

**National Council of
Women of Victoria Inc.**

**115th Annual Report
2017-2018**

National Council of Women of Victoria Inc.

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Affiliated with

National Council of Women of Australia Inc. Ltd

and thus to the International Council of Women/CIF which has consultative status with the United Nations Economic and Social Council.

Our objectives

- To work for the empowerment of women and families, and to promote equal status for women and men in law and in fact.
- To maintain and strengthen Council's relationship with members.
- To develop policies and responses on behalf of women on a state-wide basis.
- To act as a voice on issues and concerns of women at state and regional levels.
- 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.

National Council of Women of Victoria - An introduction

The National Council of Women of Victoria is a not-for-profit, umbrella organisation with broadly humanitarian objectives, with more than forty affiliates, and a similar number of individual members, from across Greater Melbourne, 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. This include professional organizations like the Victorian Medical Women's Society, and Australian Women's Local Government Association, member based groups like Soroptimist International, Beta Sigma Phi Victoria, Melbourne Legacy (Widows) various alumni associations, the National Council of Jewish Women, Uniting Church Victoria & Tasmania Synod Adult fellowship, Australian Church Women, other church and faith based groups, newer and older diaspora groups ranging from the Ukrainian Women's Association of Australia (Victorian State Executive), the Turkish Women's Recreational Group, National Chinese Australian Women's Association, Australasian Centre for Human Rights and Health, and many other local and community groups.

The International Council of Women, one of the first international women's organizations, was founded in the United States in 1888. In Victoria, National Council of Women started in 1902 just after the establishment of the Commonwealth of Australia and seven years after a National Council began in Sydney in 1896. Today's National Council of Women Australia dates from 1931.

The common aim is to work for the well-being of women and their families: the 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 take action where appropriate including making submissions to Government, to Parliamentary Committees and other inquiries.

National Council of Women of Victoria supports the view expressed by Hillary Clinton, in 2012 that women and girls deserve the same rights as their fathers, brothers and sons. The NCWV Respect Brochure was developed in 2013 as a simple help for newcomers to help them understand the rights of women in their new homeland, Australia. The brochure saw the commencement of the Respect Programme which examines a differing aspect of violence or discrimination each year.



2017-2018 Executive Members, 7 September 2017: Front row L-R: Hon Secretary, Pam Hammond; President, Elisabeth Newman; Treasurer, Hean Bee Wee. Back row L-R: May Hu JP OAM, Coordinator Standing Committees; Elida Brereton; Janet Park, Vic-President; Janice Latham, Regional President; Benjie Perryman; Bronwyn Badham, Convenor Individual Members.

President's Report –Elisabeth Newman

“Never doubt that a small group of thoughtful, committed citizens can change the world, it is the only thing that ever has”. Margaret Mead

It gives me much pleasure to present this, the 115th Annual Report of the National Council of Women which gives a snapshot of the Council's achievements of the past year of July 2017-June 2018. I commend all the reports to you.

1st September, 2017 we held, in partnership with the Australian Local Government Women's Association (Victoria) and the support of the League of Women Voters Victoria the annual “My Vote My Voice” event at the Parliament of Victoria. This year being the 20th anniversary of the Local Government Women's Charter with the principles of *gender equality, diversity and active citizenship*, students were invited to research these principles to develop speeches.

At the beginning of December 2017, we held the Festive End of Year Luncheon at the William Angliss Institute, a most enjoyable occasion in support of *safe steps* Domestic Violence Response Centre. Also, Pam Robinson, Past President and Life Member, Australian Local Government Women's Association (Victoria) presented awards to students who were winners at My Vote My Voice held on 1 September 2017.



Mid-January we broke with tradition by celebrating the 2018 Australia Day Pioneer Women's Ceremony at the Women's Peace Garden, Kensington, a beautiful place for such a ceremony despite the heat. Following the Ceremony, members lunched at the nearby café. Later, a sheath of native flowers was taken to the Pioneer Women's Garden and placed next to the plaque near the Grotto.



