

23-24

2023-2024

ANNUAL REPORT

Celebrating 121 years in 2023/4



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.

CONTACT US

National Council of Women of Victoria Inc.

Registered Office: RHSV Building,
239 A'Beckett Street Melbourne

Postal Address: PO Box 18186,
Collins Street East, 8003
Mobile: 0447 351 234
Email: info@ncwvic.org.au
Website: www.ncwvic.org.au

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.

Contents

Acknowledgement	2	Treasurers Report	40
CONTACT US	2	Standing Committees Reports	47
Contents	3	Status of Women	48
Introduction to NCWV	4	Sustainable Development	50
NCWV Purposes	4	General Wellbeing	54
Presidents Report	5	Communications	57
Thankyou	13	Social Issues	61
National Council of Women Australia	14	Multicultural & Migration	64
Sylvia Gelman AM MBE Bequest Award Program Report	17	NCWV Geelong Branch Report	66
NCWV – Honorary Life Members: Barbara Brown and Pam Hammond	18	Archivist Report	68
NCWV Annual Festive Luncheon, November, 2023	20	Vales	69
63rd NCWV Pioneer Women’s Ceremony	22	2023–24: About Us	71
May Forum 2024	27	International Council of Women	73
Ross House Window: December 2023	31	National Council of Women Australia	73
NCWV Monthly Newsletter	32	Honorary Life Members	73
My Vote My Voice 2023 – Civics and Citizenship	34	Life Members	73
REPORTS	38	Individual Members 2023–24	74
NCWV – Individual Members	39	Organisational Members and Delegates 2023–24	75
		Associate Organisations	76
		CONTACT US	78

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, Elida Brereton

It gives me great pleasure to present to you the 121st Annual Report of the National Council of Women Victoria Inc (NCWV) for the year 2023-2024. This Report includes reports of events and meetings and hard work done by so many of our members --- all volunteers – to enhance our knowledge about the challenges faced and opportunities for, the wellbeing of, women and girls.

The Annual Report covers our activities between July 2023 and June 2024 and I thank all who have been heavily involved in the work done, and who have contributed to this actual Report, for your commitment and your gift of time and talents to NCWV.

This is my first report as President and from July to September last year Ronniet Milliken was continuing as our most capable and hardworking President, in her third year, and I cannot thank her enough for the assistance, knowledge and wisdom that she has shared so generously with me. The first half of this report therefore reflects on her strong leadership and commitment.

Monthly Meetings

Our monthly Council meetings have been largely conducted via ZOOM but where possible we have gathered to share key events in our calendar. Sadly our meetings of Individual Members did not occur as hoped, but all members were included in the Council Meetings.



Thanks to Ronniet.



Ronniet and Elida handover of badge.

The speakers who presented over the past 12 months reflect the interests and at times concerns of NCWV members. These speakers and their topics are addressed inside this Report, but I will name them here:

2023, July: Dr Kate Duncan AM, gynaecologist, women's health, births, abortion etc;

August: Nadia Mattiazzo, Chief Executive Officer, Women with Disabilities Victoria; September, our 120th AGM: Helen Dalley-Fisher, Convenor of Equality Rights Alliance;

October: Kylie Scoullar, General Manager Direct (Client) Services, The Victorian Foundation for Survivors of Torture (Foundation House);

November: Jill Forsyth OAM, People of Timor and the Larrakia people of Darwin.

2024, January 22nd, Pioneer Women's Ceremony, with the theme Women in Sport. Dylan Wight, MP, Member for Tarneit and Sam Groth MP, Member for Nepean spoke; Louise Zedda-Sampson on her book Bowl the Maidens Over: Our First Women Cricketers; Kathy Watt OAM, the first Australian Olympic Gold-winning female racing cyclist and inspiration to later champions, spoke of her success in the 1992 Olympics in Barcelona. I shared some tales about the amazing Sarah "Fanny" Durack, who won Australia's first Gold Olympic medal in swimming in 1912 and was world champion for a decade; and NCWV Youth Adviser, Sarah Morgan spoke about the Grass Ceiling campaign, a fair go for sport-loving women and girls.

February: Danielle Kent, Project Director at the Australian Fashion Council told us about Seamless re recycling clothing company.

March: Sue Karzis, CEO of State School's Relief (SSR), an incredibly important charity that provides essential school items for our many disadvantaged students;

April: Jade Blakkarly CEO, 'Women's Information and Referral Exchange' Inc (WIRE) spoke on WIRE, who have extended service to non-binary and gender-diverse people.

May Forum: A Panel on Domestic and Family Violence, a National Epidemic. Tania Farha, CEO of Safe and Equal, providing support to victim survivors in Victoria; Rena Francesco, Director, Strategy, Policy and Reform - Family Violence Command, at Victoria Police, and Dr Deborah Towns OAM reported on Elsie Conference, addressing reduction in FV

June: Terese Edwards, CEO, Single Mothers Families Australia Inc (SMFA), championing single them since 1973.

As you can see our meetings had a focus on a wide range of issues facing women and girls and we continue to seek the most appropriate speakers and organisations to share with us.

As an a-political and secular organisation we have been more restrained in some key events than I would have liked, but the tragedies continuing in Ukraine and from the atrocities of October 7th 2023 in Israel and now in Gaza, have not been ignored, and on behalf of NCWV I issued a statement regarding our deep sympathy with our Ukrainian and our Jewish members and the desire of NCWV that influential world leaders would assist actively in the reaching of peaceful solutions that do justice to the innocent victims in Ukraine, Israel and Gaza.

Gatherings

The 12 months covered here include other highlights, including the 2023 **Annual My Vote My Voice** student presentations, held in Parliament House last August, organised by Vice-President Pam Hammond, where the topic for the students related to the barriers to human rights and how to overcome them. It was a joy to see so many students, supported by teachers and family and friends, enjoying the freedoms of speaking in the glorious Legislative Council Chamber and listening to each other so well. It was also good to share this event with many NCWV members.

On December 12th the President of the League of Women Voters Victoria, our own Dr Deborah Towns OAM, invited us to visit Parliament House with dual members Dr Pam Williams OAM and Sheila Byard OAM and others, to pay tribute to former dual member and suffragette **Vida Goldstein** whose plaque lies in the Parliamentary Gardens. There is a call for funding to support the City of Melbourne creating a statue of Vida.

A group of eight represented NCWV at the **Annual NCWA Conference** in Sydney and had the pleasure of

meeting the Governor-General, General David Hurley and his delightful wife Linda Hurley, the Patron of NCWA, in magnificent Admiralty House on the north shore of Sydney Harbour. The conference was almost overshadowed by the reception with the Vice-regal couple!

On August 30th 2023 then President Ronniel and I were guests of **ALGWA – the Australian Local Government Women’s Association**—at the Sealife Aquarium, where we met female mayors and CEOs as prized Bursaries were awarded from a strong field of young and older women. Ronniel was a member of the judging panel for the awards and her job was not easy, given the high-quality field.



On September 6th as part of **Women's Health Week** in Victoria, NCWV member **Prof. Cassandra Szoeki**, held a workshop in a grand room in Melbourne Town Hall focussing on women's major health issues. There was quite a good attendance and Cassandra showed why she is so highly regarded in academic circles as a pre-eminent expert in women's health.

November 14th the **NCWV End-of-year Luncheon** was held, again at William Angliss Restaurant, and with just under 70 members and friends in attendance. The meal was well-prepared and served by the students and enjoyed by all. Our guest speaker, former Maths teacher **Heather Burge**, really impressed us with her illustrated talk about riding her bicycle, mostly alone, from Beijing to Istanbul, then, after returning home for the birth of grandchildren, riding her bicycle from Iran to Paris in 2024. Her stories were fascinating and unique.

The 2024 NCWV **Pioneer Women's Memorial Garden** celebration on January 22nd is documented in this Report, and was organised by our indefatigable Vice-President Pam Hammond, assisted by members of her family and with the support of the Executive. The theme of our 63rd Pioneer Women's Ceremony was Women in Sport, highly relevant given the 2024 Olympics were to be held later in the year. The attendance was good, enhanced by a children's choir from the Jiayuan Music School who sang the National Anthem. Pam organised good weather for those present!

The Geelong Branch of NCWV

continues to be active and supportive and I thank them and their excellent Branch President Alex Jeffrey. There was a large contingent of non-local NCWV members at the **Annual Geelong Luncheon** again this June and the St Mary's FC Pavilion was a perfect venue for the 90 or so attendees. Guest speaker **Professor June Kane** spoke about her incredible life and career all over the world, with a focus on preventing the exploitation of children. Alex Jeffrey is stepping down from her role as Branch President and Nonie Crozier will be taking on this role. Many thanks go to you Alex for your enthusiastic and effective leadership and your work as President has been much appreciated by me, and I am sure, by us all.

In November 2023 at the **ICW-CIF Conference** held in the Philippines at Manila, NCWV was represented by Elisabeth Newman AM (Advisor and Mentor to ICW-CIF), Prof Cassandra Szoeki, Hean Bee Wee AM, and Tracey Ahern. Please see the report in this Report. We congratulate our delegation for their active involvement in ICW-CIF and for their attendance in Manila.

Honours

Over the 2023-2024 period of this Report some of our members have received awards, and we acknowledge the following members (and apologies for any not included):

Honorary Life Memberships for exemplary service to NCWV were awarded in 2023 to **Pam Hammond** and **Barbara Brown**. We congratulate them for their NCWV work.

In Manila, **Elisabeth Newman AM** was awarded the ICE-CIF Volunteering Award for her 23-year involvement and work for our international body. (See NCWA article)

Anne Parton was placed on the Victorian Honour Roll of Women for being recognized as a “local champion” in her service of others. We congratulate these members, and ask for the names of any other award winners not known about at this time.

Guosheng Chen, Vice-President NCWV was a finalist for Victorian Senior of the Year.



Anne Parton



Guosheng Chen with Eilda

Losses

Sadly, **Janet Galley OAM**, former President (1992-94), secretary, Convenor of the Individual Members, Honorary Life Member and Hon. Archivist, died last September and I was one of the NCWV attendees honouring her at her funeral. Janet was a strong, loyal and reliable contributor to NCWV and is missed. (see Vale)

We have also lost some longtime and loyal members, fortunately not to death but to retirement from NCWV, in particular **Malvina Malinek OAM**, **Nina Richwol**, and **Norma Wells**, and we thank them and all retirees from NCWV for giving of themselves as volunteers to the work of NCWV.

It is always sad to lose office-bearers from this wonderful and busy organisation, but we are all volunteers, as were the women who held key roles in NCWV from 1902. We know that others will step up. I want to thank some by name: **Dr Deborah Towns OAM** stepped down as Convenor of the Standing Committee in 2023; **Elisabeth Newman AC** completed her time as Convenor of Individual



Malvina Malinek

Members last September, 2023; **Deanne Baptista**, Treasurer from the 2023 AGM, left in April 2024 due to family commitments. At the 2024 AGM we are losing **Tracey Ahern** as our Secretary, and Elisabeth Newman AM as Social Issues Advisor.

I want to thank those named above for their hard work and generous sacrifice of time for NCWV, but am pleased that they are remaining as members.

Our **Patron in Chief the Honourable Linda Dessau AC** completed her term as Governor, and our **Patron the Right Honourable Lord Mayor Sally Capp AO** also stepped down during the past year. We were pleased when the new **Victorian Governor, Her Excellency Professor the Honourable Margaret Gardner AC** agreed, after a long and thorough due process, to become our Patron-in-Chief. This patronage is a great compliment to NCWV. Ms



Nina Richol

Gardner was the Vice-Chancellor of Monash University so brings an educational perspective to her role. We await the election of the next Lord Mayor later this year.

On a brighter note, I am delighted that we have quite a few new Individual Members and we welcome all who are interested in our work. We look forward to seeing you face-to-face in future meetings and celebrations.

In my role as President, I have attended [virtual] NCWA Board meetings and wish National President Ms Chiou See Anderson the best as she steps down in November. NCWA approved and endorsed a major submission from NCWV, produced by our Health Advisor Prof Cassandra Szoeki and addressing a Senate Standing Committee on Community Affairs hearing related to Menopause and Perimenopause. This submission was deemed worthy enough to be given a hearing and we are proud that this advocacy for

women and their “invisibility” in terms of targeted funding has been heard at the highest level.

Pam Hammond and I attended the Associations Forum in November.

Guosheng Chen and I met a delegation of women from the Anhui Women’s Federation China, in June at RMIT, who were in Victoria to assess ways in which women’s health can be a high priority of governments. Anhui Province has a population of “only” 66 million people (!).

I was delighted to be a guest at the AGM of the thriving Australian Asian Businesswomen’s Association, an organisational member of NCWV.

The Executive members of NCWV held a strategy planning day in May at the home of Guosheng Chen, and we are pleased that our website is now much more professional and relevant – thank you Tracey Ahern in particular.



