

Founded 1902 ~Celebrating 120 years in 2022/3

Newsletter

February 2023

Acknowledgement

National Council of Women of Victoria acknowledges the Traditional Custodians of Country throughout Victoria and recognises the continuing connection to lands, waters and communities. NCWV pays its respects to Aboriginal and Torres Strait Islander cultures; and to Elders past, present and emerging.



From the President, Ronniel Milliken

Words spoken at Dedication of the Pioneer Women's Garden in the Kings Domain by the then Premier on November 24, 1934 at the time of Victoria's centenary continue to ring true:

"We have been drawn here today to see the beginnings of a garden. Ten years hence, when the trees have grown to noble proportions, when the lawns have assumed their restful green, when every bit of tender care that can be put into it has been given by those responsible for its existence, then people will come here and be thankful for the vision of the women of today who had thought for the women of tomorrow and yesterday."

In February 2023, in our 120th year we continue to be thankful for:

- the women of yesterday as we **Celebrate Women Teachers**
- women's vision for the women of tomorrow - as we hear about the work of **Trades Women Australia** preparing opportunities for girls and women in Victoria and across Australia to safely take up traditional and non-traditional trades.

To the Turkish Women's Recreational Group in Victoria – please accept the deep concern of NCWV members and delegates - regarding the aftermath of Monday's earthquake on Turkey and her people; you, your members and extended families living in Australia. Our condolences on the loss of life. We hope that in the days to come, with the assistance of the international community, many lives will be saved, and communities rebuilt.

URGENT petition to save TROVE

Trove is under threat from closure, with funding for the world-ranked web platform running out in July 2023. The digitised historical newspapers are especially useful for historical research - by professionals and amateurs alike. We can't afford to lose this invaluable resource. To guarantee Trove has a well-funded long-term future we need our Federal Parliamentarians talking about the immense support for the web platform in Parliament. Please help by taking a minute [to sign this formal Federal Parliamentary e-petition](#).

by 22nd February 2023.

Parliamentarians need to see that losing Trove is not an option.

Helen Halliday, President, St Kilda Historical Society



62nd NCWV Pioneer Women's Ceremony – Celebrating Women Teachers, January 30

This annual event, celebrates Victoria's pioneer women, past and present. It was held once again at the **Pioneer Women's Memorial Garden in the King's Domain**, Melbourne. As 2022-23 is the 150th Anniversary of Free, Secular and Compulsory Education in Victoria, we focused on pioneering women teachers. **Dr Deborah Towns OAM**, co-author of *A Secondary Education For All? A History of State Secondary Schooling in Victoria* and author of articles on education and teachers in Government, Independent and Catholic schools, spoke of women pioneers in education.

"Today we are recognising and celebrating pioneer women teachers. However, I want to begin by acknowledging the Aboriginal custodians of the land on which we meet today and their leaders, past, present and emerging. This gives me the opportunity to remind us that the First Nations people were here before the colonials came in 1788 and had Aboriginal men and women teachers for many centuries before then. As Aboriginal women teachers they inherited the knowledge to keep their culture strong and shared this knowledge 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."

In the early missions, Aboriginal women were educated in the colonist's language which enabled them to negotiate for their rights ... Anecdotal evidence shows that girls and young women who learnt quickly helped to teach other Aboriginal children to read and write. Aboriginal mothers appreciated the importance of education for children. From the 1950s governments developed gendered programs for Aboriginal girls to train as office workers, nurses and teachers. The number of Aboriginal women teachers continues to increase, using this experience to be influential in the classroom and in the wider community.

Linda Burney of Wiradjuri descent, and a former teacher, is the Minister of Indigenous Affairs in the Australian Government today. She influenced the development and implementation of the first Aboriginal education policy in Australia for the NSW Education Department in the 1980s. Though she is not a Victorian her national role will impact on Victorians. She is a pioneer as she is the first Aboriginal woman in the House of Representatives. She is leading the campaign for supporting the Australian Government's 2023 referendum for the Aboriginal Voice to Parliament.

Professor Lyn-Henderson-Yates is also a pioneer as she is the first Aborigine to be appointed Deputy Vice Chancellor in teaching and research in an Australian university. She began her career as a teaching assistant. As a member of many national bodies her roles also affect Victorians.

Hyllus Maris was born on the Cummeragunja Aboriginal Reserve in 1934. Her parents were Yorta Yorta and Wiradjuri. ... She was known to confront discrimination and trained and worked as a dietitian. She married and moved to Melbourne in 1970 and was a leading activist. As a founding member of the National Council of Aboriginal and Islander Women she worked with her mother Geraldine Briggs, and her sisters including Lois Peeler developing projects to support women. She helped set up the Victorian Aboriginal Health Service and chaired the Victorian Council for Aboriginal Culture. ... She established the not-for-profit Green Hills Foundation, ... gained funds, bought land and Worawa College was created and opened in 1983, as the first independent Aboriginal school in Victoria. ... She worked with Aboriginal elders on the balanced curriculum. It is Australia's only boarding school for Aboriginal girls. La Trobe University conducts an annual lecture in honour of her contribution to Aboriginal education.

Dr Lois Peeler the late Hyllus Maris' sister and Worawa's co-founder is today its director. She worked as the Manager of the Aboriginal Employment Unit of the Victorian Public Service Board and headed Aboriginal Tourism Australia for over ten years where she was co-author of the Respecting Our Culture (ROC) accreditation program for the Australian tourism industry. ... Recently, Dr Peeler worked with the Victorian Parliament to create a free e-learning resource for the Victorian curriculum called "Aboriginal Change Makers". She currently chairs the Regional Aboriginal Justice Advisory Committee and is involved with the implementation of the Marrung Aboriginal Education Action Plan.

Dr Nerida Blair is another pioneering Aboriginal woman in education. She was born in Victoria on the land of the Kulin Nation but lives on Darkinjung Country NSW, today. She attended Tintern School, studied at the University of Melbourne and graduated as a teacher from Melbourne State College in 1979. She has held influential positions as a university lecturer in Victoria and NSW and as state and national policy adviser in education. She represents Australia on the international advisory body, the World Indigenous Peoples' Conference on Education. She stated that 'Education is the most powerful tool that Indigenous peoples have to fully engage in a safe and fulfilling lifestyle; education that is participatory, imagined, creative, holistic, sensual and story based. Education with the essence of and imbued with Indigenous Knowings.'

