00, North Geelong Secondary College Bursaries - \$500.00, and Sacred Heart Family Support - \$300.00.

# Archivist Report

Hon NCWV Archivist, Janet Galley OAM

Many thanks to our Honorary Archivist Janet Galley OAM, who provides information about members and their accomplishments and involvement in the community.

Whilst NCW VICTORIA has continued to celebrate our 120 years of community service to Victoria, it should also be noted that NCWV has since 1927 had Country - now Regional - Branches. The first NCWV Branch was established in Ballarat in 1927 following an Address to Council in the previous year by Lady Forster, Patron of NCW Victoria; wife of the Governor General of Australia when the Vice Regal incumbents were resident in Melbourne. She had been a President of a Branch in NCW Great Britain and been on a committee in London.

The Branches established throughout Victoria over 95 years have gained the membership of women from larger cities such as Geelong (1944} and Bendigo (1948).(Bendigo Women's Literary Society had been a founding affiliate since 1902 but on Bendigo Branch being formed transferred their affiliation).

NCWV Geelong Branch will celebrate its 80th anniversary in 2024.

## Past Presidents' Honour Board

Elisabeth Newman AM has continued to ensure the names of NCWV Presidents to up to date.

## NCWA Honorary Life Vice President – Ann Jackson (nee Palmer), 1937-2022

Ann Jackson was an active member of the Fabian Society of Victoria, at a time in Australia when policy positions were being developed for an incoming Labor government. She worked closely with the late Bea Faust AO and others on reproductive rights issues. In February 1972 Ann joined Women's Electoral Lobby when it began in Victoria as a feminist non-party political lobby group. At NCWV Council Meetings, Ann represented over time, the Victorian Abortion Law Repeal Association, Family Planning Victoria, the Labor Women's Policy Committee, and WEL Victoria. Ann, as a paid Life Member of the International Council of Women, continued to keep up with the

work of internationalist CSOs through the UN Commission on the Status of Women. Ann travelled to conferences including to Mexico for the World Conference of International Women's Year in 1975.

She was a candidate for the Australian Labor Party at the Victorian state election in May 1979. From 1992 Ann was involved with establishing Emily's List, to support Labor women candidates. In this Ann worked with Leonie Morgan AM, Kay Setches, Joan Kirner AC and Candy Broad in Victoria first and then nationally. Ann endowed an award in honour of the late Pat Goble for a student taking part in the annual My Vote My Voice event at the Parliament of Victoria run by NCWV with the assistance of the LWV Bessie Rischbeith Memorial Trust.

## NCWV Past Patron – Mrs. Nancye Cain (nee Williams) – Patron 1982 – August 1990 (wife of the Premier of Victoria from 1982 to 1990)

Subsequently Nancye Cain became an NCWV Associate Member from 1991 - 2000. Died September 2022.

## Mrs. Lisl Singer. Dip. Soc. Work, December 1924 to September 2022.

Mrs Singer was a Delegate to NCWV from the National Council of Jewish Women of Victoria from 1986 to 1995 including on the Executive Committee from 1986 to 1992. Her activities including arranging a celebratory NCWV 90th Lunch at Mietta's.



## NCWV Honorary Life Member – Mary Allinson, April 1936 to September 2022

Mary's involvement in the Home Economics Institute, led to appointment in 1993 as community representative to Food Standards Australia New Zealand (FSANZ) to develop food standards, regulating ingredients and composition. She also became the HIV delegate to National Council of Women of Victoria in 1993. Mary was on the NCWV Standing Committee as the very active Convenor for Home Economics for 4 years, then for Consumer Affairs in 1998 and Nutrition in 1999, which then reverted to Home Economics. In 2000 Mary undertook to have CARDS made for NCWV incorporating the Pioneer Women's Memorial Garden, Kings Domain. Mary was on the NCWV Executive Committee from 2005-2011, including as President, 2008-2010.

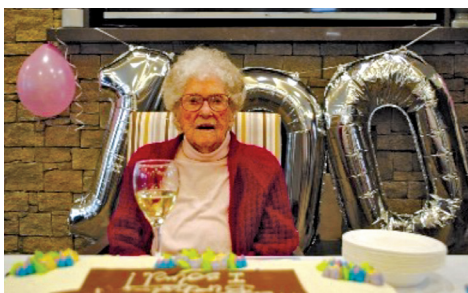
Mary's commitment to Reconciliation was unsurprising, growing up in Yorta Yorta country. In 2003 LWVV partnered with NCWV to organise a Women Together conference on civics education funded by the Australian Women's Coalition. Mary's contacts helped encourage a bus of Mooroopna women to take part. She was enthusiastic supporter of the NCWV Centenary of Women's Franchise in 2008 "Are We There Yet" which included aboriginal artists.