Tracey Ahern, Deborah, Pam

Finally, I want to thank all who hold key roles in NCWV, including our Convenor of the Standing Committee Robyn Byrne OAM, and all of her faithful Advisors, covering so many of the aspects affecting women and girls; Treasurer Hean Bee Wee AM who assisted Deanne Baptista until April then accepted the role –again; President Ronniet Milliken who completed her three-year term in September 2023 and who led NCWV so well, and then as Immediate Past President, despite personal grief and major surgery, has been outstanding in supporting me and the Executive, especially when our Secretary Tracey was taken away by family matters; Vice-Presidents Pam Hammond and Guosheng Chen for their faithful work and wisdom ; Pam Hammond for her outstanding leadership roles in our Pioneer Women’s Ceremony and My Vote My Voice events, and

particularly for her excellent and hard work in producing our Newsletter every month; Secretary Tracey Ahern for her commitment, hard work and skill, who will be missed as she steps down from this role; and all of the Executive, including June Anderson in 2023. You have all ensured that despite the lingering bad effects on meetings of the COVID lockdown, that NCWV continues to be relevant as a major umbrella organisation of women’s associations.

This Annual Report has been compiled and edited by Pam Hammond and I do thank her for this significant task. At this time, we need more assistance, and we are hoping to gain the hearts of new or “old” members who will take on roles currently vacant.

Let us all help to make NCWV more vibrant and relevant -- and we can!



Norma Wells with Elisabeth at the luncheon

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 – Yano Film
- Photo in Australia Post Calendar – Ms Stephanie Liu
- Donors of MVMV Awards

Regarding My Vote My Voice

- Presiding Officers and Staff of the Parliament of Victoria
- The Hon Shaun Leane MLC, President, Legislative Council
- Maree Edwards 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, 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
- Readings Books
- Westpac Banking
- Imagine Graphic Design

National Council of Women Australia

ICW-CIF EXECUTIVE COMMITTEE MEETING

NCWV members Elisabeth Newman AM, Hean Bee Wee AM, Prof. Cassandra Szoeki and Tracey Ahern joined NCWA President Chiou See Anderson, NCWA Vice President Fiona Dorman and NCWNSW Immediate Past President Julie Morris at the ICW-CIF Executive meeting in Manila 6-9 Nov. 2023 promoting triennium theme *Women Empowerment: Peace and Sustainability*.



Fiona Dorman; Chiou See Anderson; Julie Morris; Hean Bee Wee; Tracey Ahern; Elisabeth Newman; Cassandra Szoeki

President of National Council of Women of the Philippines (NCWP) Dr. Cecilia La Madrid, Dy and International Vice-President of the International Council of Women, Dr. Nona Saldana-Ricafort hosted the event together with NCWP affiliates: Global Peace Foundation and the Global Peace Women and representation from 17 nations: Australia, France, Indonesia,

Morocco, New Zealand, Nigeria, Pakistan, Philippines, South Africa, South Korea, Spain, Switzerland, Taiwan, Thailand, Turkey, Ukraine, US.

Martine Marandel, President, International Council of Women (ICW-CIF) spoke informing the gathering that 2023 marked the 135th anniversary of the founding of ICW-CIF. Established in 1888 the Council is the world's first truly global women's NGO and contributed to the birth of UN women.

ICW-CIF ECM days two and three had reports from National Councils present. Chiou See Anderson, on behalf of Australia provided an overview of NCWA, which serves as a federation of state councils who contribute 25% membership fees to NCWA.

Three regional meetings were conducted, the Asia-Pacific Regional Council (APRC) led by President Hean Bee Wee included receiving, moving, and carrying all reports.

Prof. Cassandra Szoeki, APRC's keynote speaker, workshopped her book *The Secrets of Women's Healthy Ageing* based on data received from APRC participants who had completed a survey prior to the conference. Cassandra's talk was well received, providing everyone with a deeper insight as to ageing risks and the risk variance for women depending on their country.

At the closing of the ECM, a resolution was passed calling for the cessation of all armed conflicts and re-establishment of peace and security in the world, with a request for it to be forwarded to the UN.

On the final evening, ICW-CIF members attended a farewell dinner, including thank you speeches and presentations. Tracey Ahern, Sylvia Gelman AM MBE Bequest Award recipient

CONGRATULATION: Elisabeth Newman AM

A special ICW-CIF volunteering trophy was awarded to Elisabeth Newman AM from President Martine Marandel, for Elisabeth's contribution to ICW-CIF and the board over 23 years. The award is for volunteering and titled "ICW-CIF Volunteering Award". It is the first such trophy to be awarded. Elisabeth has been to every General Assembly and ECM since 1994 except one ECM in the 1990s. She became an active member as a Standing Committee member, with the last 13 years as a Board member and one year as Advisor to the Board and Mentor to the S/Cs, her position for this triennium. Her work for NCWV/A was noted in the presentation.



The NCWV 2022-2023 Annual Report includes Elisabeth's involvement in the ICW-CIF as part of a tribute to her when she was made NCWA Honorary Life Vice-President in 2022.

NCWA AGM, Conference and Reception, Admiralty House, Sydney

This was attended by eight NCWV members. NCWA President, Chiou See Anderson, spoke focussing on 'Removing the Gender Divide'. Other speakers, highly regarded in their field, were Dr Hannah Tonkin, NSW Women's Commissioner for eSafety –the first in Australia; Janet Cribbes, CEO Trades Women Aus., who spoke to us earlier in the year; Amanda Gould, Director Highspec Properties Buyers Agents. Reception at Admiralty House (opened in 1843) was excellent, with the Governor-General, General David Hurley and his wife, Linda Hurley extremely hospitable. As Patron of the National Council of Women of Australia, Mrs Hurley spoke generously about NCWA and their achievements.

The fellowship between delegates was warm and positive over drinks and finger food. We applauded Linda Hurley after she sang her own composition about the role of NCWA.



Elida, Pam with the Governor General.



Elida, Cassandra, Mrs Hurley, Pam, Tracey, Elisabeth, Hean Bee.



Cassandra, Elida, Pam Robertson, Pam H, Tracey, Ronniet.

Sylvia Gelman AM MBE Bequest Award Program Report

1st July 2023–30th June 2024

Sylvia, a long-term member of NCWV was keen for members being mentored to hold Executive Committee positions within the Council, as well as within their respective Organisation.

An award provided from the Sylvia Gelman AM MBE Bequest, is designed to do just that. The Award aims to encourage and promote talent within the NCWV family, stimulate innovation and thus strength NCWV and its Organisations. The Award is designed 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, ideally designed to extend over three years, is worth up to \$3,000 per year (max. 3 years) and is open to all NCWV members.

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

Grants for members to attend NCWA and ICW-CIF meetings are also available being advertised when such meetings are due. The Grant is intended for any member of NCWV, whether Delegate or Individual Member, wishing to learn more about

the Council and its link to NCWA and onto ICW-CIF. The grant covers the meeting registration fee and assists with accommodation and travel.

This past year a grant was awarded to Tracey Ahern to attend the ICW-CIF mid-term Executive Committee Meeting held November 2023 in Manila. Tracey, a relatively new member of NCWV found the experience most beneficial contributing to her understanding of NCWV's link to ICW-CIF and therefore helpful to her as NCWV Hon. Secretary. Her full report may be found in the NCWV Newsletter December 2023:

ncwvic.org.au/files/2023%20December%20NCWV%20Newsletter.pdf

For further information about the Bequest contact Committee of Management via NCWV email.

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, Elida Brereton as Ex Officio member.

Elisabeth Newman AM – Convener.
August 2024

NCWV – Honorary Life Members: Barbara Brown and Pam Hammond

At our AGM in September 2023, we announced that Barbara Brown and Pam Hammond would be made Honorary Life Members for services rendered to National Council of Women Victoria Inc.



Pam Hammond joined NCWV in 2010 as a delegate for the Firbank Old Grammarians Association.

Pam brought to NCWV an impressive educational background, with extensive experience in primary Mathematics, both in her own effective teaching of Maths in Victorian primary schools for ten years, then in developing an Maths curriculum, becoming a Curriculum Consultant in the Victorian Education Department's Eastern Region, working with primary and secondary teachers on Maths curriculum and pedagogy, to improve the quality of Maths teaching for teachers and students.

From 1994-2003 Pam worked in Central Office of the Department of

Education, Melbourne, writing the Primary Mathematics Course Advice.

She then was involved in the researching, development and implementation of the Victorian Early Years Numeracy Program and Middle Years Leadership Program.

After resigning from the Department of Education and Training, Pam remained productive, working as a private consultant in primary and secondary schools, focusing on professional development in early and middle years Mathematics and numeracy. 2005-2010 Pam managed the national ASISTM (Australian Schools Innovation in Science, Technology & Mathematics) Critical Friend Project for Australian Catholic University, Melbourne. She has conducted sessions, workshops at State, National and International conferences.

Pam has served NCWV extremely well since joining 13 years ago, taking on several key roles and fulfilling the demands of each role to the great benefit of this organisation :

2015–ongoing: Education Adviser to the Standing Committees

2015–ongoing: Co-ordinator of My Vote My Voice schools event

2016–ongoing: Committee member

2017–20: Honorary Secretary

2017–ongoing: Editor, NCWV Newsletter

2020–ongoing: NCWV Individual Member

2022–ongoing: Organiser of the Pioneer Women’s Annual Ceremony

Pam’s commitment to the work, relevance and growth of NCWV as secretary, Committee member, producer of the Newsletter, and organiser of two major events, is outstanding. We have no hesitation in recommending Pam Hammond for Honorary Life Membership of NCWV.



Barbara Brown was a foundation member of NCWV Goulburn Valley (Shepparton) Branch (GVB) from its formation following a meeting held in Wangaratta (October 1999) of women from North-Eastern Victoria, who would be the basis of an NCWV Branch in the area. In early 2000 in Shepparton she was appointed GVB Publicity Officer. Barbara continued to undertake this task until the GVB closed in 2013.

With her commitment and involvement in GVB it appears that Barbara was a member with enthusiasm to publicise the GVB and its activities locally; also, activities of NCWV Individual Members and Council Meetings. She supported NCWV Awards e.g. Dame Phyllis Frost Award, Rural Women’s Voice Workshop. The GVB hosted The Combined Women’s Services Club Dinner (2003) when the Victorian Police Commissioner Christine Nixon was guest speaker.

Barbara was elected NCWV Regional Vice-President 2007-2012, and was GVB Delegate in 2008-2009. In 2014, as Regional Vice-President Barbara travelled to NCWV Branches, Central Gippsland and Geelong, for celebratory occasions, 50th Years and 70th Years respectively.

She became an NCWV Individual Member when GVB ceased as a branch. As an NCWV Individual Member, Barbara was Convenor and Individual Members’ Representative to NCWV Executive, Sept. 2013-2015. Since that time, Barbara regularly came to Melbourne to participate in Individual Members and Council Meetings until the pandemic hit.

Barbara’s support for National Council of Women of Victoria has remained a constant part of her life for more than 20 years, and we acknowledge her valuable input to NCWV of regional issues in Victoria. We have no hesitation in recommending Barbara Brown for Honorary Life Membership of NCWV.

NCWV Annual Festive Luncheon, November, 2023



This gathering began at Noon in the William Angliss Restaurant, celebrating the achievements of the year with 66 members and guests, acknowledging the wonderful work of Immediate-past-President, Ronniet Milliken, and welcoming new President, Elida Brereton. Ronniet presented Elida with the NCWV gold badge.

There were presentations of certificates to two Hon. Life Members, Pam Hammond and, in absentia, Barbara Brown from Shepparton.

Elida acknowledged the passing of Janet Galley OAM, NCWV Hon. Archivist.

Our thanks went to Stephanie Liu who donated 50 Calendars for 2024 produced by Australia Post which

includes in March the photo of the NCWV Floral Garden created for the 120th Anniversary.

Our speaker was a real dynamo: Heather Burge, is a retired secondary Maths and Science teacher, and a passionate cyclist with a love of long-distance touring. Over the course of two trips, in 2007 and in 2014 (interrupted by the arrival of a string of grandchildren) she completed a (sometimes solo) journey, by bicycle from **Beijing to Paris**, through China, Kyrgyzstan, Kazakhstan, Russia, Iran, Turkey and along the beautiful Danube through Bulgaria, Romania, Serbia, Slovenia, Austria, Switzerland, into France and on to Paris. She told us stories of the countries and people met along the way, with wonderful photos to illustrate the journey.



She spoke of the joys and challenges of cycling in unknown places way beyond one's comfort zone. She took shortcuts on occasions to reduce distances, which at times proved very challenging, including steep and narrow, winding tracks more than roads, with spectacular scenery.

Heather took us through the reality of going into the 'great unknown' including dealing with the basics. She shared quirky anecdotes and humorous



tales about areas we would probably never explore. Her lasting joy was experiencing the kindness of people in all these countries and seeing the differences in women's lives.



Attendees donated items for women escaping domestic violence. The generous response were delivered to *Impact*.

63rd NCWV Pioneer Women's Ceremony

Celebrating Women in Sport

This annual event conducted by NCWV, Monday 22 January 2024, celebrates Pioneer Women in Victoria, past and present. It was held at the Pioneer Women's Memorial Garden in King's Domain, Melb.