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 prepared to work voluntarily or for a pittance. They were supported by community leaders, notably first-wave feminists. Many of the earlier kindergarten leaders, however, appeared to prefer the independence this gave them.

Kindergarten teaching was seen as 'women's work' and remained so for decades. Being a feminised career added to its marginalisation but, paradoxically, it created one of the few professional areas that women have always led. For decades kindergartens lacked government funding and remained largely dependent upon volunteers. Quality kindergarten learning is expensive to implement owing to the need for specialised teacher training, a small student-teacher ratio and unique learning devices. ... In Victoria, one of Australia's first kindergartens was opened by ... **Annie Westmoreland**, 1899, at her private school Ruyton.

Emmeline Pye was appointed mistress of infant method at Melbourne Teachers College, lecturing in kindergarten and infant teaching from 1902 to 1918. She established Victoria's first state-funded kindergarten in 1907.

Victoria joined the Free Kindergarten Unions (FKU) network in 1908 with Pattie Deakin as the first president. Among committee members was Methodist missionary, **Sister Faith**, who established a free kindergarten for disabled children in 1918, the beginning of Yooralla.

... In 1939, the government funded a national organisation for children, which continues today as Early Childhood Australia (ECA). Led by Victorian teacher and activist **Ada a'Beckett** as president, 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.

In Victoria in 1978, ... state FKU opened its Commonwealth-funded Multicultural Resource Centre with **Priscilla Clarke** as director. It has expanded with a bilingual program and staff... In 1990, the former CEO of Melbourne's LG, **Sue Harper**, was appointed to the National Accreditation Council that produced the 1994 Quality Improvement and Accreditation System for Australian long-day-care centres.



Infant class in 1923. Infant Mistress in black at the piano.

For over 20 years, **Pam Cahir**, was the indefatigable CEO of ECA, which continues after 74 years as peak early childhood advocacy association. In 2023, the Victorian government has introduced free three- and four-year-old kindergarten. [See Education Adviser report, p9]

Independent Schools: ... Trail-blazing, entrepreneurial women established private-venture schools. Many closed, others thrived, and those that were successful have continued into the 21st century. ...New leadership opportunities for women developed from the mid-1870s when church and corporate girls' schools were established. From the 1870s and 1880s, when Australian universities first welcomed them 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). These corporate schools were heralded as providing a secondary education for girls 'like their brothers', ... those successfully run by women continued to lead girls' education providing successful candidates for university entrance. As astute businesswomen, these heads maintained traditional subjects but added university entrance subjects to their 'accomplishments' curriculum. Homecrafts subjects were included and, when office work opened up for women, added commercial courses. Teaching was seen as one of the appropriate careers for educated middle-class women. Thus, independent schools benefited from the opportunity to employ outstanding women scholars. Women independent schools were activists from the 1880s, when teachers organised to foster their professional status as governments ceased funding denominational schools and introduced 'free, secular and compulsory' government schooling.

The 1920s and 1930s saw independent schools increase in size and number, many embraced educational reform and innovation. Associated Teachers Training Institute (later Mercer House) was established in Melbourne in 1921. ... **Dorothy Ross**, as head (1928-1938), incorporated New Education Fellowship (NEF) philosophies into curriculum. She implemented progressive programs at Melbourne CEGGS.

Association of Headmistresses of Independent Schools Victoria established its Homecrafts Hostel in Melbourne in 1929 and, until 1973, trained fee-paying students from all over Australia. They were gifted the mansion, Invergowrie, by the McPherson family for student accommodation. In 1992, the association sold it and established the Invergowrie Foundation which funds educational and leadership opportunities for Victorian women and girls.

In the 1960s and 1970s, a period of educational turmoil and challenge, the headmistresses ... discussed the practicality of having Asian students as boarders, poor salaries for women teachers (discouraged the best science graduates), single sex/co-education, student leadership, fundraising, preparing students to be mothers and also careers, teacher training, educational administration. Principal and owner of Fintona for 29 years, **Margaret Cunningham**, pioneered superannuation for independent teachers.

Governments returned to funding non-government schools in the 1960s with universal science facilities....Numbers and diversity of non-government schools continues to grow, including establishment of independent Aboriginal schools.

Towards the end of the century, ... co-education was introduced into former single-sex schools, ... and most new independent schools are co-educational. Geelong Grammar School is co-ed and has **Rebecca Cody** as head; Wesley College had a woman principal, **Helen Drennen** for 15 years. St Kevin's Boys' Catholic School has **Deborah Barker** as its first woman principal. Women are heads of the largest girls' schools. The Alliance of Girls' Schools (Australasia) started in 1997 by **Roz Otzen**, then principal of Korowa Anglican Girls' School, has members from independent, Catholic and government schools who are as passionate about single-sex schooling for girls as the women heads a century ago. Women teachers have provided successful and visionary educational leadership to independent schooling for over a century and their numbers predominate in the teaching ranks.

Small Catholic elementary schools were established In the earlier years of settlement, with lay and religious women teachers. One of these pioneering women was **Rosanna Quin**, who in the 1850s in Portland managed a small Catholic primary school. **Mary MacKillop** also taught there in 1861 as a lay teacher. Later she and Father Tenison-Woods founded the first Australian religious order, Sisters of St Joseph in 1866, in South Australia. The Josephites established and maintained schools throughout Australia in the 19th and 20th centuries.

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 religious orders followed.

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. Until the 1870s, most Catholic schools were staffed by lay teachers. But from 1872, with the increased teacher salaries and new opportunities in the expanding government school system, large numbers of lay teachers left Catholic schools.

Catholic schooling faced a doubtful future, but problems were solved as from the latter part of the 19th century and for most of the 20th century, religious women in increasing numbers staffed, established and administered Catholic schools. They were frugal, unpaid and dedicated. From 1880 to 1950, numbers of religious women grew from 815 to 11,245 and most were teachers, while the numbers of priests and brothers increased from 100 to 1,656. Catholic schooling thrived because thousands of religious women supplied most of the principals, almost 80 per cent of the teachers, founded and administered teacher training colleges into the 1970s.

Government funding for Catholic and independent schools was restored from the 1960s, and new opportunities were created for Catholic religious teachers by Vatican II. They gradually left their teaching missions. With increased salaries enabled by government funding, lay male and female staff took over teaching and administrative roles in the Catholic sector.