In May we held the annual Forum “Families: Support for children” which focused on Out of Home Care. The three panellists, Liana Buchanan, Principle Commissioner for Children and Young People, Anne McLeish from Grandparents Victoria/Kingship Carers Victoria and Allison Cox from Berry Street were all very open with their remarks; all is not well for the care of children already traumatised by dysfunctional families. Is it no wonder there are Troubled Youth, the subject of the Respect seminar in May, 2017.

Apart from these four annual events, the Council has maintained its advocacy for gender equality and empowerment of women, which are a major focus for the International Council of Women and are in keeping with Sustainable Development Goal 5 “Gender Equality”.

- In March, I, with Freda Kaufman and Janice Latham had an audience with our Patron-in-Chief, Her Excellency the Hon. Linda Dessau AC, Governor of Victoria. She was most interested in the work of the Council; that we are all volunteers and only have a small budget.
- We have had meetings with two parliamentarians to discuss the work of the Council, noting particularly gender equality, empowerment of women, violence against women, education and the treatment of, and attitude towards, women in general.

- The Respect programme by:

a. having discussions with the Sudanese and Somali communities, at their invitation, on ways we can best assist them in supporting their own youth.

b. encouraging YoungNCWVic to undertake a project supporting young Sudanese women and girls; this is evolving.

- YoungNCWVic members have been encouraged to interact more with and assist NCWV. This has been met with enthusiasm. We have two young members as advisers, one as a member of the Executive and two are involved with the preparation of the programme for the Young NCW members at the forth coming NCWA Conference. They are also involved with updating the website and Facebook for NCWV and YoungNCWVic.

- The constitution has been updated to be in keeping with the Victorian Government’s requirements.

- I have had one sad duty this year; that was to formally close, the Central Gippsland Regional Branch on 4th June, 1 week short of the Branch’s 56 years of serving the women, children and community at large within Gippsland.

- I have attended the A.G.M. and other functions of a number of our Affiliated Organisations. If not able to attend, a member of the Executive has represented me. I take part in the NCWA Board bi-monthly teleconferences.

- I have also maintained my involvement with ICW-CIF as a Vice-President which has meant travel for Board and other meetings. My nine-year term on the Board ends this September.

I thank all, Members and non-members of NCWV, who have supported the Council over the past year. Thanks go to the Executive members, particularly to the Office bearers including Pam Hammond, our very efficient Honorary Secretary and to Janet Park, Vice President, who has overseen the updating of the Constitution by the lawyers, thanks to pro bono arrangements made by ‘Justice Connect, Not-for-profit Law’.

Media

The NCWV Website is being up dated, this is a work in progress, with reports on events and official documents being uploaded with the assistance of our volunteer, Sarbari Ray. The YoungNCWVic Facebook and blog is being managed by our YoungNCWV member, Melissa Keatley.

Administrative Matters

Secretary (Public Officer) elected for 2017-18 has been Pam Hammond.

During the past year, ten Council meetings, were held including the Annual General Meeting 7 September 2017, at Ross House, Flinders Lane, Melbourne.

Eleven Executive meetings were also held during the same period at the Royal Historical Society, A'Beckett Street Melbourne.

During the year work re-commenced on reviewing the Constitution. The transitional arrangements flowing from the

Associations Incorporation Reform Act 2012 (and associated Regulations) have come to an end.

Change was proposed to conform with the new Model Rules and must address every item required under the **Associations Incorporation Reform Act 2012**. Contact with Justice Connect/Not for Profit Law confirmed that NCWV is eligible for Not For Profit assistance, which began early in 2018.