As the XXXIII **Olympic Summer Games** were to be held in Paris in 2024, and recognising the significant women sporting events in 2023, including the Matildas soccer success, the growth of the AFL Women's program, the Australian Women's Cricket Team successes internationally, Ash Barty winning Wimbledon and the Australian Open tennis, and the development of girls' and women's sports at local levels, NCWV felt that acknowledging the women pioneers in sport, who have forged the way for the current positive environment, is timely. The National Anthem was sung, led by Jiayuan Charity Music School Choir.

Two guests were Parliamentarians, introduced by Elida.

Dylan Wight, MP, Member for Tarneit spoke on behalf of the Minister for Community Sport, the Hon. Ros. Spence, acknowledging the



Dylan Wight MP

significance of pioneer women. In 2017 the Office of Women in Sport & Active Recreation was established by the State Government. Funding since has improved facilities to enable equal access to females, as well as 235 female friendly and community projects, but further breakdown of barriers is needed. Research shows that sport enhances cultural change/participation.

Sam Groth MP, Member for Nepean, Shadow Minister for Tourism, Sport,





Sam Groth MP

Events, and for Youth, and past tennis champion, spoke about how tennis has led the way in inclusion and equality. He quoted Judy Dalton who won majors in singles, doubles and mixed doubles in the 60s and 70s and was one of the breakaway group which became the Women's Tennis Assoc Tour. He spoke of the legacy of Yvonne Goolagong and Ash Barty, who have inspired generations of girls to take up tennis. There is more to be done, but female sport has come a long way.

Elida told the amazing story of Australia's first Woman Olympic Gold Medallist, swimmer Sarah "Fanny" Durack, who stunned the world in the 1912 Games in Stockholm. She held world records for years--from 100m to the Marathon Mile. She had no funding and sadly missed the next Olympics (held in 1920 after WW1) at Antwerp when she had appendicitis followed by typhoid fever.

Louise Zedda-Sampson is an author and award-winning editor. Her debut



Elida Brereton

history book *Bowl the Maidens Over: Our First Women Cricketers* examines the Australian women cricketers' first games in the 1870s. *Sharing stories of our pioneering women helps us understand where we have come from and where we are today. I'm not a follower of sports, but I am passionate about the rights and struggles of women, especially interested in our Australian pioneers. When I discovered a women's cricket match was played in 1874 I looked for information. The first games, called a casual match, yet the crowds were larger than those of the male cricketers. The first women's cricket games were played in Bendigo as charity matches to raise funds for the local asylum and hospital in 1874 and 1875. The women had uniforms – full-length calico dresses, sailor hats and garibaldi jackets designating the Blue team from the Red.*

Louise selected extracts from newspapers of the time to see responses to women playing cricket, what they had to contend with, and

why these games are important an account of why we fight for equality in women's rights. I'd known there was inequality, and in history women were more fitted for the home than for anything public facing, but I'd not realised how big the hostility was, or how deeply it ran in some sectors of the male community. Reading these pieces made me realise how it was a story of today, the remnants of attitudes we are still fighting. It must have taken incredible courage for the women to play in 1875.

But, while some criticised, others were full of praise. In a first, a reporter talked about the game in a way he would describe a men's game and compared the standard of play to famous Australian cricketers.

It was ten years later before the next major game was played, and over a century before women had a set place in these men's sports.

In the 1970s, women's cricket saw another resurgence. We might have thought that women were being looked at as serious sportspeople. But one incident showed society still had a long way to go. In 1976, Australia was honoured to play England at Lord's Cricket Ground, which until this game had been men only. A significant game, with more focus than there would have been if played elsewhere. But before the game, a photographer snuck into the changerooms and took a photo while the women were changing. A photo appeared in newspapers across the globe. One article was titled 'Caught behind'. Anne Gordon, team captain, said how appalled and upset the players were.

Fortunately, they were not aware of this prior to the game. Anne is now an active member of the Pioneer Cricket Association, a women's group established in 1934 that supports and encourages the legacy of women's cricket in Australia.

In March 2020 there was an enormous achievement when the Australian Women's Cricket team won the T20 Women's World Cup against India at the MCG, playing in front of an 86,000 crowd. When someone says, 'They can't do that!' women can now say, 'Yes we can—and let us show you how.'

Kathy Watt OAM, was the first Australian Olympic Gold winning female racing cyclist, an inspiration to later champions including Anna Meares. Kathy won two medals, gold and silver, at the 1992 Olympics in Barcelona, Spain, four Commonwealth Games gold medals and 24 national championships in road racing, track and mountain bike racing, and was third in the world time trial championship. Kathy was a brilliant tactician in races. We loved her stories, including the bias favouring the male Olympic Aussie riders who refused to lend her their mechanic when she needed help with her bike. She then



Kathy Watt, Robyn Byrne presenting her, Pam Hammond.

took an interpreter to the local bike shop and had it fixed.

At the 1992 Pre-Olympics, Kathy studied the Olympic Course, watching opposition to determine their tactics in the race and in training, even photographed their equipment. The training was intense, the coach insisting that they ride 200km each training ride. They didn't have masseurs, physios or other support and no funding. She contacted Repco for sponsorship, refused until she convinced them that it was in their interest as most sales were to families.

Kathy has competed in Le Tour de France, in US, in Europe, also in the Oceanic Games. She now has a cycling and fitness program with clients from age 6 in junior program to 84 years of age.

Youth Adviser, Sarah Morgan

The Grass Ceiling campaign calls for a fair go for our sport-loving women and girls, by delivering everyday change in thinking, behavior and the way sport operates. There are many women and girls with talent and desire to contribute to the sporting sector, but opportunities to participate and/or lead are elusive, particularly if you are from a multicultural or recent migrant background. Although positive steps to change this has happened in the last 5 years the issues affecting female participation in sport are not new or unique to Victoria, and these issues are the result of deeply entrenched practices, cultural norms and stereotypes.

Media tends to focus on male dominated sports that have little to no female leadership (coaching/management).



Sarah Morgan, Youth Adviser NCWV

Over the past few years there have been some traditionally male sports that have put effort into promoting the women's side of their game, such as AFL, Cricket, Rugby and Soccer, achieving great success at the elite and grassroots levels, helped by the success of the Matildas and Southern Stars. The WAFL competition kicked off in 2017 with women participating in the sport from elite to local amateur level, providing the chance for all women, regardless of ability, to play. Australian football is becoming the sport of choice for diverse communities.

The AFL's multicultural strategy focuses on developing programs to increase engagement, participation, talent and social outcomes, providing pathways for diverse communities to be engaged in all areas of AFL football.

During my time teaching physical education in Islamic schools I have single handedly seen the benefits of this program and it has led me to find out more on how we can design a culturally safe sporting experience

for multicultural women and girls, enabling Muslim girls to play sport and be active.

Although women's sport has come a long way from the inquiry into women and girls sport in 2014, the playing field at the grassroots level is still not accessible to all women and girls who wish to participate, largely because of: Cultural background; Socio economic background; schoolwork; Body image/ fear of being judged; competitive/ male dominated culture; cost; limited role models (*Girls can't be what they can't see*).

We should aim for a vision of the future where women and girls from all backgrounds participate in all roles of sport and active recreation.

Where women in leadership (coaches at elite level and in media commentary) is the norm and where females and males have the same opportunities.

The health, economic, social and equality associated with more engagement from multicultural women and girls in partnerships and leadership in sport and recreation organisations, is not just the right thing to do, but also the sensible thing to do for Victoria.

For more detail of these informative talks see: ncwvic.org.au/files/2024%20February%20NCWV%20Newsletter.pdf



Lunch with Vice-Presidents Pam Hammond and Guosheng Chen, Elida (President) and Louise Zedda-Sampson, at the NGV Tea Room.



Elida, Robyn, Pam, Elisabeth, Kathy, Sarah, Louise, Guosheng, Deborah, June.

May Forum 2024

May 2, 12:00pm, Ross House

Domestic and Family Violence, a National Epidemic

We all have a role to play in ending family violence (DFV). We hope our Forum can develop a shared understanding of actions being taken, how policy can be reformed, services improved and how effective strategies can be embedded in practice and innovation across the DFV sector.

Tania Farha, CEO Safe and Equal, a peak body for specialist DFV services provides support to victim survivors in Victoria. Their vision is a world beyond family and gender violence, where women, children and people from marginalised communities are safe and respected. Tania spoke to us about Family Violence Reform in Victoria and Learnings from the Royal Commission recommendations.

So far this year, one woman is being killed every four days in Australia. This is a deeply distressing national crisis, the time for platitudes from our leaders is well and truly over. The way we approach family violence has changed significantly, driven by the Royal Commission, reforms and investments in the way Victoria prevents and responds to family violence. But the number of people still experiencing family violence demonstrates that there is still a long way to go. The Multi-Agency Risk Assessment and Management Framework (MARAM) ensures services are effectively identifying, assessing and managing family violence risk. Organisations authorised through regulations, and those providing funded services, must align their

policies, procedures, practice guidance and tools to the MARAM Framework.

Tania gave an overview of where we have come from in Victoria, what we've learned and what still needs to happen for us to realise the vision of a Victoria free from family and gender-based violence. What we need is a fully-funded and comprehensive response which takes time, investment and deep levels of engagement from everybody and continued focus from government and decision makers. We know that without well-funded, accessible support services for all who experience family violence, taking into account cultural differences and working with Aboriginal people, a focus on housing, recovery efforts, and investment in prevention initiatives, we are going to see more tragic, preventable deaths.

Tania spoke of 'Orange Doors', hubs with access to many services. It will take time, but that time needs to start now, and start at the top - with meaningful commitment from all leaders – both state and federal. Identifying risk before it escalates is essential, calling out inappropriate behaviour.

Tania discussed Are You Safe At Home?, a national awareness raising initiative developed by Safe and Equal, designed to help people in the community understand what family violence can look like, how they can ask someone if they're experiencing abuse, and how they can appropriately offer support. The message of Are You Safe At Home? is 'Ask, Listen,

Believe.’ With those three simple steps, the community can get involved and be part of the change we need. Ending family violence is everybody’s responsibility – and we will never address this issue in the long-term without everybody’s commitment and action.

Rena Francesco, Director, Strategy, Policy and Reform - Family Violence Command at Victoria Police. Rena has been driving reform across Victoria Police (Crime Command, Gender Equality and Inclusion Command and Family Violence Command) since 2007. Her key area of focus is the specialisation of Victoria Police’s responses to sexual offences through the establishment of the Sexual Offences and Child-Abuse Investigation Teams (SOCIT). Rena spoke about the actions and strategies the Command leads to improve police responses to family violence, sexual offences and child abuse. She outlined the Family Violence Response Model in Victoria Police and the Code of Practice for Family Violence. This includes a risk assessment aligned to the MARAM to

inform police actions at family violence incidents, be that criminal, civil and referral options. This includes a specific focus on children.

Victoria Police has 21 specialist FV Investigation Units (FVIUs) to investigate serious FV and manage high risk, complex and repeat cases; FV Liaison Officers in every 24hour station; FV Court Liaison Officers; 27 Sexual Offences and Child Abuse investigation Teams and 21 FV Training Officers.

The three most common categories in the FV context are *Crimes against the person, Justice procedure and Property and deception offences*. *Justice Procedure* category is mainly offences relating to contraventions of intervention orders or family violence safety notices. Although there is an increase in the raw numbers across these categories, Justice Procedures continue to increase as a proportion of FV related crime.

Intimate partner family violence (IPV), has accounted for almost two thirds of FV reports over the past ten years,



Tania Farha



Rena Francesco

however former partner violence has increased over the past three years.

Significant changes over the last 10 years of action and reform across both Victoria Police and the broader system has seen continued growth in reporting and action. Victoria Police will deliver a new strategy on family violence, sexual offences and child abuse, introducing an outcomes focus to victim, perpetrators, children and young people and organisational capability and capacity through a focus on its people, to support police to consistently deliver high-quality responses in a sector-wide approach.



Deborah Towns OAM & Rena Francesco

Domestic and Family Violence (DV) is not a new topic of concern to the NCWV as two of our earliest members from a century ago were vocal and practical about DV and Sexual Harassment. The Elsie conference celebrated 50 years since the first 'Elsie' Refuge was established in Glebe, NSW in 1974. Today there are 800 around Australia. An early one was established in Geelong by the local Women's Electoral Lobby when my mother Margaret Kyle was convenor. I celebrate her work drawing attention to DV in the early 1980s and in establishment of Geelong's first women's refuge.

Sexual harassment, sexism and bullying in schools and its relationship to DFV is not new. In 1985 when I was the manager of the Equal Opportunity Unit in the Education Department of Victoria we developed *Sexual Harassment out in the Open: a kit to assist in combatting sexual harassment in schools*.

Every government secondary school received a free copy with guidelines on how principals, teachers and parents could bring about cultural change. That was 40 years ago. Today schools are expected to run 'Respectful Relationship' activities.

However recent events suggest that not all schools are able to provide a respectful and safe place for girls and women teachers.