## Dorothy Constance Watson Underwood – 1933 to October 2022



Dorothy was ordained as a Deaconess, 1958, working locally before moving to South Korea as a missionary. She was dedicated to her missionary work in Korea. She was a faculty member (music) of the Women's University. On returning to Melbourne, Dorothy became a member of the Uniting Church Australia, Victoria & Tasmania Synod Adult Fellowship and in mid-2000 was appointed delegate to NCWV, and was a thoughtful contributor. She was also a member and supporter of Travellers' Aid.



### NCWV Gippsland Member – Isobel Hamlyn, June 1922 to January 2023

Isobel Hamlyn was born in Maffra June 29, 1922. A long-time member

of the NCWV Central Gippsland Branch, she passed away 13th January 2023. "I've had a very busy life, probably why I'm 100 years." Isobel told the Gippsland Times. "I loved nursing, I was involved with all organisations in Stratford." Isobel was very involved with many community organisations, fire brigade, Red Cross, Holy Trinity Anglican Church, and more. She was coordinator for Meals on Wheels when they started. She received the Shire Citizen Award for her volunteer work on Australia Day in the mid-90s.

### NCWV Honorary Life Member – Lt Col. Patricia Betty Spikin, January 1954 to February 2023

A long-time active member of NCWV, first with NCWV Bendigo Branch in 1987, Betty was Delegate for the Salvation Army, Bendigo, later as delegate for Soroptimist International of Bendigo.

After her transfer to Melbourne in 1991, she continued to be active with NCWV as Delegate for Salvation Army for a further 10 years. She also served as a Delegate for Soroptimist International Ringwood and Foothills from 1996 – 2004.

She was elected to the NCWV Executive in 1994 - 2004. Betty served on Constitution sub-committee early in the 2000s and again for the August 2010 Constitutional Review.

Above all Betty's many decades of professional experience in the Social Welfare field meant that she

made significant contributions to the NCWV Standing Committees particularly in relation to welfare, housing, and ageing issues. Even after the Salvation Army discontinued membership of NCWV, Betty continued her involvement as an Individual member.

She was appointed a Life Member of NCWV in 2016.



### NCWV Honorary Life Member – Eleanor Sumner, May 1934 to March 2023



At 18 Eleanor enlisted with the Australian Navy for a four-year term, being discharged to Matrimony in late 1954.

After becoming a Delegate for YWCA Victoria, Eleanor gradually became an active participant, drafting and presenting submissions, taking up elected roles with NCWV in Victoria from 1978 to 1995 and nationally, and travelling with NCWA delegations to international

meetings. In 1995 she was an Australian delegate to the United Nations Summit on Social Development in Copenhagen. Eleanor was a voting member of the ICW board from 1991-1997 and Vice President from 1997-2003.

Eleanor's involvement with community advocacy groups included the Health Issues Centre; UNAA (Victoria) Status of Women Committee; with Women's Information Referral Exchange (WIRE) as a founding member; as delegate to Standards Australia (AS 1462 Barrier free design) for Consumer's Federation of Australia, a term as a member of the Ministerial Advisory Committee on Senior Victorians; and in 2006 on Northern Health's Consumer Network.

She was NCWV Representative to the International Year of Peace involved in the Women's Peace Garden (Newmarket) 1987 – 1990.

Eleanor was appointed NCWV Honorary Life Member in 2001-2.

### Joan Christine Roff (nee Kater) B.V.Sc (Hons) December 1929 to June 2023

Joan was a Delegate to NCWV by Girl Guides Victoria from 1985 to 1989, particularly interested and involved as Convenor Environment and Habitat in 1988 and from 1993 to 1997. From 1990 to 1994 she was a member of the NCWV Executive.