Ukrainian High Tea celebrating International Women's Day

Council meetings, topics and speakers, 2017-18

July	Driving Cultural Change: Report back from Canberra - NCWA Mid Term Conference.
August	Terri Dry, 'The Educative Power of Art' – work of the Dax Centre and Wellsway's for those with mental health concerns.
September	AGM Dr Rosalie Cooper, Treasurer, Victorian Medical Women's Society. shared the existence of MABEL: "Medicos in Australia: balancing employment with life".
October	Charlotte Ferguson shared her journey researching Modern Day Slavery. An MDS Act is being considered here based on the UK model.
November	Judit Brown, WIRE (Women's Information and Referral Exchange) has free information and referral service "Any Woman, Any Issue" in Victoria, focus on listening and have an online support service, and a drop-in centre at 372 Spencer St.
December	End of year lunch. Pam Robinson, Life Member and Past President of the ALGWA spoke about the importance of setting challenges regardless of age. She presented the My Vote My Voice awards
January	57 th Annual Australia Day Pioneer Women's Ceremony, Women's Peace Garden, Kensington. Ms Emma Page Campbell acknowledged women involved with the Peace movement, she also honoured Dame Margaret Guilfoyle.

- February Ms Elisabeth Newman, President NCWV, Vice-President ICW-CIF, spoke on the structure of and her role within the International Council of Women.
- March Ms Elida Brereton, Executive NCWV, DET Principal for 17 years, spoke about Victoria's Education Act 1872 when education became free, secular and compulsory. Also the Melbourne City Mission, 1837 to help the needy, which has now Federally funded school Hester Hornbrook Academy, to support troubled young people.
- April Dr Deborah Towns, NCWV Adviser, University of Melbourne, spoke about the history of Secondary Education in Victoria, the subject of the book : *A Secondary Education for All? A history of state secondary schooling in Victoria.*
- May Sharon Granek, Manager, COTA (Council of the Ageing) Victoria, gave statistics about Australia's ageing population. COTA's role is to listen, engage and become involved; conduct education sessions on health, mental wellbeing and rights; influence policy and program design.
- June Nadia Soloczynskij gave a short history of the Ukrainian Women's Association in Australia.



Office Bearers and Executive Members 2017-2018

President: Elisabeth Newman

Vice Presidents: Janet Park; Freda Kaufman

Regional Vice President: Janice Latham

Hon Secretary & Public Officer: Pam Hammond

Hon Treasurer: Hean Bee Wee AM

Standing Committee Coordinator: May Hu, JP OAM

Individual Elected Members:

Elida Brereton; Benjie Perryman; Guosheng Chen

Individual Members Coordinator: Bronwyn Badham until March 2018; Eleanor Holden from March 2018

Central Gippsland Branch Jan Baxter represented by Mavis Lynch until June 2018, when Branch closed.

Geelong Branch Janice Latham

Honorary Positions

Patron in Chief

The Hon. Linda Dessau AC Governor of Victoria

Honorary Life Members

Diane Alley OBE
Mary Allinson
Gracia Baylor AM
Col. Joyce Fischer
Janet Galley OAM
Sylvia Gelman AM, MBE
Mavis Lynch
Anne Parton
Betty Spiken
Eleanor Sumner

Individual (Associate) Life Members

Beverly Blythe Bailey
Leonie Christopherson AM
Janet Galley OAM
Sandy L. Munro
Elisabeth Newman
Jennie Russell OAM

**National Council of Women of
Australia – Positions held by Victorians**

Diane Alley OBE - Honorary Life Vice
President
Eleanor Sumner -Honorary Life Vice
President
Eva Court, Coordinator, Communications
Adviser Arts and Letters
May Hu JP OAM Adviser, Mass Media

International Council of Women

Elisabeth Newman, Vice President, Joint
Coordinator Standing Committees,
Convenor Small Development
Fund/Director Project Five-O

Hean Bee Wee AM, Vice President, Chair
Finance Committee

Leonie Christopherson, Adviser Arts and
Letters

NCWV Representatives:

Corrections Victoria Stakeholder Forum –
Barbara Latham
Ross House Association – Anne Parton

Links

COTA Victoria
Her Place: Women's Museum Australia Ltd.
Jean Hailes Foundation
Newcomers Network
Queen Victoria Women's Centre Trust
Project Respect
Royal Historical Society of Victoria Travellers
Aid
WIRE Women's Information Service Women
with Disabilities Victoria Victoria Women's
Trust
Young Women's Christian Association
(YWCA)