'Make me a sandwich' is an internet meme men employ to annoy, insult, or dismiss women - the stereotype that women belong only in domestic spaces, like the

kitchen. We also know that women and girls continue to be represented in children's literature and school readers in less numbers than men and boys and more often in domestic and servile roles. Such representation deems women and girls as less important and promotes male entitlement. Accessibility of pornography to young people is a problem. These are examples of why we must look at the whole of society when we consider how to make the world a safe place for girls and women.

The Elsie Conference, held at the Sydney University of Technology (UTS) which Professor Anne Summers organised (recently appointed as

professor of Domestic and Family Violence in UTS's Business Faculty). Why the Business faculty? It's recognised that DV costs the economy billions. Being recognised as a business issue is good. The conference began with an address by the Prime Minister. He calls DV a national epidemic and aims to solve it in "ten years". The technology facilitated abuse workshop, showing this growing form of abuse, was nightmarish as it often involves young men and it's hard to prove. Smart Refrigerators and other devices can be set up to abuse/harass.

One of the many ideas discussed to bring about change was how the media approach DV and women's and children's murders. They are usually sensationalised rather than showing respect for the murdered woman, who is not the criminal. It is recommended that murdered and violated women should be humanised to develop empathy and sympathy.

Anne and others have provided advice and ideas to support DV victims and their families and develop preventative measures. One is to provide longitudinal studies about the perpetrators. Generally, we know more about the murdered woman than the murderer.



Some of the members who attended in person and enjoyed refreshments.



Pam thanking Tania.

Findings from her report *The Choice. Violence or Poverty* show around 50% of single mothers escaping violence receive inadequate incomes, so it is incontrovertible that government should increase payments for single parents. Australian economy is estimated to lose \$13.6 billion a year due to DV and sexual harassment overwhelmingly committed by men. *The problem will not be solved by the simple march of time. Action is needed.*

Ross House Window: December 2023



Three Committee Members
'decorating' the window.



NCWV Monthly Newsletter

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

Speakers at Council Meetings for the year.
See Newsletters for details.

July 2023: Dr. Kate Duncan AM, who received an AM in January for significant service to medicine in the field of obstetrics and gynaecology, and to professional associations. Kate spoke on health issues for females from birth, moving to issues/forms of abortion.

August 2023: Nadia Mattiazzo, Chief Executive Officer, Women with Disabilities Victoria. Their work is unique focusing on the intersection between Gender and Disability.

7 September 2023 at our 120th AGM: Helen Dalley-Fisher, Convenor of Equality Rights Alliance, the peak body of which NCWA is a member, spoke about advocating with the Federal Government. Helen reflected on the achievements since the 2022 Federal election and program for the year ahead.

October 2023: Kylie Scoullar, General Manager Client Services for Survivors of Torture (Foundation House), supporting refugees who experienced torture or other trauma to rebuild lives; a child, family and women perspective.

November 2024: Jill Forsyth OAM, spoke who is working with the people of Timor and the Larrakia people of Darwin, and has deep insights into the issues facing both groups.

January 2024: Pioneer Women's Ceremony Dylan Wight, MP, Member for Tarneit spoke on behalf of the Minister for Community Sport, the Hon. Ros. Spence;

Sam Groth MP, Member for Nepean, Shadow Minister for Tourism, Sport, Events, and Youth, and past tennis champion, spoke.

Louise Zedda-Sampson spoke about her history book *Bowl the Maidens Over: Our First Women Cricketers*, with first games in the 1870s. (see full article)

Kathy Watt OAM, was the first Olympic Gold winning female racing cyclist and inspiration to later champions including Anna Meares, spoke of her 1992 Olympics in Barcelona, Spain, Commonwealth Games wins and more. **Youth Adviser, Sarah Morgan** – spoke on The Grass Ceiling campaign which calls for a fair go for our sport-loving women and girls.

February 2024: Danielle Kent, the Project Director at the Australian Fashion Council leading the National Clothing Product Stewardship Scheme, Seamless, with a Consortium of organisations.

March 2024: Sue Karzis, the CEO of State School's Relief (SSR), an incredibly important charity that provides uniforms, shoes, educational resources and other essential school items for disadvantaged students

spoke about being in 85% of Victoria's state schools, assisting over 74,000 financially disadvantaged Victorian school children.

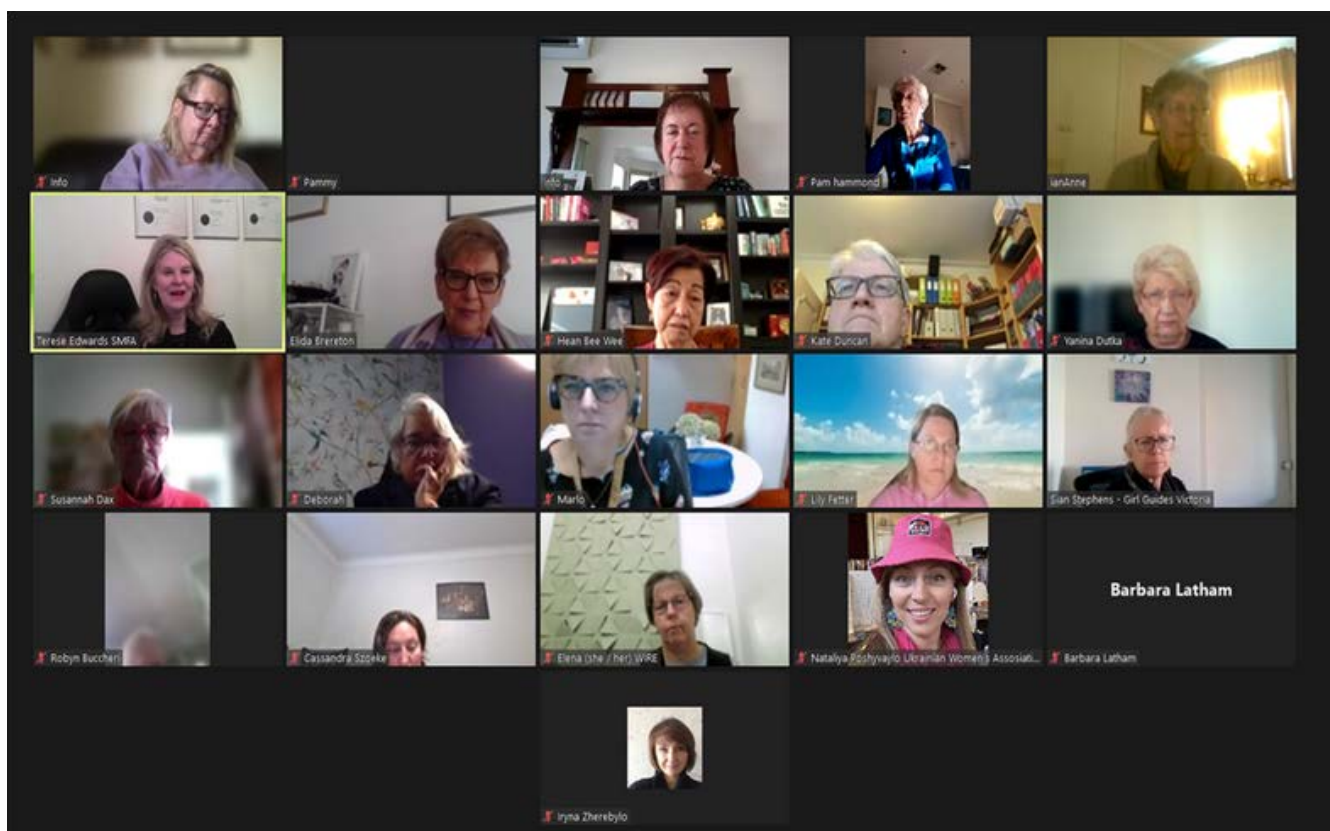
April 2024: Jade Blakkarly CEO, 'Women's Information and Referral Exchange' Inc (WIRE) spoke about WIRE, extended their service to needs of non-binary and gender-diverse people. They're the only Victoria-wide free information, support, referral service by women and gender diverse people, for women and gender diverse people.

May 2024 Forum: A Panel on Domestic and Family Violence, a National Epidemic with **Tania Farha**, CEO of Safe and Equal, a peak body for specialist FV services providing support to victim survivors in Victoria.

Rena Francesco, Director, Strategy, Policy and Reform - Family Violence Command at Victoria Police spoke about the actions and strategies the Command leads to improve police responses to family violence.

Dr Deborah Towns spoke on the Elsie Conference, its outcomes in addressing reduction in FV.

June 2024: Pauline Neil, Director, Single Mothers Families Australia Inc (SMFA), an organisation that has been championing single mothers and their families since 1973. SMFA was founded in Melbourne. They salute single mothers' talents, diversity and resolve, and work with and for single mothers to advance equality, fairness, and respect.



One of our ZOOM Council meetings.

My Vote My Voice 2023 – 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, 32 different schools have participated, some many times, and a total of 325 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. Last year it was the Role of Treaty in achieving Reconciliation.

Theme: What are the barriers to Human Rights in Australia? How can we begin to overcome them?

The 2023 event commenced in Queen's Hall at 9:15, then moving into the Legislative Council Chamber, where Ronniet Milliken, President NCWV welcomed guests, panel members, teachers, and students, then introduced the keynote speaker Lauren Matthews, Director of Programs at the Victorian Equal Opportunity and Human Rights Commission. She leads the policy, legal, education, consulting and information functions of the Commission - focused on addressing



Panel: Speaker Lauren Matthews; Cr Kylie Spears, President, ALGWA with Elida Brereton, Vice-President.

discrimination, human rights, racial and religious vilification, and suppression practices. The Education and Engagement Branch is focused on providing clear, accessible legal information and helping individuals and organisations to understand their rights and responsibilities, via training sessions, consultancy, the Enquiry Line.

There are sensitivities to certain issues, especially treatment of First Nations people and asylum seekers. States and territories are leading the way, setting out rights and duties: ACT 2004; Victoria 2006; Queensland 2019. However, there is not the same structure at Federal level which can create tension.

Lauren spoke enthusiastically about the Victorian Human Rights Charter and the difference it is making, including any legislation must be assessed against the Charter to consider rights when every law is drafted.

The real heavy lifting is behind the scenes with public authorities required to consider human rights in all decision making – including in policy and programs. In the courts the need to interpret laws as compatible with human rights; the empowerment of people by educating them about their rights and can demand their rights.

“Only positive outcomes are coming from Victoria’s Charter of Human Rights. It is a vehicle to promote and protect the values of Victoria for a diverse, equal, respectful and just state.”

Student presentations followed from 10 schools, addressing the theme. The students presented brilliantly, showing how well they had researched

the topic, speaking clearly and with passion.

This was a challenging topic which was presented by all groups from different perspectives, including ATSI issues; Refugee and Asylum seekers experiences e.g., barriers to gaining visas as well as detention living conditions; Islamophobia; minimum age of incarceration, prisoner rights; those with disabilities; harassment/ bullying reducing rights; homelessness; and inequalities in education.

Many included reference to the UN Universal Declaration of Human Rights and UN reports on violations in Australia; surveys and opinion polls on need for a Human Rights Charter, one even conducting their own survey. All concluded that a Federal Human Rights Charter was essential and urgent.

Participating Schools

Bayside P-12 College Williamstown Campus, Al Siraat College Epping, Kingswood College, MacRobertson Girls HS, Elwood College, Western English Language School, Footscray HS, Rosehill Secondary College, Firbank Grammar, Melbourne Girls Grammar.



Bayside P-12 College, Williamstown



Al Siraat College



Kingswood College Box Hill



MacRobertson Girls High School



Western English Language School



Elwood College



Footscray High School



Rosehill Secondary College



Firbank Grammar



Melbourne Girls Grammar

REPORTS

NCWV – Individual Members

Annual Report 1st July 2023 – 30th June 2024
Convener, Elisabeth Newman AM

On the 3rd August 2023 a brief bi-monthly meeting was held prior to the Individual Members' Annual Meeting. Having foreshadowed my decision, I, Elisabeth, resigned as Convener. Officer bearers were elected, Beverley Kannegiesser was re-elected as Book Keeper and Carol Robertson as Note Taker. Unfortunately, the elected Convener found several weeks later, due to work commitments, she was unable to manage the position. I thank Beverley and Carol both for their work and support they have given me.

We were saddened to learn of the death of Janet Galley OAM, an Honorary Life Member, who served as Honorary Archivist and President of NCWV.

I wish the Individual Members' Group well with the support in general they give to NCWV and hope the group will soon be able to meet face-to-face. We need to re-new friendships, properly welcome and get to know the new members since 2020, of which there have been many.

Following the business part of the meeting Individual Member, Constance de Silva, gave an enlightening address about the concerns for female prisoners.

Unfortunately, since September the Individual Members have had no Convener, therefore no Minie Peden excursion was arranged.

I thank Elida Brereton, NCWV President for acknowledging bi-monthly Individual members' meetings giving time for Beverley and Carol to give any updates, particularly Beverley to give a financial report, acknowledge any donations of which there have been two or three, these have been much appreciated.

Do consider nominating to be Convener; a non-arduous position entailing about 1-2 hours work on alternate months in circulating notice of meetings/information, also, in attending the bi-monthly meetings and the monthly NCWV Committee meeting. One gets to know members,

as well as gain a good understanding of how NCWV operates. It is possible for an IM position to attract an award from the Sylvia Gelman AM MBE Bequest.