# 2022–23: About Us

Patron in Chief, The Hon. Linda Dessau AC Governor of Victoria

Patron, The Rt. Hon. Lord Mayor of Melbourne, Sally Capp AC

## NCWV Committee Members 2022–23

**President,** Ronniet Milliken

**Vice President,** Elida Brereton

**Hon Secretary / Public Officer,** Mary Mulhearn to October 2022

**Hon Secretary / Public Officer,** Tracey Ahern October 2022 onwards

**Hon Treasurer,** Helen Nguyen to March 2023

**Hon Treasurer,** Hean Bee Wee AM, April to 30 June 2023

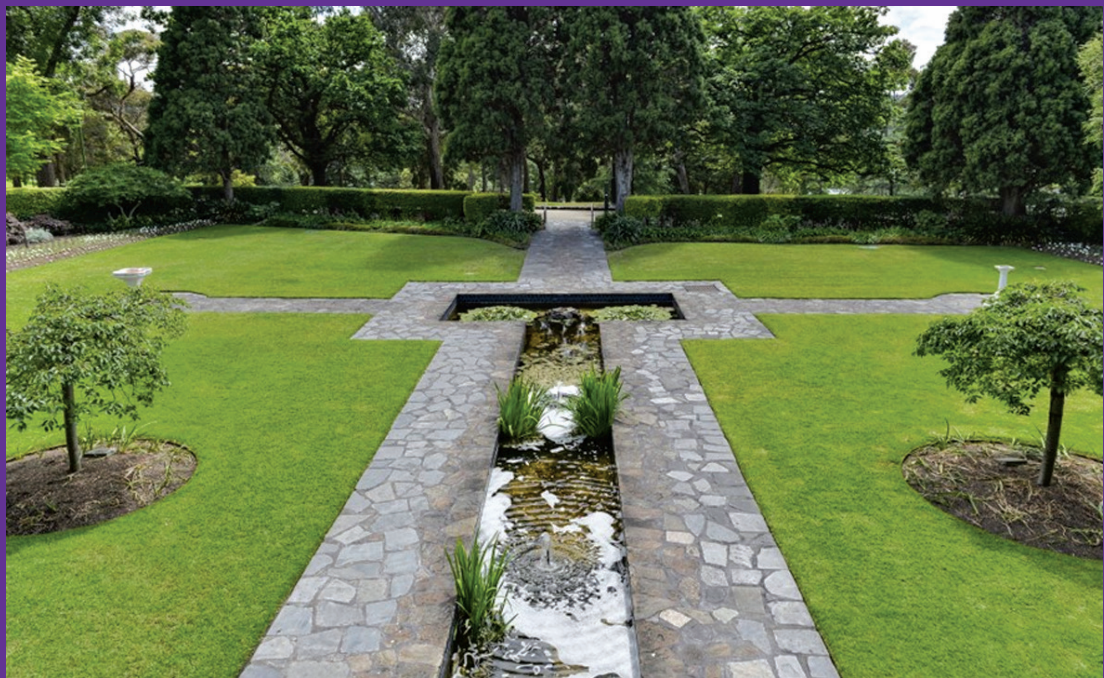
**Standing Committee Coordinator,** Dr Deborah Towns OAM

**Individual Member's Representative,** Elisabeth Newman AM

**Geelong Branch Representative,** Alexandra Jeffrey (President)

**Ordinary Members,**

June Anderson, Pam Hammond, Hean Bee Wee AM,  
Helen Bruckner, Robyn Byrne OAM





## NCWV Standing Committee Members

**Standing Committee Coordinator, Dr Deborah Towns OAM**

### **Status of Women:**

**Human Rights, International Relations and Peace and Conventions,**  
Robyn Byrne OAM

**Human Rights, Barbara Latham (Correction and Prisons only)**

**Legislation, Ronniet Milliken**

### **Sustainable Development:**

**Women and Employment, Dr Deborah Towns OAM**

**Consumer Affairs, June Anderson**

**Rural and Urban Women, Janice Latham**

### **General Well-being:**

**Health, Professor Cassandra Szoeki**

**Mental Health, Helen Bruckner**

**Environment and Habitat, Dr Pat Phair OAM**

**Nutrition, Vacant**

### **Communications:**

**Education, Pam Hammond**

**Arts, Letters and Music, Vacant**

**Mass Media, Vacant**

### **Social Issues:**

**Convenor, Elisabeth Newman AM,**

**Child and Family, Lilly Fetter**

**Youth & Women's Sport, Sarah Morgan**

**Ageing, Vacant**

**Multicultural Issues & Migration, Nurcihan Ozturk**

**Hon NCWV Archivist, Janet Galley OAM**

## Sylvia Gelman AM MBE Awards Management Committee

Elisabeth Newman AM

Gracia Baylor AM

Leonie Christopherson AM

Hean Bee Wee AM

Pam Hammond

# International Council of Women

(Positions held by NCWV members)

**Elisabeth Newman AM**, Adviser to ICW Board

**Hean Bee Wee AM**, President, Asia Pacific Regional Council.

## National Council of Women Australia

(Positions held by NCWV members)