Organisational (Affiliate) Members

Australia Day Council (Vic.) Inc
Australian Asia Professional Women's Association
Australian Centre for Human Rights and Health Inc.
Australian Church Women Victorian Unit
Australian Local Government Women's Association Inc
(Victoria) Beta Sigma Phi Victoria Inc
Firbank Old Grammarians Association
Grandparents Victoria
Girl Guides Victoria
Home Economics Institute of Australia - Victorian
Division Larnook Ex-students Association Inc.
League of Women Voters of Victoria Liberal Women's
Council Victoria
Melbourne G.G.S. Old Grammarian Society Committee
Melbourne Legacy (Widows)
MLC Old Collegians Club
Moonee Valley Golden Age Women's Group
MU Australia – Diocese of Melbourne
National Australian Chinese Women's Association Inc.
National Council of Jewish Women Australia (Victoria)
Inc. NCWV Central Gippsland Branch
NCWV Geelong Branch (eight affiliates)
Presbyterian Ladies College Old Collegians Association
Returned & Services Nurses Club of Victoria Sub-
Branch RSL
safe steps Domestic Violence Resource Centre
Sorooptimists International of Victoria
The Korovian Club
Turkish Women's Recreation Club Inc.
Ukrainian Women's Association of Australia - Victoria
Union of Australian Women (Victoria)
Uniting Church Australia Victoria and Tasmanian Synod
Adult Fellowship
Victorian Women's Medical Society
Victorian Immigrant and Refugee Women's Coalition
WIZO Victoria Inc
WCTU – Drug Free Lifestyles Women's Property
Initiatives

NCWV In Memoriam and AWARDS July 2017-June 2018

In Memoriam

Lorna Elsie English (nee Clayton)

Delegate – Girls' Friendly Society (GFS) 1991-2006

Individual Member – 2006–July 2017.

Ila Clare Vanrenen (nee Palmer) – 11.9.1923-30.9.2017

Delegate – Australian Local Government Women's Association, 1975–1989 (15 years).

NCWV Executive:

Committee – 1979-1980-1981 and 1989 and March/April 1990.

Vice President – 1982-1983-1984 and 1987-1988.

Senior Vice President – 1986.

Standing Committees – Arts, Letters and Music:

Committee – 1982-1983 and 1990

Convenor – 1984-1985, 1986-1987, 1988-1989.

(Janet) Bronwyn Badham - Deceased. March 2018.

Delegate – Central Council of Women's Section (Liberal Party, Vic.).

Individual (Associate) Member – c. August 2012.

NCWV Executive Committee: 2011-2013.

Vice President – 2013-2014, 2014-2015, 2016-2017.

Individual Members Convenor/Representative on NCWV Executive,
2017-March 2018.

Marion Rowe – 14.10.1946 – 16.3.2018

Delegate – Australian Church Women (Victoria), 2011–2018.

Irene Dunsmuir - Dip. Welf. St. DLT.

Delegate - League of Women Voters of Victoria, 1985 – 1987, 1990 - 1994.

Union of Australian Women (Vict.) -1998 - 2000.

Individual Member – 1995 - 1998.

Rose Levin -

Delegate - National Council of Jewish Women of Australia – Victoria, 1997 - 2002

after which time delegates' names (also individuals) were not included in NCWV Annual Report.

Rose attended NCWV council meetings from 2009 - 2011.

Awards

2018 – Australia Day Honours – Medal (OAM) in the General Division:

Beryle Frances Campbell Foster – *For services to women in Victoria.* Beryle has been the delegate for League of Women Voters of Victoria for many years. She was the first woman councillor in the municipality of Swan Hill.

Jan (Janice) Ann Kinloch – *For services to women, and to the community of Geelong.* Jan has had Executive roles for NCW Geelong, NCWV as Treasurer and NCWA as Board Coordinator.

Johanna Hayter AO - Officer in the General Division of the Order of Australia, 2018: *For distinguished service to women in the areas of gender equality and individual rights through leadership and policy development roles and promotion of global health, peace and security.* Johanna is former head of International Women's Development Agency (IWDA) and a NCWV guest speaker.