Combined Individual Members and Council Meeting via ZOOM:

Treasurers Report

Treasurer, Hean Bee Wee AM

Financial Report for the Year Ended 30 June 2024

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 2024.

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.

Schedule 1

Regulation 15

Form 1

Associations Incorporation Reform Act 2012

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

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

We, Elida Brereton 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 2024.”

Signed:

Elida Brereton

Date: 20 August 2024

Signed:

Hean Bee Wee

Hean Bee Wee AM

Date: 16 August 2024

Balance Sheet
National Council of Women Victoria
Inc

30-June-24
 ABN: 18227073059
 Reg Number: A0004465H

	2023	2024
Assets		
Current Assets		
Westpac Cheque Account - 033-031 263920	10,809.28	4,124.47
Westpac Term Deposit	25,000.00	30,000.00
Westpac Cheque Account SG	16,972.06	14,472.06
Westpac Term Deposit SG	150,000.00	153,375.42
Total Current Assets	202,781.34	201,971.93
Total Assets	202,781.34	201,971.93
Liabilities		
Total Liabilities	0.00	0.00
Net Assets	202,781.34	201,971.93
Equity		
Members Equity	202,781.34	201,971.93
Total Equity	202,781.34	201,971.93

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

01 July 2023 - 30 June 2024

ABN: 18227073059

Reg Number: A0004465H

INCOME

	2023	2024
Membership		
Organisational Membership	2,080	2,960
Individual Membership	2,080	1,840
Interest Income	630	4,000
Functions	4,850	4,625
Income		
Grant	0	0
Donations	1,209	700
Awards	0	1,510
Other Income	1,000	1,000
Total Income	11,849	16,635

OVERHEADS

Rental	2,305	2,395
NCWA Affiliation	1,685	1,234
Insurance	1,206	1,205
Office Costs	1,223	3,466
Functions	7,507	4,799
Awards	0	1,250
SG Award	0	
Donations	200	1,500
Other	497	595
Outflows	1,000	1,000
Total Expense	17,116	17,444

Operating Surplus (- Loss) **(-5,267)** **(- 809)**

Members Funds B/F 208,048 202,781

Members Funds C/F 202,781 201,972

Cash Flow

National Council of Women Victoria Inc

01 July 2023 - 30 June 2024

ABN: 18227073059

Reg Number: A0004465H

	2023	2024
	Total	Total
INFLOWS		
Functions		
End of Year Lunch	4,250	3,622
Parliament Events	600	1,003
May Forum	0	0
Total Functions	4,850	4,625
Membership		
Individual Membership	2,080	1,840
Organisational Membership	2,080	2,960
Total Membership	4,160	4,800
Other Income		
Coin Collection	0	0
Donations	1,209	700
Awards	0	1,510
Grants	0	
Trading Table	0	
Other	1,000	1,000
Total Other Income	2,209	3,210
Interest		
Interest Income	630	4,000
Total Interest	630	4,000
Total Income	11,849	16,635
OUTFLOWS		
Other		
Sundries	0	595
Gifts	0	
Donation Expenses	200	
Awards - Citizenship	0	1,250
Sylvia Gelman Award Administration	1,000	1,000
Other	497	1,500
Total Other	1,697	4,345
Function Expenses		
Health Week	0	955
Christmas Lunch	3,975	2,363
My Vote My Voice	3,027	1,011
Pioneer Women's Garden	505	470
Total Function	7,507	4,799

Insurance	1,206	1,205
NCWA	1,685	1,234
Office Expenses		
Printing & stationery	42	0
Postage & courier	0	0
Website	621	2,083
Office supplies	0	
Telephone and Internet	560	1,319
Other Expense	0	64
Computers	0	0
Total Office Expenses	1,223	3,466
Rent	3,798	2,395
Total Expenses	17,116	17,444

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,
Robyn Byrne 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

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.

Through the Executive Committee and President we lodged three submissions to Parliament. Firstly, a submission to the Victorian State Parliament on Collecting Data on Violent Perpetrators. Secondly, we lodged a submission to the Victorian Health Minister Anne Marie Thomas on Women and Pain. And lastly we lodged a submission through the approval of the NCWA on Perimenopause and Menopause to the Federal Government's Senate subcommittee.

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.

Thank you to our Health Adviser Professor Cassandra Szoeki of Melbourne University setting up and operating the Health Hub at healthhub@ncwv.org.au. If you want to be included, please send your email to this address.

During Health Week on 6 September 2023 - 12:30 to 1:30 we held Beyond



Some NCWV Advisors and members, Robyn Byrne third from left.

Bikini Health. The NCWV with the City of Melbourne hosted an event at the Town Hall. Health Adviser Professor Cassandra Szoeki spoke about the 'Secrets of Health Ageing' derived from the 30-year longitudinal health study of 400 Melbourne Women - many facts and figures presented in an engaging style – inspiring us to look after our health no matter our circumstances.

As the NCWV Coordinator of Standing Committees, 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. I have contributed a number of articles to the newsletter across the Women's Empowerment portfolio.

Thanks to Standing Committee 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, Emma Fu, and Pat Phair OAM.

Status of Women

Youth Justice Reform, Barbara Latham Advisor

In March 2024, the State Government introduced the Bail laws Bill to Parliament which stated that any child under the age of 12 years is incapable of forming criminal intent.

However, Victoria's child-driven criminal activity has increased since

the advent of the new Bail laws changes. Youth crime has so far spiked by 20 per cent.

Community demands are loud to reverse this new Bail laws Bill, and to reinstate the previous Bail Act offences of '**committing indictable offence whilst on bail**' (previously section 30B), and '**contravene bail condition**' (previously section 30A).

The government's failure to insist upon or support early intervention to change children's criminal behaviour, has given many a free pass to commit crimes with impunity. Whilst the government states there is no youth crime problem, it continues to spend millions holding more talk-fests with Ministers, police, psychologists, anti-punishment ideologists, numerous experts, and multiple committees to find a solution to the "non-existent" child and youth crime issue.

The gates have been opened for hardened professional criminal gangs to recruit our children.

Yet the government continues to deny responsibility for the spike in child crime, stating that no punishment to or against them is the best way to move forward.

Wrapping cottonwool around the hot topic of child crime will only result in that cottonwool being burned into a pile of ash along with the lives of the innocent victims, and the very fabric of our once stable society.

Already there is a palpable sense of fear in the community. The new Bail laws are the long lit fuse for the fast building pyre awaiting an amazing inferno of crime.

The government is reported to have said it was creating a separate

offence for committing a serious crime, including aggravated burglary, carjacking, murder or rape, while on bail. (*The Age* 13/04/24) The government's attempt to write a Bill of Youth Justice Reformation is yet to show result after years of meetings by committees, consultants, idealists, psychologists, religious groups, teachers, politicians - discussing how to manage the burgeoning crime waves of and by the very youngest in our society.

Young children are evolving faster than previous generations, too fast for many older citizens to comprehend. Today's children are sharper, and more 'clued-in' than we were at the same age. In many ways they are much smarter. The crime rampage of some young children is just beginning, and too soon it will be an unstoppable tsunami, unless the new Bail laws Bill is reversed.

The Andrews' government spent multi millions of taxpayer funds on building bigger, better, more modern prisons, and improving existing prisons by installing gardens with sculpture, indigenous areas, art installations, and bespoke furniture. Prison reception areas have been rebuilt or renovated - upgraded to remove the previously depressing atmosphere for visitors. Massive cedarwood beams have been installed to facades to present a less threatening and more modern face to the passing outside world.

The lack of suitable and affordable housing has seen several female inmates asking to remain in jail for another nine months, and more, after sentence completion because there is no affordable accommodation available and little has been done to rectify this critical problem.

Released women often find it harder to survive 'outside'. Often a reason for initial incarceration stems from undiagnosed Acquired Brain Injury - sustained through years of Domestic Violence.

One estimate from Corrections Victoria is that 33 per cent of female suffer from ABI. Whereas although 42 per cent of male inmates suffer ABI, their injury is more likely to occur via vehicle accident, and physical altercation.

A course in basic DIY skills for the women could vastly improve their lives when returning to society. Many have lost the support of past friends and family, and may have lost children through custody dispute. They have little money to pay expensive tradesmen.

Teaching the women simple basic DIY skills of how to change a tap washer, change a flat tyre, put up a shelf, hang a picture on a stud wall, or change a fuse, would vastly improve their mental quality of life once released and help them to adjust in a fast changing, expensive world.

The Box Hill Institute Group is contracted to deliver key training programs in eight of Victoria's prisons, including the Dame Phyllis Frost Centre. This is good news.

Numeracy and Literacy skills must be accomplished prior to undertaking any other training in skills sought by employers.

Sustainable Development

Women and Employment Advisor, Dr Deborah Towns OAM

This report promotes and discusses data and activities in Victoria and Australia that support the ICW-CIF STANDING COMMITTEES' PLANS OF ACTION 2022-2025, and its triennial Theme "Women's Empowerment: Peace and Sustainable Development".

<https://docs.google.com/viewerng/viewer?url=https://www.icw-cif.com/wp/wp-content/uploads/2023/01/Plan-of-Action-2022-2025.pdf>

Women's Leadership Programs

The Victorian government provides leadership programs for women and gender diverse people of all ages and backgrounds to build leadership skills. The Elevating Connections and Healing Ourselves (ECHO) is open to First Nations women. <https://www.vic.gov.au/victorian-first-nations-womens-leadership-program>. Women of Colour Executive Leadership Program is also open to Aboriginal and Torres Strait Islander women as well as other women of colour. The Joan Kirner Emerging Leaders program provides essential skills, networks and experiences for all young women to apply for.

<https://www.vic.gov.au/women-colour-executive-leadership-program>

Women in Agriculture

Agriculture is a male dominated industry. The Victorian government invested \$1.4 million into the Rural Women's Network to remove barriers to women's workforce participation, including initiatives that support

women's economic security. To learn more:

<https://agriculture.vic.gov.au/support-and-resources/networks/rural-womens-network/agrifutures-rural-womens-award>

Gendered Violence, Sexual Harassment in Workplaces and Non-disclosure Agreements (NDAs)

Victoria's Minister for WorkSafe recently announced the WorkWell Respect Network which builds on knowledge amongst workplace leaders and employer representatives to prevent and respond to gendered violence in the workplace including sexual harassment.

<https://www.wwrn.com.au/>

Legislating to restrict the use of NDAs in workplace sexual harassment cases was one of the recommendations of the Victorian Ministerial Taskforce on Sexual Harassment. Too often NDAs are being used legally to hide serial offenders, protect perpetrators and employers' reputations. The Victorian government is beginning consultations on nation-leading laws to restrict the use of NDAs in workplace sexual harassment cases.

Workplace Gender Equality

<https://www.wgea.gov.au/publications/gender-equity-insights-series>

Progress towards gender equality in Australian and Victorian workplaces is slow. Actions and targets are needed

to accelerate the pace of change. The Australian Government Workplace Gender Equality Agency (WGEA) has developed a 'maturity framework' a roadmap for employers with evidence-based actions that create real change.

Australian Government's Working for Women – A strategy for gender equality

The Minister for Women released the Strategy

<https://genderequality.gov.au/>

in early 2024.

It acknowledges that gender equality can't be achieved by Government alone. Every institution, organisation, community and individual have a role. It's a call to action for every part of the community. It outlines practical actions everyone can take to help achieve gender equality in Australia.

The Gender Equality Commission Victoria.

<https://www.genderequalitycommission.vic.gov.au/>

I reported on the Commission last year. Progress fulfilling their role implementing the Gender Equality Act 2020 was slow. Their website has not been updated since 2023. So, it's hard to report on their progress for this year.

ACTIVITIES

CEDAW-Expert Witness Statement

Last year I gave the expert witness statement 'Equal Rights in Education', about education and training at Australia's Hearings for the Convention on the Elimination of all forms of

Discrimination Against Women (CEDAW). Its online here:

<https://www.youtube.com/watch?v=ZmIMSZMqrrQ>

Edited, it will be included in Australia's CEDAW 2024 progress report to the United Nations.

It shows how the quality and equity of women's and girls' education and training affects workplace opportunities, quality of life, and their ability to support themselves. This continuing discrimination informed Pam Hammond's and my Resolution to this year's NCW Australia's AGM, 'Women's Employment Sustainability Must Start in the Early Years'.

Elsie Conference-Sydney

I attended the Elsie Conference in May. It celebrated 50 years since the first 'Elsie' Refuge was established. Today there are 800. Progress with multiple refuges can be celebrated but we should be able to live in the future without them and Professor Anne Summers is working on research about prevention.

<https://profiles.uts.edu.au/Anne.Summers>

It was good to find out that workplace paid leave is provided to women and men affected by DV.

NCWV-May Forum 'Domestic and Family Violence, A National Epidemic.'