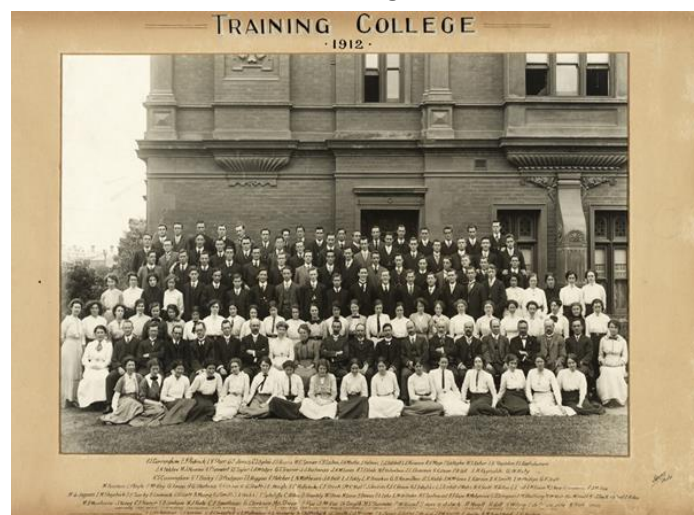
Mother Ursula Frayne and her Mercy sisters were the first women's religious order to establish schools. They founded the Academy of Mary Immaculate in Nicolson Street, Fitzroy in 1857 with Mother Ursula as the principal from 1857 to 1884. Her capability and enterprise were demonstrated by her success in raising funds to build the Academy. 166 years old in 2023, it continues as Victoria's oldest girls' secondary school. Mercy sisters led by **Mother Agnes Graham**, established Sacred Heart Girls' College, Ballarat in 1881 and, over the next seventy years, took responsibility for the leadership and staffing of parish schools throughout the Ballarat diocese. Led by **Mother Xavier Flood**, Mercy sisters in 1909 founded a teacher training college ensuring that Catholic teachers were qualified for Victorian Government Teacher Registration. Known by more than one name (Sacred Heart, Aquinas, Aquin) it trained hundreds of lay and women religious teachers for schools throughout Victoria and NSW, with financial and administrative responsibility without government funding. In 1991, these colleges (Aquinas, Mercy, Christ College) formed the Victorian campuses of the Australian Catholic University.

In 1875, **Mother Mary Gonzaga Barry** led the first Loreto Sisters to Australia. They began their mission in Ballarat and established Australia's first Loreto Convent College, Mary's Mount. In 1885 Mother Gonzaga employed feminist Bella Guerin, the first woman to graduate from the University of Melbourne as a teacher. In 1912, she also established the first free Catholic kindergarten in Victoria.

Presentation sisters first came to Australia under the leadership of **Mother Xavier Murphy** in 1866. In Victoria they founded schools and teachers' colleges.

As the Catholic system reacted to the new educational environment, experienced women religious continued as school principals in schools staffed by lay male and female teachers. ... New co-educational secondary schools and Christian community colleges were established. Women religious educationists gained challenging leadership roles outside schools. **Sister Joan Nowotny**, a Loreto, was the first woman Dean of a theological institution in Australia. In 1979, **Sister Margaret Mary Manion** also Loreto, was the first woman appointed to an established chair at the University of Melbourne, in 1979. **Sister Josepha Dunlop**, a Sister of Mercy, was the only woman member of the Catholic Education Commission, Victoria, in 1980. ... Women religious achieved their mission in Australia, which was to maintain and extend Catholic education. Significantly, even though few Catholic schools have retained religious as staff or principals, their particular founding order's charism remains.

Women teachers worked in government schools across Victoria 150 years ago when the 1872 Act was passed. However, they were working in schools before then. They were in small one teacher schools as the pioneering teacher providing educational opportunities in the bush. In other schools they worked as part-time work mistresses or needlework teachers, compulsory for girls, alongside male teachers. In larger schools with Infant Departments they headed them as the Infant Mistress which was for decades one of few promotion positions available to them. During the gold rush era they taught in calico tents in challenging gold fields locations including Castlemaine Campbells Creek in 1853 with Head Teacher **Margaret Miller**.



As the 20th century began women had few leadership opportunities in the state system as education departments reserved almost all leadership positions for men. 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.

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.

Annie Fawcett Storey began as NSW's instructress of cookery (1890-1897) and was later appointed directress of cookery (1898-1904) in Victoria. **Mabel Sandes** was foundation principal of the College of Domestic Economy in Melbourne (1906-1916). As Emily MacPherson College of Domestic Economy it moved to the impressive new building in 1927 made possible by the generous grant from the McPherson family. Today it belongs to RMIT University.

In 1905 Victoria's first government secondary school, the Melbourne Continuation School (High School from 1910), opened, 'co-educational' until 1928, led by a headmaster with a headmistress, **Marjorie Robertson** for the girls. In 1928, **Christina Montgomery** became the first principal of Melbourne Girls High School (renamed MacRobertson Girls High School in 1934), when it separated into boys' and girls' schools. Highly qualified women led domestic arts girls' schools. **Mary Hutton**, MA. Dip. Ed., was headmistress from 1926 to 1934 of the Collingwood School of Domestic Arts. In 1916 **Betsy Blackmore**, needlework inspector at the University of London, author of bestselling needlework books, was brought to Melbourne by Director, Frank Tate, as foundation principal of Swinburne Girls' Junior Technical College, Australia's first girls' junior technical school.

Infant mistresses of large elementary schools, such as the crusading **Clara Weekes**, were recognised as educational leaders and were comparatively well paid. ... In larger schools the infant mistresses held non-teaching roles and had an office with teachers and pupil teachers to supervise. Weekes was a suffragist, feminist, equal pay activist and unionist. She worked with Vida Goldstein on the Equal Pay Committee in 1902. Weekes and her sisters were leaders of the Victorian Lady Teachers' Association, established 1885.

Later, the feisty **Florence Johnston**, was president of the Victorian Women Teachers' Association and in 1919, was appointed as the pioneering first woman secretary of the Women's Division in the Victorian State Services Federation. She was one of the first women in Australia to hold a paid union officer position. For a few years women teachers joined the public service union rather than teachers' union which they saw as unsupportive of their equity claims. In 1925, Johnston was one of the first women, and first woman teacher to stand for state parliament, unsuccessfully. State governments relied upon women's cheap labour to expand the compulsory education system, and women were forced to continue equity claims throughout the 20th century.