**Elisabeth Newman AM**, Honorary Life Vice President

**Ronniet Milliken**, Board Member as NCWV President and  
Convenor Standing Committee from November 2022

**May Hu OAM JP**, Coordinator, Communications Standing Committee  
to November 2022

**Dr Deborah Towns OAM**, National Adviser Women and Employment and Economics

## National Council of Women Victoria Honorary Life Members

Gracia Baylor AM,  
Col (Rtd) Joyce Fisher,  
Janet Galley OAM,  
Elisabeth Newman AM,  
Dr Pat Phair OAM,  
Anne Parton,  
Freda Kaufman

## Life Members

Beverley Blyth Bailey  
Janet Galley OAM  
Sheila Byard OAM  
Sandy L Munro

Leonie Christopherson AM  
Elisabeth Newman AM  
Jenny Russell OAM

## Individual Members 2022–23

Veronica Agobong	Judith Ryles OAM	Adrianne Fleming OAM
Tracey Ahern	Prof. Deb Colville	Nyanom Mayong
Jessie Handoll	Dr Cheryl Day	Hean Bee Wee AM
Anne Parton	Olga Korytsky	Farida Fleming
Fiona Patten MP	Brabara Latham	Ronniet Milliken
June Anderson	Belinda Steel	Norma Wells
Benjie Perryman	Connie De Silva	Stacey Williams
Deanne Baptista	Wendy Le Get	Michelle Gibbings
Barbara Joyce	Lisa Struthers	Mary Mulhearn
Carol Robertson	Terri Dry	Pamela Williams OAM
Barbara Brown	Sheridan Fariman	Neva Halverson
Beverley Kannegiesser	Fran Mackieson	Helen Nguyen
Helen Rodd	Cassandra Szoeki	Phyll Williams
Robyn Buccheri	Lilly Fetter	Pam Hammond
Katherine Karas	Malvina Malinek OAM	Rebecca Overend
Rysia Rozen OAM,	Carol Walters	Margaret Wilson

# Organisational Members and Delegates 2022–23

**Australian Asian Business Women's Association** – Jane Wei/ Gousheng Chen

**Australian Local Government Women's Association Inc (Victoria)**

– Crs Kylie Spears/ Janet Pearce

**Beta Sigma Phi Victoria Inc** - Ronniet Milliken/ Helen Bruckner

**Girl Guides Victoria** – Jessie Handoll

**League of Women Voters of Victoria** – Dr Deborah Towns OAM / Robyn Buccheri

**Liberal Women's Council Victoria** – Helen Phillips / Glenda Grant

**Melbourne Legacy (Widows)** – Jo Moloney

**Methodist Ladies College Old Collegians Club** – Elida Brereton/ Alex O'Keefe

**National Australian Chinese Women's Association Inc** - May Hu / Nancy Wang

**National Council of Jewish Women Australia Inc. (Victoria)** – Helen Lewin

**NCWV Geelong Branch** – Alex Jeffreys/ Anne Parton

**Presbyterian Ladies College Old Collegians Association**

– Anne Parton / Robyn Byrne OAM

**Returned & Services Nurses Club of Victoria Sub-Branch RSL**

– Pam Webster / Pru Cox

**Soroptimists International of Victoria** – Sue Whitehead / Susannah Dax

**Turkish Women's Recreation Club Inc** – Nurcihan Ozturk / Fidan Diekcan

**Ukrainian Women's Association of Australia, Victoria**

– Yanina Dutka / Nadia Soloczynskyj

**Uniting Church Australia Victoria and Tasmanian Synod Adult Fellowship**

**Victorian Women's Medical Society** – Dr Rosalie Cooper / Dr Elysia Robb

**Woman's Christian Temperance Union – Drug Free Lifestyles**

– Rhona Theodore / Jan Shattock

**Women's International Zionist Organisation** – Nina Richwol/ Hila Kwiat

**Women's Property Initiatives** – Jeanette Large



## Associate Organisations

COTA Victoria: Council of the Aged  
 HAAG: Housing for the Aged Action Group  
 Her Place: Women's Museum Australia Ltd.  
 Jean Hailes Foundation  
 Prison Network  
 Queen Victoria Women's Centre Trust  
 Ross House Association

Royal Historical Society of Victoria  
 Safe Steps  
 Travellers Aid  
 Women with Disabilities Victoria  
 WIRE: Women's Information  
 and Referral Service  
 Victoria Women's Trust



## QUEEN VICTORIA WOMEN'S CENTRE



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## CONTACT US

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ABN 18227073059

Registration No A0004465H

Affiliated with:

National Council of Women of Australia Inc.  
Ltd and thus to the International Council of  
Women (ICW-CIF) which has consultative  
status with the United Nations Economic  
and Social Council.