I assisted with organising the Forum. I also gave a keynote providing a past present and future view. Not a new NCWV issue as two of our earliest members, notably the Women's Christian Temperance Union (WCTU),

a century ago were vocal and practical about DV and Sexual Harassment. Today schools are expected to run 'Respectful Relationship' activities to support respect for women in the home and workplaces. However recent events suggest that not all schools are able to provide a respectful, safe environment for girls and women teachers. "Make me a sandwich" is a disturbing picture of how some boys treat teachers,

<https://theconversation.com/make-me-a-sandwich-our-surveys-disturbing-picture-of-how-some-boys-treat-their-teachers-228891>

Girls and female teachers are subjected to sexist and abusive language. Male students can intimidate women teachers.

We also know that women and girls continue to be represented in children's literature and school readers in less numbers than men and boys and more often in domestic and servile roles. Such representation promotes male entitlement. Accessibility of pornography to young people is related. These and other examples from our Forum show why we must look at the whole of society when we consider how to make the world a safe place for girls and women in the home, at school, in workplaces and in the wider community.

Other Activities

I was one of the assessors for speaker awards for My Voice, My Vote and as the president of the League of Women Voters Victoria I ensure our Bessie Rischbieth Trust provides funding. I continue to be a Scholarship Assessor for Graduate Women Australia's Victorian Branch. Scholarships provide

financial support for women with particular needs to complete their postgraduate degrees.

With president Elida Brereton I met with the Chinese Women's Federation from Anhui Province who were on a delegation to Australia. It was organised by Vice-President Guosheng Chen. With other NCWV members, I was one of June Anderson's guests at February's spectacular Chinese New Year Concert, in Box Hill. Pam, Elida, Ronniet, and I provided images and articles for the Ross House window, to celebrate International Women's Day.

I assisted with Pioneer Women's Day, Women's Health Week, the 2023 Christmas Lunch, organised June's guest speaker, Xavier Towns, and attended Janet Galley's Funeral. Dear Janet, was a life member, a highly esteemed past president, a very long-standing member and our archivist. Since then, I have volunteered to be the NCWV's archivist and historian. Big shoes to fill. I continue to assist with developing our 120th video, attend meetings and contribute Newsletter articles.

I am a Senior Research Fellow in the Faculty of Business and Economics, University of Melbourne, employed to write biographies of alumni. I particularly highlight women in the male dominated business and finance sectors and the discrimination they may have encountered to achieve success.

Economics, Emma Fu Advisor

While there have been improvements in gender equality in 2024, women in Victoria continue to experience economic disadvantages in key areas including the gender pay gap, housing affordability, and superannuation. This report provides an overview of these issues and offers some potential recommendations.

As of 2024, women in full-time roles earn 21.7% less than their male counterparts on average. This gap is influenced by a few factors. This includes occupational segregation, with women more likely to work in lower-paying industries e.g. healthcare, education, and retail, compared to men who dominate higher-paying sectors e.g. construction, technology, and finance. Although Victoria has made strides in increasing female workforce participation, the persistence of part-time and casual employment among women contributes to the wage gap, as these forms of employment generally offer lower wages and fewer benefits. Additionally, women are underrepresented in senior leadership positions, further widening the gap.


Housing affordability is another critical issue, particularly for single mothers and older women. The state's housing market has become increasingly unaffordable, and women—due to lower incomes and greater caregiving responsibilities—often find it difficult to secure stable housing. The situation is even worse for women escaping domestic violence, a group that is disproportionately affected by housing insecurity. In addition, Victoria has seen a rise in the number of older

women at risk of homelessness, often due to a lack of superannuation and savings, compounded by life events such as divorce or the death of a partner.

For superannuation, Australian women retire with around 25% less superannuation than men, placing them at greater risk of financial insecurity in retirement. It is reflective of the impacts of lower wages, career interruptions, and the prevalence of part-time work.

This is particularly concerning given that women tend to live longer than men, meaning they require more savings to sustain a comfortable retirement. In addition, the current loophole in Australian superannuation laws allows perpetrators of family violence to inherit their victim's superannuation death benefits unless convicted of murder. Alongside superannuation industry bodies, we urge the government to reform these laws to prevent abusers from financially benefiting from their actions, calling for stricter regulations and expanded protections for victims of family violence.

To address these economic challenges, a range of targeted policy measures is required. To reduce the gender pay gap, stronger pay transparency measures should be introduced to ensure that companies are held accountable for wage disparities. In addition, industries with a high concentration of female workers should receive investment to improve wages and working conditions. Government initiatives should also encourage greater female representation in high-paying sectors, through mentoring programs and



incentives for companies that promote women into leadership roles.

Increased investment in public housing projects and more financial support for women at risk of homelessness, would help alleviate housing stress. Additionally, government policies could include rent-to-buy schemes and shared equity models specifically targeted at low-income women, enabling them to enter the property market.

In addressing the superannuation gap, policies should focus on ensuring that women are not disadvantaged by career breaks. For example, encouraging women to make voluntary superannuation contributions and providing incentives for employers to top up super during maternity leave could generate long-term results.

Another key area of reform lies in employment policies. Flexible working arrangements should not come at the expense of career progression or financial stability.

The Victorian government could introduce workplace reforms that ensure flexible workers have access to the same training as their full-time counterparts, and promotions need to be based on merit rather than time spent at work.

In conclusion, while we have seen significant progress, structural barriers remain across multiple areas. The gender pay gap, housing affordability, and superannuation disparities continue to undermine women's financial security, especially for vulnerable groups. By implementing a combination of legislative reforms, targeted investments, and workplace policies, Victoria can move towards closing these gaps and ensuring that women enjoy equal economic opportunities and outcomes.

General Wellbeing

Health Advisor – Professor Cassandra Szoeki

NCWV City of Melbourne
Women's Health Week
Event, 6th September
2023

An article published in the September Newsletter:

Cassandra pointed out that one third of a woman's life is now post-menopausal, unlike in earlier generations and healthcare costs are escalating alarmingly. More than half of adults suffer from chronic diseases that can be reduced or prevented. Heart and Brain diseases are major killers with 90% of adults over 50 having at least one vascular risk factor, a leading cause of death in women.

Much research and subsequent treatment are on males, with the assumption that these apply to women— erroneously!

Two thirds of Dementia patients are women which has doubled over the past 25 years with the rate of increase in being double the rate for men.

Cassandra shared the wisdom revealed in the unique 30-year University of Melbourne study on the health of more than 400 women from Greater Melbourne, to raise awareness of modifiable risk factors in women's

health recorded in her book ***Secrets of Women's Health Ageing.***

The study is a world first and rare in the level of detail it collects biologically, mentally, and emotionally. It is also the longest running study of Women's Health in Australia. Melbourne women made an exceptional commitment to further medical knowledge of women's health in midlife and beyond. The factors that came out of this study were:

- Physical activity as simple as sitting less, 15 minutes daily, parking further away from destination, gardening...
- Vitamin D: sunshine gives more benefit, just 10 minutes
- Nutrition: no processed food, sugar, junk food. How you eat as well, with family, friends, Mediterranean diet.
- Community and social engagement.
- Sleep

The commitment of 400 Melbourne women was seen internationally, inspiring sister studies, bringing something wonderful to the vision of women's health. The university is committed to sharing knowledge as widely as possible.



Cassandra has spoken at many sessions and conferences including:
– NCWV Women's Health Talk, International ICW-CIF 6th to 9th October 2023, in Manila.
– NCWV Geelong Branch.

Environment

Environment Advisor – Dr Patricia Phair OAM

Violent storms, record shattering heat waves, unpredictable weather, droughts and forest fires, air pollution – this will be part of our normal daily news in a few years if the Government fails to take positive steps to deal with the accelerating climatic crisis which is enveloping the earth and if people fail to respect our environment on a daily basis.

For 10,000 years, from the end of the last ice age to the start of the industrial revolution, global temperatures remained stable, and it was during that period that human civilisation evolved - and thrived (the Holocene Era). However, leading scientists throughout the world today are increasingly concerned at the rate at which our climate has deteriorated in recent years due to human activities. In particular, greenhouse gas emissions in the atmosphere have increased, mainly due to fossil fuels (coal, gas, oil) used to produce the energy demanded by our consumerism-driven lifestyle. Consequently, global temperatures have increased rapidly, resulting in a major change in our climate and in our living conditions. The situation is extremely serious and **Antonio Guterres, Secretary General of the UN** has issued a global warning: “Humanity has opened the gates to Hell by letting climate change get out of control and, as a result, **survival of humanity is now at risk.**”

It hasn't been this hot for at least 125,000 years and this year has seen an unprecedented number of record **heat waves**, causing millions of deaths. Furthermore, the extreme heat and dry conditions have resulted in wildfires in several countries,

which have had a disastrous impact on forests and vegetation, especially in Greece and North America.

Furthermore **air pollution** due to the smoke, coupled with industrial and transport emissions, has had a serious impact on the **health** of local Inhabitants. There has also been massive damage to the Amazon Rain Forest, the most important “sink” for carbon dioxide in the world, critical for maintenance of a healthy global atmosphere.

Rising temperatures are causing carbon dioxide (CO2) to dissolve in the oceans, increasing the acidity of the water, with a serious impact on marine life. The **Great Barrier Reef** is also in trouble: it has suffered its fifth massive coral bleaching in 8 years resulting in serious damage to its resident corals, and the marine life they support, and the future health of the Reef is of great concern. Further - as the Arctic and Antarctic ice caps melt due to rising global temperatures, coastal and island communities around the world are increasingly concerned about the rapid rise in **sea levels**, especially in the Pacific Ocean. Data from the World Meteorological Organisation shows sea levels have doubled since 1991, putting many major cities and low-lying coastal areas at risk. These people are relatively poor and have not contributed to the global climate crisis but could be the first to bear the brunt of sea level changes. Guterres has recommended that a **Climate Resettlement Treaty** should be drawn up, to provide a plan whereby island residents can safely escape if sea levels rise rapidly.

Our civilisation depends on a **healthy environment**, in which the biodiversity and the **ecological balance** of all plant and animal species and inter-related microorganisms are maintained in their natural habitat. Thus it is critical

that we protect the well-being of our global forests, wetlands and grasslands, but climatic changes are occurring increasingly rapidly and the quality of life we take for granted will be destroyed if we don't take urgent action to control this critical situation. So far the Australian Government has done very little to deal with these environmental problems but, increasingly, experts in the field are demanding that **all use of fossil fuels for energy generation should stop immediately** and that we switch to renewable energy (RE) technology (e.g. wind, and solar energy, RE), technologies which are already well developed in Australia. Unfortunately, the wealthy fossil fuel companies are very clever at running a mis – information campaign, implying that the renewable energy available would be inadequate for the country's needs and the government has been unwilling to block fossil fuel energy projects (coal and gas fired power stations etc) until it was confident that renewable energy could provide a secure source of power to the country.

However, to counter the Fossil Fuel argument, here are good examples of some RE technologies which are already well developed in Australia.

NSW has been specialising in **photovoltaics (solar power)** for decades (**the SPREE solar school**) and in the early 1980s a young Chinese physicist, Shi Zhengrong, spent 8 years at this college, studying and improving the technology. He then returned to Wuxi in China where he established Suntech, now one of the most important solar panel manufacturers in the world – and he has become VERY wealthy! **Here's an example of what we should do!**

Cannon-Brookes and Andrew Forrest's **Sun-Cable solar energy**

project in central-northern Australia was given the green light and it will eventually use an underwater power line to transmit power to S.E. Asia and land lines to parts of our continent. Furthermore, there are both on and offshore wind energy facilities already in operation. There is also abundant **geothermal energy** in Victoria available for power generation, but this development is still in the planning stage.

Finally, the **Kwinana waste to Energy plant** is being built by the Danish Company, Ramboll, near Perth, designed to process 400,000 tonnes of landfill waste per year and generate 36 MW of power – the first waste to energy plant in Australia.

The **Aborigines** must grieve for a country they have sustained, protected, lived in sustainably for over 60,000 years - all their efforts, their experience and knowledge simply dismissed. They had an extensive knowledge of ancient networks of interconnected ground and surface water ways and a long history of sustainable management and cooperative sharing. They also skilfully used fire on a small scale to clear land for growing special crops or to promote what they saw as "ecological diversity."

Finally, there are many other issues which need consideration. Unsurprisingly, the media is currently preoccupied with the global political situation – disastrous wars in Gaza, the Ukraine, Sudan and Lebanon - but environmental issues are gaining more public attention and thinking people are becoming increasingly anxious and alarmed at the rate at which the climatic crisis is developing, it's impact on our lives and on our future, and what essential steps we must take to protect our world.

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

Information sources: National Heart Foundation: www.heartfoundation.org.au Jean Hailes Foundation: www.jeanhailes.org.au

Communications

Education Advisor, Pam Hammond

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

- Equal access to all forms of training such as career advice, vocational training, and higher education e.g., Science, Technology, Engineering, Arts and Mathematics (STEAM).
- The importance of good teaching and the updating of skills.
- Education of young women in everyday life skills.
- Education of gender equality to promote human rights and therefore peace.

There have been many issues raised in education over the past 12 months, including curriculum updates, modifications, concerns about lowering standards, discipline in classrooms, attacks on teachers and principals by students and parents, and shortage of teachers.