Another pioneer was **May Cox**, the organiser of swimming and lifesaving (1910-1938). She was also executive secretary to the Victorian State Schools' Patriotic League during World War I, when government schools across Australia worked for the 'war effort'. Children and teachers produced and funded thousands of 'comforts', which ranged from knitted gloves and sandbags

to hospital beds and ambulances, eggs and vegetables for hospitals, raised and donated funds. Her organisational skills and networks helped the Department raise the largest funds of all government departments.

Education departments invested significantly in domestic science training for girls for most of the 20th century. In 1949, **Jean Pollock**, foundation principal of the Home Economics Teachers' College, Victoria, one of the first women principals of a teachers' college in Australia. In 1958, Pollock and others began the Home Economics Teachers' Group, which continues as Home Economics Victoria (HEV). **Isabel Horne**, who followed Pollock as the college principal, was Australia's first president of the International Federation of Home Economics (IFHE) in 1973. The IFHE has consultative status with the United Nations. The home economics teacher, headmistress and inspector, **Fay Moore**, was director of manpower planning in the Ministry of Education in 1985, a role that, ironically, included responsibility for implementation of the government's equal employment opportunity programs.

During and immediately after World War II, governments and the community took a greater interest in education and training in the context of an expanding economy and an 'education explosion'. Teacher numbers increased but were not keeping up with baby boomer's needs. Women were approximately 50 per cent but inequities persisted. They continued to gain some influential positions. **Hettie Gilbert** was the first woman president of an Australian teachers' union combining men and women at the Victorian Teachers' Union from 1941 to 1942.

The Australian College of Education, known today as the Australian College of Educators (ACE), was founded in 1959 as a professional organisation and independent voice for teachers and educationists. The former government school principal **Elida Brereton**, was national president from 2002 to 2004 and received the ACE College Medal in 2013 for her outstanding leadership in Australian education.

The Schools Commission's landmark report, 'Girls, School and Society' 1975 also United Nation's International Women's Year, drew attention to inequitable educational experiences and outcomes of girls and women. In 1976, national funding to teachers' unions and state education departments created 'elimination of sexism' officers, and **Deborah Towns** was appointed in Victoria to this pioneering role. As state women's advisers in education, they met annually under the auspices of the Conference of Directors General, and authored the first national policy on girls' education, 1985, **Girls & Tomorrow**.

In 1988, Ann Morrow was appointed CEO of the Victorian Education Dept, by then Minister for Education and later Victoria's first woman premier, former teacher, Joan Kirner.

We salute these pioneers and thank them for their work in the past and recognise that there will be future women pioneers in education and other careers.

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



Nina Richwol & Beverley Kannegiesser on reception



Vicki Ward MP, Assistant Minister for Schools



Elida, Elisabeth, Deborah, Ronniet, Pam, Vicki, Cindy



Pam Hammond & Elida Brereton welcoming



Robyn Byrne, Anne & Ian Parton, Elida



Robyn, June Anderson, Deanne Baptista, Helen Bruchner, Deb



Elida, Elisabeth, Hean Bee Wee, Pam, Vicki, Cindy, Ronniet

Council Meeting February



Janet Cribbs CEO, Trades Women's Australia (TWA). Janet has a career spanning three decades working in government, community services, private sector and more recently not-for-profit, specialising in governance, authentic and ethical leadership coaching.

Her community engagement saw her elected to the Port Phillip Council in 2004 to 2008, with one term as mayor. Afterwards, Janet established and managed the Community Bushfire Recovery Service after Black Saturday 2009 bushfires. She has been CEO of TWA since September 2021.

Janet began with a story about Darcy, who took part in one of TWA's programs that comes out of the Community Foundation, **Pathways to Trade** an inaugural program held in Wyndham in 2021. Darcy was passionate about wanting to work in a trade, however found it difficult to get a job in the electrical field and was unemployed when she started the *Pathway to Trade* program. Darcy was able to network with trade professionals, which motivated her to continue. Darcy shared that the biggest change she experienced as a result of the program was increased confidence. She also developed a supportive relationship with her mentor and was able to work through her concerns about having children during an apprenticeship, her mental health and misconceptions, with reassurances to her that it was possible. Through TWA's networking Darcy was able to secure an apprenticeship. She said that the program had been life changing.

TWA is a not-for-profit aiming to increase representation of women in skilled trade roles and 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 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 do go to schools and have 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.

The focus on women tradies has returned as there is a skills shortage and we look to women to fill those shortages. Whilst it is a fabulous opportunity, there are some obstacles to overcome before women feel it is a safe environment for them to take on either an apprenticeship or work as a tradie. TWA covers all trades from automotive, carpenters, plumbers, electrician and now opportunities in renewable energy areas, solar and Artificial Intelligence (AI). So there is scope for women to make a real contribution to making our environment better into the future. It is perceived as a bit more exciting than perhaps being a plumber.

TWA is the parent body and has a subsidiary organisation, the **Trades Women Community Foundation**. The subsidiary that takes care of women and girls who are living with the most disadvantage, such as working mothers who are thinking about changing their career, wanting to move into outdoor work and wanting to work with their hands.

Currently TWA is working with **Apprenticeship Victoria** to support 150 girls/women into a trade apprenticeship.

It is challenging because most women's perceptions around trades is that they are not safe places, or it is 'yukky' work or heavy duty, and the environments are not that great. Whilst environments and culture are beginning to change, perceptions need to be broken down which needs to happen in the workplaces for it to become a safer environment. This is not just for women but for everyone who works in that space, men included. It is no coincidence that there is a high level of men's suicide in the construction space, as the work and the work hours are inflexible, long and hard.

TWA have just completed a two-year **Workplace Culture Change program** in the automotive industry looking at diversity, inclusion and mental health. The program commenced with 168 organisations, but due to COVID ended up with 100 participating organisations. TWA have just evaluated this and put their report into WorkSafe, who was a partner. It was found that people's mental health and wellbeing through this time has improved by 10% and their understanding of diversity and inclusion, conscious and unconscious bias also improved by 10%. This was considered a great outcome, to get 10% increase in a time where we were going through a pandemic, when things were particularly difficult, is remarkable. The support given to those organisations, the boots on the ground and the Toolbox talks were a successful way of being able to run education through workplaces, from the floor right through to the senior/executive level.

TWA are extending the **Workplace Culture Change** program into the construction industry and working closely with many construction companies to include a **Building Equality** policy, which must be implemented by next year. It takes into account a lot of things that were trialled in the automotive industry; diversity, inclusion, what it takes to have women on site, mental health training, conscious/unconscious bias, training, mentors, supervising staff so they can talk to other staff members about issues, whilst trying to create environments looking after people's health and mental wellbeing.

It is hands-on, not always met with enthusiasm, however they can see the value of the program and so persevere.

A policy lever has also been put in place by the State Government and TWA help organisations embrace this. It is about recruiting, educating, and building awareness about trades as an option for women, right through to running workshops building confidence, resilience and then mentoring when they do find an apprenticeship.

TWA found placing a mentor at the beginning, rather than waiting for the program to finish, has a higher rate of success, as the girl/woman is guided each step of the way by someone who knows the industry and the potential pitfalls. Workplaces need to be ready and able to change culture to be safer for all.

TWA has three Apprenticeship Engagement Officers who will sit down and work through what the woman/girl is interested in and what needs to happen before they can take up an opportunity to go into a traineeship or apprenticeship. They help find an appropriate workplace to do an apprenticeship. TWA, now working on the second and third year, will continue to increase the opportunities for workplace culture change. They do an assessment of the workplaces before placing women, which in turn gives the girl/woman the best chance of making it through an apprenticeship. **Currently there is about 74% of women who start apprenticeships but drop out in the first year.** TWA are currently addressing these issues, why this happens and gathering more evidence, information and research to help navigate this space.

TWA plan on marketing and advertising themselves with photographs of women who are tradies, women in different roles to bust the stereotype of what women can and can't do.

LANDMARK ROYAL COMMISSION RECOMMENDATIONS IMPLEMENTED Media Release, January 28:

The Andrews Government has reached another major milestone in its work to end family violence in Victoria. Following the Royal Commission into Family Violence in 2016, the Labor Government announced a 10-year plan to rebuild Victoria's family violence system. Minister for Prevention of Family Violence Ros Spence announced the Government has implemented all 227 recommendations of the Royal Commission. Six years on from the Royal Commission, the Government has invested more than \$3.7 billion to prevent and respond to family violence. Recommendations include establishing Specialist Family Violence Courts and the rollout of the state-wide Orange Door Network, which has changed the way the system responds to family violence. Since first opening in 2018, the Network has assisted more than 267,000 people, including 107,000 children. The Government is building an inclusive family violence system that responds to the needs of all, including a community-led, self-determined response to end family violence against Aboriginal people through the Dhelk Dja Agreement. Perpetrators are kept in sight with community-based accommodation/interventions programs, informed by a new view of risk through the Central Information Point. From the roll-out of Orange Door Network and establishing the nation's first prevention agency, Respect Victoria, to delivering Respectful Relationships programs in nearly 2000 schools, Victorian Government is leading the nation in family violence reforms. While there is more to do, the Government is working to end family and all forms of violence against women by continuing to build on progress made through the reforms.

CONGRATULATIONS

Australia Day Honours

NCWA President Chiou See Anderson extended congratulations to NCWA members **Annie Kiefer AM** and **Barbara Baikie OAM** for awards received in recognition of community service.

Congratulations are also extended to **Professor Jennifer Burn** on her AM for significant service to the law in the field of anti-slavery and migration. Jennifer talked at the July 2022 NCWV Council Meeting 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. She also spoke at the NCWA conference where we resolved to urge the Australian Government to better support survivors of Modern Slavery (domestic, agricultural, or sexual slavery) alleged to have been committed in Australia, through a national compensation scheme for survivors.

Australia Day Honours awarded in NCWV network to:

Dr Judith Brett AM for significant service to education and public debate, particularly in social science and politics.



Ms Leanne Miller AM, for significant service to women's affairs, and to the Indigenous community. Leanne was the keynote speaker at MVMV 2022 regarding the role of Treaty in Reconciliation

VALE



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.

ADVISER NEWS

Education Adviser – Pam Hammond

The Victorian Government announced, in June 2022, that in Victoria from 2023 kindergarten will be free for three and four-year-olds. This addresses concerns raised in NCWV reports and briefings over several years, and in letters to Victorian MPs in June 2021. This included research supporting the long-term learning advantages and the economic benefits of free kindergarten and childcare. “Three-year-old kindergarten and four-year-old kindergarten should be free” See: <https://ncwvic.org.au/files/2021%20Education%20Briefing.pdf>

Since 1906, NCWV has been advocating for the establishment of free kindergartens, considered an essential part of the New Education espoused by leading educationalists, but it proved too expensive to implement. The Victorian Government began to fund kindergartens in 1954.

Late in 2022 there was the historic joint announcement from the NSW and Victorian Premiers that will transform early learning **with the introduction of an extra year of play-based early learning before children start formal school. This bipartisan support shows that early learning reform is above politics!** In Victoria there will be a re-branding of four-year old kindergarten as ‘Pre-prep’ - meaning children will get an additional year of free, play-based learning. Kindergarten will be made free through new subsidies set to come into effect in 2023. Children enrolled in eligible sessional kinder services will have access to a \$2,500 subsidy, while children attending a funded kindergarten program in long day care settings will be eligible for a fee reduction of \$2,000. It marks a continuation of the childcare subsidies available in 2021.

There is also planning for 50 additional government operated childcare centres, in areas with the greatest unmet demand for places. Where possible these will be co-located within schools, or alongside major employers to create convenient access for working parents. The Government has stated that “set to open by 2025, the centres will have capacity for 100 children, will open from 6:30am to 8:30pm and will offer childcare and kinder along with the new “Pre-Prep” program. The centres will be zoned and will only be accessible to families who live in the area.”

NCWV applauds the increase in facilities and resources where the demand is highest. NCWV has concern about the number of teachers and educators required as the programs are rolled out, so is pleased that a task force has been set up to oversee this and incentivise education workers.

NCWV will continue to monitor this vital area of education and the Government’s commitment to children.

The inaugural Victorian Best Start, Best Life 2023 Educational Leaders Conference on Wednesday 15 February 2023 in Melbourne and live streamed.