All these issues can be crystallised into one major issue – respect for teachers as professionals and paying them accordingly. In Scandinavian and many Asian countries, teachers are amongst the most respected of all professionals and their pay reflects this, which is understandable as THEY are the teachers of all other professionals!

During the COVID pandemic, parents and carers, who were endeavouring to manage home schooling, became very aware of the complex role of teachers and the difficulties that can arise in educating children. Many parents took to the print and social media praising teachers and expressing how deeply appreciative they were of their work.

This was an ideal opportunity for government and the Department of Education to elevate the profile of teaching as a profession via publicly acknowledging this, identifying excellence, as well as lifting remuneration.

In the years since, this respect appears to have diminished in many education environments and too many teachers are leaving the system. Why might this be so?

- Changes in curriculum, including some being mandated, can undermine teacher professionalism to determine the most appropriate strategies to suit the learning styles of their students.
- Teachers feeling underappreciated in their work as professionals;
- Workload pressures taking teachers' time away from their students - which is their passion;
- Media focussing on negative incidents, such as bad behaviour in some settings, more than the positive stories that abound;
- Parents being disrespectful, even aggressive to teachers/principals, rather than supporting action taken on bad behaviour of their young people.

This is supported by Trends in International Mathematics and Science Study (TIMSS) a large-scale assessment, conducted every five years, that measures how effective countries are in teaching mathematics and science. In addition to student data, there are teacher interviews

and questionnaires. In Australia, the dissatisfaction of teachers is higher than comparable countries like New Zealand and Canada and much higher than Singapore and the Scandinavian countries, where teaching is recognised as a respected, highly skilled profession with appropriate salaries. It will be most interesting to read the 2023 Report that is due to be released in November this year.

Quality teaching is the key to accelerating student learning growth and helping all students reach their full potential. A high-quality teaching profession is essential and needs to be recognised as such. Giving teachers time to engage in collaborative teaching practices, and provide meaningful career paths which value, utilise teaching expertise and keep excellent teachers teaching, will contribute to feelings of self-worth and recognised as professionals.

School leaders need to be instrumental in supporting their teaching staff, and develop their own expertise as leaders of learning. For principals to maximise their contribution to their school and system improvement, they need to be empowered as instructional leaders, and supported to develop at each stage of their career.

There have been initiatives by government and the Department of Education in Victoria to boost the numbers of teachers, which is pleasing, however, improving conditions and salaries of existing teachers need to be addressed to stop the drain of experienced professionals—from the classroom and leadership position.

Activities

As Convenor of the Civics and Citizenship Program, I am in contact with schools re the My Vote My Voice event. This includes invitations to schools, speaker/s and panel members, follow-ups, liaising with Parliamentary Officers and Services. After the event there is decisions on awards, contacting participating schools and organising visits to present certificates and awards.

I have attended NCWA conferences and AGM in 2023, and stood in for our President at NCWA Board meetings by ZOOM.

I have been part of webinars, one by a parliamentary inquiry into teaching and learning in regional and metropolitan schools in Victoria. Also one webinar on Inquiry into Climate Resilience and one on distribution of water.

As Education Advisor, I keep up to date with changes, issues and good news stories around education, to inform the Standing Committee and NCWV as to possible action.

As Editor of the monthly NCWV Newsletter, I check various sources of information for publishing suitability. I also liaise with Jaz Lee on updating the website with newsletters, notices and submissions.

In this regard, I overlap with the Mass Media portfolio.

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

which includes Reports, Submissions, Newsletters and events.

Arts, Letters and Music Advisor Robyn Byrne

ARTS AND LETTERS – is a way to communicate peacefully to inspire, empower and protect women and girls to achieve the best possible outcome for themselves and their families, in a world of sustainability. National Councils are urged to communicate with members and others by:

- Encouraging action and interaction by public speaking, art exhibitions, poetry and essay competitions for all ages.
- Using print and electronic media to promote social protection and peace in all fields, including education, affirmative action, women's entrepreneurship and good health practices.
- Performing arts to lift the spirits of all - particularly the isolated, the sick, the elderly and very young.
- Use Arts and Letters as therapy in all that you do.

For over 50 years, the Society of Women Writers Victoria (SWWV) has supported women writers at every stage of their career. They welcome new and emerging writers. At monthly meetings at Ross House they invite speakers to present talks and workshops on various aspects of writing and publishing to educate, inform and inspire. They offer various **Writers' Groups, Book Chats and Workshops** for members. Monthly newsletters have articles, members' news and achievements, and information on events. Members are encouraged to contribute to the newsletter. Members can be published in an anthology Sparx.

The committee works with the membership to conduct meetings and workshops. Author **Hazel Edwards**, OAM, Patron of the Society. Find out more about **Society Members** here.

The Premier's Reading Challenge was again held this year. The Premier's Reading Challenge encourages children and students to read a set number of books over the year and record their efforts online. Since it began in 2005, more than 4.3 million students have read over 60 million books. Gabrielle Wang is the 2024 Premier's Reading Challenge author and ambassador. Her recent book *Zadie Ma and the Dog Who Chased the Moon*, was shortlisted for 2023 Prime Minister's Literary Awards.

www.vic.gov.au/premiers-reading-challenge

Winners of 2023 Victorian Premier's Literary Awards

A number of women were successful.

***Cold Enough For Snow* By Jessica Au:** the premise of the book is deceptively simple: a mother and daughter travel a rain-misted Japan together, revealing gaps in their ability to communicate.

WINNER OF INDIGENOUS WRITING

The Upwelling This highly original fantasy novel by First Nations author Lystra Rose is a time-travel mystery that takes readers back to a pre-colonisation Australia.

WINNER OF NONFICTION

***Root & Branch: Essays on inheritance* by Eda Gunaydin** Exquisitely written, it unsettles neat descriptions of inheritance, belonging and place. Eda Gunaydin's essays ask: what are the legacies of migration, and how do we find comfort in where we are?

WINNER OF WRITING FOR YOUNG ADULTS

***We Who Hunt the Hollow* by Kate Murray.** Post-apocalyptic Melbourne; matriarchal family of warriors; animal families that help vanquish monsters from the void the Hollow. Priscilla, youngest member of a family of power-wielding warrior-women, as she struggles with her new power to summon monsters. For ages 12+.

WINNER OF PEOPLE'S CHOICE:

***Astronomy: Sky Country* by Karlie Noon and Krystal De Napoli.** The latest book in the First Knowledges series explores connections between cultural and environmental practices, behaviour of celestial bodies, particularly the Earth's moon. It shows how ancient Aboriginal knowledge and stories provide information about the waxing and waning of the moon, tides, and more. A dive into astronomy from First Nations perspective.

Help build the Statue of VIDA GOLDSTEIN

The City of Melbourne is creating statues of women to narrow the gender gap in statues across the City. The first in the series is VIDA GOLDSTEIN. "*Vida Goldstein was a remarkable Australian, internationally renowned in her day as an influential political campaigner and strategist.*" Vida never managed to win a seat in Parliament, but it is fitting that she will stand strong in the civic landscape. "*If it's true that you can't be what you can't see, this statue will be a concrete reminder to Victoria's girls and boys that active participation in democracy can change the world.*" Clare Wright OAM Renowned historian.

Social Issues

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

The Social Issues Standing Committee comprises 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, 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 appropriate and affordable health care; for Migration to work for Peace.

Child, and Family Adviser: Lily Fetter

Monash Gender and Family Violence Prevention Centre (MGFVPC) is working in collaboration with University of the Sunshine Coast and Older Persons Advocacy Network (OPAN). The Attorney General Department (AGD) is eager to extend the evidence base on elder abuse with the aim of strengthening policy and practice to enhance responses to elder abuse. The AGD has funded three projects on this topic and their projects focus on elder abuse in regional, rural and remote communities.

MGFVPC are keen to embed and centre lived experience in their project. Hence, are looking to appoint (in paid roles) people with lived experience, aged 65 and older, to an Advisory Board, which will provide feedback on the methodology, process and recommendations for the project, to ensure the project findings and evidence base represents lived experience.

The advisory board members would meet four times between 2024 and 2025;

1. In late 2024, to discuss the project instruments shared in advance (a roundtable that will be held with peak agencies and lived experience representatives for feedback about the project plan and phases, a survey that will be provided to advocates and practitioners, and interviews with advocates, practitioners and people with lived experience of elder abuse)
2. Attending a roundtable in August
3. In late March/April 2025, to review project findings and recommendations, ahead of roadmaps (evidence-base, strategy and implementation) sessions; one with lived experience and one with peak agencies attending the roadmap sessions.

There are also paid opportunities to participate in a lived experience road mapping session (in late March/April 2025), which will review project findings and co-design recommendations. If interested, please contact: Lily Fetter at: fetter.cini@gmail.com

Youth Advisor, Sarah Morgan

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

- Encourage the development of education and training systems.
- Empower youth to become future leaders.
- Advocate for a proportion of all relevant departmental budgets to youth development.
- Promotion of a healthy lifestyle free from all forms of abuse.
- Implement programmes for economic empowerment.
- Engage youth to support and promote the women's cause.

The following initiatives are supported by these components of the Plan of Action

Supporting volunteers on our local sports clubs

The program seeks to increase the productivity, capability and resilience of the community sport and active recreation workforce (including paid staff and volunteers) and support its operational sustainability. The program will achieve this by supporting initiatives that help a variety of sporting and active recreation organisations engage, retain, build capability, and alleviate burden on volunteers in regional Victoria.

Sport and volunteering are interlinked. In the sport sector, we know that volunteers ensure the activities of every sport of any size and at all levels go ahead, are well run, are accessible and inclusive. Volunteers come out in huge numbers in all weathers and at

all hours to ensure sport activities go ahead. It is our volunteers who allow sport to form a critical part of the fabric of our communities.

Regional Sport Victoria has partnered with **Volunteering Victoria** and **Vicsport** to create sporting club focused resources. These resources aim to support and assist sporting clubs in their strategies and practices around volunteers.

NCWV applauds this initiative.

Advancing the Career of Women in Sports Media

The 2024-25 Change Our Game Women in Sports Media Program is designed to provide women interested in sports media with the knowledge, skills and industry contacts to further progress their career in this industry. The 2024-25 Program will offer an Advancing Career Round designed for individuals seeking to progress career goals and skills in sports media to the next level.

Exposure to women coaches and officials influences children and parent perceptions

The “**You Can’t Be What You Can’t See Report**” by Victoria University explains that women remain significantly underrepresented as coaches and officials across community sport, which means children are denied the opportunity to see and experience women in leadership roles. Key findings reveal:

- previous experiences with having a woman coach positively influenced children’s belief that women can be great coaches
- parental attitudes significantly influence their children’s attitudes
- girls’ satisfaction levels with having a woman coach and/or official was higher than boys.

The report offers a number of recommendations for community sporting clubs to help address the lack of representation of women in coaching and official roles, including:

- create targeted plans to attract, develop and
- retain women as coaches and officials
- enlisting the assistance of parents to voice their positive support for women in these roles
- supporting the representation of women from diverse backgrounds as coaches and officials.

NCWV encourages governments to put resources towards the realisation of these recommendations.

Multicultural & Migration

Multicultural and Migrant Advisor, June Anderson

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

- Work towards supporting and caring for refugees including asylum seeking women and children.
- Encourage, monitor, and advocate for good policies in their adopted countries (including registration).
- Prevent exploitation of migrant women and girl workers.
- Prevent negative attitudes e.g., hate speech, with regard to refugees.
- Work for peace.

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.

As the member of Regional Advisor council (RAC) of the Victorian Multicultural Commission (VMC) in the Eastern Metropolitan region, we represent grassroots communities to strengthen cultural diversity in Victoria through advocacy, celebrating and promotion. In 2023 VMC celebrated its 40 years history. I was invited as one of the representatives to view VMC.

<https://victorianmulticulturalcommission.cmail20.com/t/r-l-tiekytl-uitleitl-i/>

The culturally and linguistically diverse (CALD) communities are still facing mental health, employment and family violence and other issues. In Sep 2023, I was invited to attend a roundtable with the Attorney-General,

the Hon Jaclyn Symes MP to discuss strengthening Victoria's anti-vilification laws and protecting the community from hate speech and hate conduct.

Background on anti-vilification reform in Victoria

Currently the Racial and Religious Tolerance Act 2001 (RRTA) protects people from vilification only based on their race or religion. In 2021, a Parliamentary Inquiry found that the law does not do enough to prevent or address vilification.

The Victorian Government plans to strengthen civil and criminal anti-hate laws to effectively protect more Victorians and is currently seeking community views on the best way to strengthen Victoria's anti-vilification laws: Engage Victoria.

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

To advocate for the CLAD community, I have joined ECCV (Ethnic Community Council Victoria) – Victorian Multicultural Mental Health network, Support Diverse Communities Mental Health and Wellbeing Framework and blueprint. The group's multicultural background community leaders discuss and share experiences of leading, contributing to and implementing the system reform. In April, I participated in the Diverse Communities Mental Health & Wellbeing roundtable and Launch. Special guest Ingrid Stitt MP, Minister for Mental health & Mariculture Affairs and Anthony Clanflone MP attended this event.