The conference will be an opportunity for educational leaders in early childhood education services to hear from world-leading experts and other leaders in the field about practical, evidence-based approaches to lift the quality of early childhood education. Early childhood leaders from across the state will be able to attend a day of exploration and learning through keynote presentations, panel discussions and workshops. The conference will feature 3 renowned international experts:

- Professor Iram Siraj, Professor of Child Development and Education, University of Oxford
- Professor Jane Bertrand, program director, Margaret and Wallace McCain Family Foundation
- Sir Kevan Collins, Vice Chairman of The Board, Committee Chair at Learning by Questions, Youth Endowment Fund.

This will be an important event for early years educators and NCWV recommends that members and friends alert anyone they know who falls into this category. All Victorian kindergarten services will receive an invitation via email for their educational leader to register for the conference. One educational leader per funded kindergarten service in Victoria is eligible to attend the conference, virtually or in person.

Date: **Wednesday 15 February 2023** **Time:** **9 am to 5 pm** **Platform:** **in person and online** **Cost:** **free.**

Melbourne Convention and Exhibition Centre (MCEC) at 1 Convention Centre Place, South Wharf, Victoria, 3006.

The conference will explore the critical role of quality practice in the \$9 billion [Best Start, Best Life](#) reform, and support Educational Leaders to guide the delivery of two years of high-quality play-based learning for Victorian children.

For more information and to register online, refer to [Best Start, Best Life 2023 Educational Leaders Conference](#)

From Alex Jeffrey, President, NCWV Geelong



My Pen Is The Wing Of A Bird is a powerful, moving anthology of short fiction in translation by Afghani women writers. It gives access to a culture not understood or seen by many. It reflects the life and thoughts of Afghani women. These stories, though shared anonymously, poignantly reflect that through writing there is the freedom of the pen and that freedom is shared with the rest of the world.

In Her Hands (NETFLIX): Documentary film, Zarifa Ghafari was Afghanistan’s youngest female mayor. She received the 2022 International Women’s Right Award at the United Nations as well as being honoured as an “International Woman of Courage” by the U.S. State Department. The documentary follows Zarifa’s journey from becoming the youngest female mayor in Afghanistan, her survival, and subsequent asylum in Germany. Her ongoing efforts to affect change in access to women’s education and freedom in Afghanistan today reflects her courage, support of and dedication to Afghani women.

OTHER NEWS

From Women's Agenda

Workers will have access to 10 days of paid Family and Domestic Violence (FDV) Leave, as new laws come into effect on February 1st for businesses with 15 or more employees, regardless of whether they work full-time, part-time or casually. Full-time and part-time employees can take the leave at their full pay rate for the hours they would have worked, and casual employees can take their full pay rate for the hours they were rostered to work.

For businesses with fewer than 15 employees, the same 10-day leave entitlement will start on 1 August 2023, and until then, these small business workers have access to the current 5 days of unpaid domestic violence leave.

Prime Minister Anthony Albanese said, *"No woman should ever have to choose between her job and her safety."*

Economic security is a key factor in determining whether a person can escape a dangerous relationship.



Congratulations to Ashleigh Streeter-Jones! who represented young Australians at the World Economic Forum, January 16-20th, one of 50 young representatives globally and the only Australian. At the international conversation, Streeter-Jones brings an impressive list of achievements at only 28 years of age. Founder of *Raise Our Voice Australia*, she's the youngest ever ACT Woman of the Year, was placed on the Forbes Under 30 Asia list, hosted an event with US Secretary of State Anthony Blinken and joined former Prime Minister Julia Gillard on her *Not Now Not Ever* speaking tour last year to mark the 10-year anniversary of the misogyny speech. [World Economic Forum Annual Meeting 2023, Davos | World Economic Forum \(weforum.org\)](https://www.weforum.org/agenda/2023/01/world-economic-forum-annual-meeting-2023-davos/)

World's first female cricketer sculpture sees Belinda Clark immortalised.

Clark captained the Australian team for 12 years, playing 118 one-day internationals and 15 tests during her remarkable career. She continues to hold the women's record for most runs in one-day international cricket and became the first woman to score a double century in an ODI. She retired in 2005.

Clark becomes just the fourth cricketer to receive a statue and the 15th member of the SCG sculptor project which is immortalising great athletes across different sports. There are also two other statues of women at the SCG, sprinters Betty Cuthbert and Marlene Matthews. There are 73 statues of male cricketers across Australia.



'Woman' has just been listed as the Word of the Year by Dictionary.com The online reference site says the word is fundamentally linked to the story of 2022: the Iranian protests, the overturning of Roe V Wade, the role of women in Ukraine, the continued plight of women in Afghanistan [and so much more](#). This comes after Macquarie Dictionary declared **'Teal'** as their **'Word of the Year'**, also [strongly linked to women](#).

In Victoria, a milestone's been reached with the state's legislative council has a majority of [women for the first time](#).

Like the wage gap, we need to close the investment gap for women entrepreneurs. In its first year of operation the **Alice Anderson Fund** has supported 20 women-led startups, contributing to remarkable economic growth. [Read More +](#)

Pandemic rich listers: Top 1 per cent in Australia are now 61 per cent richer

Recently, new Australian research found a direct link between financial inequity and poor health outcomes for women, and noted that women aged 18 to 24 are reporting the highest financial distress this year than in every year since 2021. Women aged 55 to 64 have reported the second highest financial distress year in 2022, [second to 2018](#).

"Poverty has increased for the first time in 25 years. At the same time, these multiple crises all have winners," the Oxfam report authors state. The very richest have become dramatically richer and corporate profits have hit record highs, driving an explosion of inequality." Oxfam Australia's Director of Programs, Anthea Spinks, has described this decade as a "Roaring '20s boom for the world's richest".

Women's Agenda's survey of women leaders in small businesses and start-ups in Australia in preparation for a special report highlighting the key challenges and opportunities for women in business. If you or someone you know is a founder or owns a business, they would love you to complete the anonymous survey:

[Women's Agenda Small Business and Startup Resilience Survey \(surveymonkey.com\)](https://www.surveymonkey.com/s/women-agenda-small-business-survey)



WURUNDJERI WOI-WURRUNG HISTORIES IN EARLY COLONIAL MELBOURNE: COUNTRY, ANCESTORS, MANAGEMENT OF NEWCOMERS

This lecture explores Wurundjeri Woi-Wurrung histories of the early period of the invasion of their Country. In this lecture, Rachel Stanfield – a non-Indigenous historian - and Karen Jones – a Wurundjeri Elder and Traditional Owner-historian - outline how we came to work together and the development of our collaborative research relationship as an example of new directions in Indigenous history. **FEBRUARY 21 @ 5:30 PM - 7:00 PM**

In our work together, we focus on extracting material from the archive that uncovers the lives of Wurundjeri Woi-Wurrung ancestors, defence of their Country, and custodianship of culture as they manage the invasion of their land. We will outline important examples from our research that illustrate Wurundjeri responses to the invasion and efforts to protect Country and culture. We will also discuss the value of this knowledge for contemporary Wurundjeri Woi-Wurrung people.

[Click here to book](#)

The Royal Australasian College of Surgeons (RACS) museum and building tour.

Wed 15 Feb, 10:15am - 12noon, \$15,

RACS, 250-290 Spring Street, Melbourne.

Limited to 15 persons

[Click here to book for RACS tour](#)

RACS was founded in 1927, by a group of leading surgeons who saw the need for a professional institution to improve and maintain the standards of surgery practised in Australia and New Zealand.

RHSV has a fabulous line-up of speakers for their Distinguished Lecturer series in the first half of 2023 so pencil these into your diaries now:

Tue 21 Mar 23: Iola Mathews will deliver the [Women's History Month Lecture](#)

Tue 18 Apr 23: Dr Ashleigh Green will deliver the AGL Shaw Lecture in partnership with the C J La Trobe Society.

? May 23: The Honourable Justice Christopher Maxwell AC will deliver the Inaugural Paul Mullaly History and Law Lecture

Tue 20 Jun 23: Dr Bart Ziino will deliver the Weston Bate Oration.

Remember that **March is Women's History Month** and **October is History Month** so start planning events.



For International Women's Day



Trust for Nature and Bush Heritage Australia invite you to join the 12th annual Celebrating Women in Conservation Breakfast on Friday 3 March 2023, 7:30am-10:00am. Hear from inspiring guest speaker **Nicola Toki**, CEO at Forest & Bird NZ about her journey to leadership in the conservation sector, environmental challenges unique to her country, and the significance of working with First Nations people. Hosted by **Tanya Ha**, an award-winning Australian environmental campaigner, author, broadcaster, science journalist and sustainability researcher. **This is a Hybrid event –**

Option 1 - join at [Zinc Federation Square](#), Naarm/Melbourne to enjoy a morning of networking and conversation with supporters and professionals from across the conservation sector, and savour the delicious grazing breakfast platters. **Tickets \$95 per person. \$890 for a table of ten. *In person ticket sales close 18 February 2023, unless sold out prior.***

BOOK NOW

Option 2 - join the event online: Purchase a virtual ticket and enjoy the event live from any location. Join from the start or come and go as you please. Join the discussion online with other virtual guests and enjoy online-only presentations from **Dr. Nicki Munro**, Senior Conservation Officer at Trust for Nature and **Vikki Parsley**, Aboriginal & Torres Strait Islander Partnerships Manager at Bush Heritage Australia during the event networking breaks.

BOOK NOW

Tickets \$25 per person. *Virtual ticket sales close 28 February 2023.*

HEALTH EQUITY: Advocate feedback on messages.

VicHealth is developing and testing messages designed to build public support for health equity approaches. Social service workers and **advocates** are invited to a Zoom workshop on **Wednesday 15 February, 2:00-3:30pm**. At this session, attendees will be asked to assess a series of messages already found to be persuasive with the general public. All feedback will be anonymised. The most powerful messages will be published in a guide for the sector.

[Email your interest in attending.](#)

VCOSS disability inclusion information forum: Tuesday 14 February

To mark the start of the new school year, **VCOSS** is hosting an [online information forum](#) on the implementation of the Victorian Government's \$1.6 billion Disability Inclusion Package, which is changing the way students receive support at school. The forum will feature speakers from the **Department of Education** and include time for audience questions and feedback to the Department.



The Adelaide International Women's Day (IWD) Breakfast Committee and Senator the Hon Penny Wong announce the special guest for the 2023 Adelaide IWD Breakfast. **Ambassador Caroline Kennedy will be the speaker at this face-to-face event.**

Ambassador Caroline Kennedy is a key figure in the Australia-US Alliance. We look forward to welcoming her in 2023.

Online ticket sales open 8 February 2023 at 10am (ACDT). Virtual – \$20 plus booking fee.

Friday, 10 March 2023, 6.45am for 7am start



Loud Proud and Unhoused: Coburg 20 Feb 2023, 2-4, Coburg Library

HAAG's LGBTIQ+ community educators will be running four events for older LGBTIQ+ community members to find out about housing and homelessness for older LGBTIQ+ people, what places them at risk and where to go for help.

Haag February General Meeting - Recognising and Responding to Elder Abuse, 16 Feb 2023, 1:00pm

Our first General Meeting of 2023 is putting the spotlight on Elder Abuse. What is it, how to recognise it, and how we can respond to put an end to elder abuse. Speaker: Gary Ferguson, Seniors Rights Victoria.

In person: Ross House Level 3, 247 Flinders Lane; Online: www.olderrentants.org.au/gm

A poster for a Gender Equity event. It features the text 'Gender Equity. The role we all need to play.' in large blue letters. Below this, it says 'EVENT 7.45pm Wed 15 March'. There is a photo of a woman, Dr. Niki Vincent, and logos for NCJWA VIC and International Women's Day. At the bottom, it says 'Bookings: ncjwa.vic.org.au' and '#EmbraceEquity'. A red button with the text 'BOOK NOW' is on the right.

Wednesday 15th March | 7.45pm

Hardhat | 1/111 High St, Prahran

Join **NCJWA** for their International Women's Day event, featuring Keynote speaker Dr Niki Vincent. Dr Vincent is Victoria's first Public Sector Gender Equality Commissioner and plays a key leadership role in promoting gender equality in the Victorian community and workplaces.

NCJWA encourages men and women to attend this important event where Dr Vincent will discuss this year's theme, how to 'Embrace Equity' and how a focus on gender equity needs to be part of every society's DNA. Dr Vincent will raise awareness about the gender disparities that still exist in the workplace and how we can create a more inclusive culture that promotes equal opportunities.