- **Family Violence:**

There are issues of family violence in racial and ethnic groups, particularly newer immigrants. I attended the Multicultural Women's Alliance against Family Violence Forum to discuss for more understanding of the nature of family violence and the dedication to ending family violence in our CALD communities.

Celebrating Multicultural community event:



Feb, I was one of the major organisers who organised the celebration of Chinese Lunar Year (Year of Dragon). There were many different culture background communities who participated in this great event.

In September, 2023, I attended Multicultural Community Forum: "Understand and Support a First Nations Voice" at the Chinese Museum.

Community Leader forum:

In June this year, I attended Multicultural Women in Action Leadership Forum, presented by the Eastern Community legal Centre in partnership with the Parliament of Victoria.

The forum was specially designed for multicultural women in Eastern Metropolitan Region of Melbourne and surrounding local government areas who face unique barriers when it comes to participating in democratic systems and advocacy.

In conclusion, NCWV multicultural sector aims to build evidence on practical

strategies that could empower migrant and refugee women in the areas of women's safety; economic and social participation; leadership opportunities; and to foster their role in promoting community cohesion.



NCWV Geelong Branch Report

President, Alexandra Jeffrey

The Geelong Branch of the NCWV was founded in 1944.

Honourary Life Members: Marita Fitzpatrick, Jan Kinloch, OAM, Janice Latham, Anne Parton, Helen Rodd, and Jill Graham.

The Branch consists of 11 Individual / Associate members, 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 80th 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 at 1:30pm. We moved from our former venue of the Reception Parlour Sacred Heart College Newtown, due to restricted availability of access to

the College.

Two Committee meetings have been held in January and May 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



Professor Cassandra Szoeki and Alex Jeffrey.



Sheila, third from left, with some LWV and NCWV Members

Geelong Library and Heritage Centre
- Geelong

- St John of God Hospital Auxiliary

Guest Speakers: 2024

February 19, 2024- Barb Abley, AM
(on the Dali Lama visit to Geelong)

March 18, 2024 - Jeanette Hanley-
Heath of Bellarine Kinship Carers

April 15, 2024 - Jenny Funston, FUJI
Sanctuary

May 20, 2024 - Louise King, King
Funerals, Women in the Funeral
Industry

June 17, 2024 - Prof. June Kane, AM,
Modern Slavery and Trafficking

July 15, 2024 - Karen Todd, Barwon
Integrated Family Violence Committee

August 19, 2024 - Annual General
Meeting - Capt. Dianne Hobbs, The
Salvation Army, Bellarine Peninsula

September 16, 2024 - Outside
Meeting: Lunch at Clifton Springs
Gulf Club

October 21, 2024 - Des Graham -
Environmental issues in Geelong
& environs

November 18, 2024 - Holiday
Festivities

Committee members and Alex Jeffrey
attended NCWV Melbourne via Zoom:

- NCWV monthly Council meetings:
held on the first Thursday at
12:00noon-2pm
(open to NCWV members and
guests)
- NCWV Executive Council meetings:
attended (by President Geelong
Branch) on the third Thursday
10:00am-12:00noon

The Geelong Branch donated to:

- The ROAR Program for DV/FV
survivors \$1000.00
- North Geelong Secondary College
Bursaries \$500.00
- Sacred Heart Family Support
\$150.00
- St. David's Uniting Church
\$150.00

Geelong Annual Luncheon raised \$900
and thank all those participating. This
will enable us to support ROAR, a
group supporting women survivors of
family and domestic violence and also
give bursaries to needy students at
North Geelong Secondary College.



Sheila Byard OAM at the Geelong Luncheon with Ukrainian Women's Association members Yanina Dutka and Nadia Soloczynskyj

Archivist Report

Acting Hon NCWV Archivist, Sheila Byard OAM

The last review of the NCWV archival material - and the deposit of relevant historical records up to 2015 with the State Library of Victoria - coincided with the move of the NCWV registered office from Burnley to the Royal Historical Society of Victoria. We are grateful to the Royal Historical Society of Victoria for arranging to receive the boxes of papers from the estate of the late Ann Christine Jackson nee Palmer whose extensive involvement in organisations in Victoria included membership of several NCWV affiliated organisations, and who had a paid Life Membership of the International Council of Women (ICW-CIF). In 2024 a significant sum was gifted to the RHSV to enable the assessment and conservation of Ann's Papers.

The Covid period and the practice of working from home has meant that the office collection of paper and memorabilia has been unreviewed for a number of years.

It would be timely for there to be consideration to be given to the management of this material possibly coinciding with the tenth anniversary of the publication of the NCWA history, in 2025.

It has been customary for the NCWV Honorary Archivist to see that NCWV complies with legal deposit requirements under State and Commonwealth law. If something is published in written, printed or electronic format in Victoria – whether for public sale, or made available to members for a fee or free of charge – there is a requirement that a copy is lodged with the State Library of Victoria and in some cases with the National Library of Australia within 60 days of publication.

From 30 May 2019, it became possible to lodge electronic publications through a single online service – National edeposit (NED). This then ensures that details of publications are discoverable on Trove, and on national, state and territory library catalogues.



Janet Galley OAM Sept 1938–2023

Many members have memories of Janet. Eva Court recalled NCWV meetings at Ross House when she and Janet sat at the back table. “Sometimes Janet would rise to firmly state a point of order. Members respected Janet’s knowledge of meeting procedure and reference text, ‘Renton’.”

Janet Galley OAM had decades of work for ‘Equal Rights, Equal Responsibilities’. When we use the word ‘work’, Janet’s social contribution after she left the paid workforce was as a volunteer, contributing her skills, sharing her business training and skills; her knowledge of ‘Renton’s Guide to Meetings and Organisations’, along with her commitment to the causes for which a Non-Government Organisation had been established.

Janet had a lifelong involvement as a volunteer, especially in the women’s non-party organisations, starting as a child in Colac, with very active and engaged women as examples, going on to complete the King’s Girl Guide award program and a period as a boarder at Methodist Ladies College. She became an MLC Old Collegian’s office bearer 1971- 1979, serving as the MLCOC delegate to NCWV in 1974.

She joined the League of Women Voters of Victoria (LWVV) in 1984, holding a variety of offices. President 1995-98, 2001-2004; Secretary 1998-2001 and a delegate for LWVV to NCWV. Janet also took part in work for the UN Children’s Fund UNICEF, UNIFEM (1996-2008) and the United National Association of Australia (Victorian Division) Status of Women Committee as an active member 1991-2000, with women like Diane Alley OBE and Cecile Storey AM.

Janet thus came to take an interest in the International Alliance of Women; attending the two Board meetings held in Melbourne in 1989, each with an associated international event; an IAW Congress and a week-long Conference at the Queen Victoria Women’s Centre from 8 October 2012, that included an IAW Asia Pacific Regional Day with the theme ‘Ending Violence’.

In June 1991 she was awarded the Medal of the Order of Australia. Janet also became a Life Member of the Order of Australia Association. In 1996 she became a Life Member of the Business and Professional Women Melbourne.

But it is as a member of National Council of Women that she will be chiefly remembered. In 2001 which was both the Centenary of Federation and international Year of Volunteers, National Council of Women of Australia (NCWA) issued Certificates of Appreciation and a Perth Mint Coin 'To Acknowledge Work for the Betterment of Women'; Janet's citation noted she had been President of NCWV 1992-94, Secretary 1983-89 and 1997-98, Convenor of the Associates, Executive Member and Newsletter Editor. She attended the International Council of Women Conference in Perth in 2003 as well as NCWA Triennial and Mid-term conferences, as a voting member from 1985. Her ongoing role as Hon. Archivist for NCWV and the LWV has been tireless and resulted in both organisations having histories maintained, for which we are grateful.

Janet was uniquely placed to be a 'history keeper' in relation to women's work, and this was recognized in the invitation for her to be part of the team to oversee the NCWA's history. The exhibition *Stirrers with Style!* Presidents of the National Council of Women of Australia and its predecessors was a project of the NCWA, supported by the NCWA History Steering Committee.

Precised article by Sheila Byard OAM and others including Elisabeth Newman AM, Dr Deborah Towns OAM, Dr Pam Williams OAM, Eva Court, Barb Joyce, Robyn Buccheri, Anne Parton.

2023–24: About Us

Patron in Chief, Her Excellency Professor the Hon. Margaret Gardener AC
Governor of Victoria

NCWV Committee Members 2023–24

President, Elida Brereton

Vice President, Pam Hammond, Guosheng Chen

Hon Secretary / Public Officer, Tracey Ahern to June 24

Hon Treasurer, Deanne Batista to March 2024

Hon Treasurer, Hean Bee Wee AM, March 2024 to 30 June 2023

Standing Committee Coordinator, Robyn Byrne OAM

Individual Member's Representative, Connie de Silva to August 2023, Vacant since

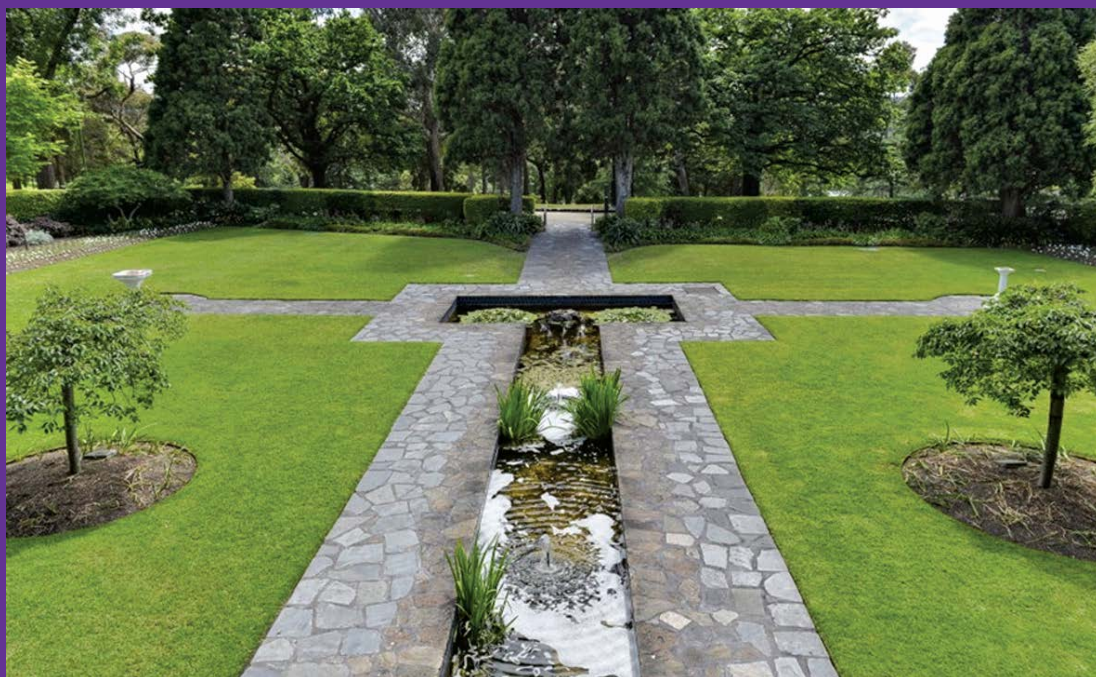
Geelong Branch Representative, Alexandra Jeffrey (President)

Ordinary Members,

Susannah Duncan, Hean Bee Wee AM

NCWV Standing Committee Members

Standing Committee Coordinator, Robyn Byrne 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, Vacant

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, Vacant

Child and Family, Lilly Fetter

Youth & Women's Sport, Sarah Morgan

Ageing, Vacant

Multicultural Issues & Migration, Nurcihan Ozturk / June Anderson

Hon NCWV Archivist, Janet Galley OAM to September 2023

Sylvia Gelman AM MBE Awards Management Committee

Elisabeth Newman AM

Gracia Baylor AM

Leonie Christopherson AM

Hean Bee Wee AM

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 to September 2023
and Convenor Standing Committee to June 2024

Professor Cassandra Szoek, National Adviser, Health

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,

Barbara Brown

Pam Hammond

Life Members

Beverley Blyth Bailey

Sheila Byard OAM

Sandy L Munro

Leonie Christopherson AM

Elisabeth Newman AM

Jenny Russell OAM

Individual Members 2023–24

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

Organisational Members and Delegates 2023–24

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

Australian Local Government Women's Association Inc (Victoria)

– Crs Kylie Spears/ Janet Pearce

Australasian Centre for Health & Human Rights

– Dr Manjula O'Connor

Beta Sigma Phi Victoria Inc - Ronniet Milliken/ Helen Bruckner

Girl Guides Victoria – Jacinda Erich/Sian Stephen

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

Women's Support Inc – June Anderson / Stephanie Liu

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

National Council of Women of Victoria Inc.

Registered Office: RHSV Building,
239 A'Beckett Street Melbourne

Postal Address: PO Box 18186,
Collins Street East, 8003

Mobile: 0447 351 234

Email: info@ncwvic.org.au

Website: www.ncwvic.org.au

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.