1000 Books Before School Kingston Libraries: <https://library.kingston.vic.gov.au/kids/1000-books-before-school>



1000 Books Before School encourages you to share books with your child in their first five years. The literacy skills they develop from being read to will help prepare them for school and nurture a love of books, language and reading. You can read a thousand different books, or read one book a thousand times! Books read at storytime sessions, preschool, daycare and playgroup also count towards your child's total. Collect rewards from the library as you progress, as well as a certificate upon completion. The program is complete when your child reaches 1000 books, by the end of term one in their first year of school.

Supporting Women in Flood-Affected Communities

Minister for Women Natalie Hutchins announced \$1.2 million will be invested into four key women's health services to help women recover from the flood events. The funding will be split evenly across the Multicultural Centre for Women's Health, GenWest, Women's Health Loddon Mallee and Women's Health Goulburn North East. Evidence shows women take on more of the emotional and psychological burden during and after disasters and are more likely to prioritise the care of others at the expense of their own physical health, social and mental wellbeing. Women also recover at a slower rate than men from major economic losses during disasters – with women more likely to be expected to sacrifice their paid work to take on increased unpaid caregiving for vulnerable family members and children. The funding will allow the women's health services to provide tailored and targeted support programs to help women most at risk. Research will also be conducted on the needs of migrant and refugee women affected by disasters and translated into a best practice guide for service providers. Evidence-based resources to support disaster response and recovery in areas with migrant and refugee communities will also be developed, along with training workshops to bilingual health educators and health promotion workers.

Supporting More Women On Boards - Applications close March 15

Minister for Women Natalie Hutchins encourages women to apply for the 2023 round of scholarships under the Women's Board Leadership Program, which gives women tailored governance training and mentoring for roles on community and government boards, with a focus on Aboriginal and culturally diverse women. The program is delivered by the Institute of Community Directors Australia (ICDA) and will receive \$200,000 this year to sponsor 50 Victorian women. Women will have up to 12 months to complete ICDA's Diploma of Governance online. The program forms part of the Labor Government's promise to have an equal representation of women on government boards.

Scholarship Applications close March 15.

[Supporting More Women On Boards | Premier of Victoria](#)

Melbourne Care & Ageing Well Expo Saturday/Sunday 11th 12th February is showcasing products, services, information and education available to assist the decision making process. Over 55s are invited and encouraged to discover the services available to Empower them, with the Expo showcasing comprehensive living solutions for older Australians and features speakers with a wealth of knowledge and advice for getting the most out of your later years. Hear from experts across a range of aged care topics such as ageing well, aged care finances, home care planning, caring for those with dementia, cyber crime and more. The Lifestyle Stage will provide a continuous stream of information from industry experts. Over 80 aged care exhibitors, including Residential Care, Home Care, Retirement Living, Equipment, Service Providers, Health Care, Legal and Financial, Medical, Consultants, Technology and Support Groups will be there. In the centre of the Expo is the Retreat, a lounge area to relax and regroup over a coffee or a bite to eat from the pop-up café with friends or colleagues. The expo is free to attend, however we recommend pre-registering online before the Expo to receive updates and make entry more streamlined, **Exhibition Centre, South Wharf.** For further information, www.careandageingexpo.com.au



The Austral Salon of Music invites NCWV members to a recital by pianist Ben Fu in the Main Hall, St Peter's, East Melbourne, on **20 February, from 12.30 pm to 1.30 pm.** Program includes works by Clementi, Chopin/Liszt and Vine. Cost \$20 visitors.

BYO sandwiches for lunch from 11.45 am. Tea/coffee and biscuits provided.

Collins Street trams except No 48 to Stop No 11.

For more information and map see www.australsalon.org/ Contact Beverley 0422 508 183

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

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

National Council of Women of Victoria Meeting dates for 2023

Month	Date	Day	Meeting Type	Time	Method
February	13 th	Monday	Standing Committee Meeting	16:30	Zoom
February	16 th	Thursday	Committee Meeting	10:00	Zoom
March	2 nd	Thursday	Council Meeting	17:15	Zoom
March	20 th	Monday	Standing Committee Meeting	16:30	Zoom
March	16 th	Thursday	Committee Meeting	10:00	Zoom
April	6 th	Thursday	Individual Members & Council Meetings	11:00, 12:15	Zoom and RH – Ross House
April	17 th	Monday	Standing Committee Meeting	16:30	Zoom
April	20 th	Thursday	Committee Meeting	10:00	Zoom
May	4 th	Thursday	May Forum & Council Meeting	12:00	Zoom and RH
May	8 th	Monday	Standing Committee Meeting	16:30	Zoom
May	18 th	Thursday	Committee Meeting	10:00	Zoom
June	1 st	Thursday	Individual Members & Council Meetings	11:00, 12:15	Zoom and RH
June	19 th	Monday	Standing Committee Meeting	16:30	Zoom
June	15 th	Thursday	Committee Meeting	10:00	Zoom
July	6 th	Thursday	Council Meeting	17:15	Zoom and RH
July	10 th	Monday	Standing Committee Meeting	16:30	Zoom
July	20 th	Thursday	Committee Meeting	10:00	Zoom
August	3 rd	Thursday	Individual Members Annual Meeting; & Council Meeting	11:00, 12:15	Zoom and RH
August	14 th	Monday	Standing Committee Meeting	16:30	Zoom
August	17 th	Thursday	Committee Meeting	10:00	Zoom
September	7 th	Thursday	AGM	12:15	Zoom and RH
September	11 th	Monday	Standing Committee Meeting	16:30	Zoom
September	21 st	Thursday	Committee Meeting	10:00	Zoom
October	5 th	Thursday	Individual Members & Council Meetings	11:00, 12:15	Zoom and RH
October	9 th	Monday	Standing Committee Meeting	16:30	Zoom
October	19 th	Thursday	Committee Meeting	10:00	Zoom and RH
November	2 nd	Thursday	Council Meeting	17:15	Zoom and RH
November	13 th	Monday	Standing Committee Meeting	16:30	Zoom
November	16 th	Thursday	Committee Meeting	10:00	Zoom
November	30 th	Thursday	Annual Luncheon	12:00	In person
December	7 th	Thursday	Individual Members & Council Meetings	11:00, 12:15	Zoom and RH