Community Awards – General:

Janet Galley OAM (and husband Peter) - Life Membership, Box Hill Historical Society.

Thanks to:

Photographers: Sophie Nowicka, Janina Green, J. Eleanor Holden

Anonymous – Donors large and small, including stationary and other goods in kind.

Hon. Bruce Atkinson MLC, President of the Legislative Council, Parliament of Victoria

Mary-Dee Morgan, and Parliamentary Services Staff, Parliament of Victoria

Australian Local Government Women's Association (Victoria) – Dr. Helen Harris EO

City of Melbourne

Caulfield Park Community Bank Branch of *Bendigo Bank*

Complete Function Hire

Georgie Crozier MP Shadow Minister for Family and Children, Prevention of Violence, Housing

Samantha Dunn MP, Member for Eastern Metropolitan Province

Margaret Fitzherbert MP, Member for Southern Metropolitan Province

Justice Connect Not-for-profit Law

Karen Jiang, admin Volunteer

League of Women Voters of Victoria, Bessie Rischbeith Memorial Trust.

DLA Piper Australia

Jaz Lee, *Spaceheadz Multimedia*

NAB South Melbourne

Minuteman Press, North Melbourne - Michael and Heather Milivojac and team

Inga Peulich MP Shadow Minister for Multicultural Affairs

Stephen Reynolds, Photosynthesis Graphic Design, Blackburn

Snap Caulfield South

Sarbari Ray, IT Volunteer

Sherene Stewart, Sponsorship Coordinator, City of Melbourne Events Partnership Program The Victorian Electoral Commission

Workgroup Computer Solutions WCS – Terry Komis and Team

Westpac Banking



YoungNCWVic Annual Report – Co-convenor Diya John

The Young National Council of the Women of Victoria is a sub-branch of the National Council of the Women of Victoria. With the growing number of diverse members, especially in terms of age, ethnicity, cultural affiliation and sexual orientation, our focus for this year is *Diversity and Inclusivity*; our core values and activities throughout the year have specifically focused on this theme as well as the values of intersectional feminism. The group has collectively met a total of three times, once in February, March and April, as well as in special groups to focus on specific tasks throughout the year thus far. Our group meetings have specifically focused on reinventing and reinvigorating our values, structure and unity as a community organisation. Through these meetings we have grown to learn about each other, and created strategies to keep in contact, which currently include contact via Trello, Facebook Messenger and WhatsApp. In order to promote involvement, we have started on an initiative to feature a profile of each member on our social media and online platforms. Through these meetings, we have generated key event ideas/planning, including establishing a Culturally and Linguistically Diverse (CALD) women support-group, revamping of our website and supporting the annual My Vote, My Voice event.

The establishment of a CALD support-group for women and girls was born out of a common interest by team members to involve and help integrate CALD women and girls into the Australian community, specifically focusing on migrants, refugees and international students. Throughout the process, ZamZam Aden, an active YoungNCWVic member, and I have been working with Ms Jennie Russell, past- president of NCWV and coordinator of Africa 54+, as well as Achol Marial, the Youth Affairs Officer for the South Sudanese Community Association. Our initial plan is to work specifically with the South Sudanese Community, with plans underway to conduct our first event/ meeting; our long-term goal is to reach a wider range of CALD women. Our group events are planned to include, but are not limited to, crafts-making days, sports events and Q&A sessions.

Melissa Keatley, an active YoungNCWVic member, Sarbari, a YoungNCWVic volunteer and I have been revamping the NCWV and YoungNCWVic website. We are also renovating our Facebook presence, by posting content more consistently. In order to maintain consistent communication, YoungNCWVic members have started to dialogue via Trello and Google Drive.

YoungNCWVic has partaken in two NCYWA teleconferences, represented both by Melissa and myself. We have been updating other state/territory YoungNCWs of our progress and have given support to other organisations, communicating via email. YoungNCWVic is participating in the NCYWA national research project on combating violence against women in varied societal spaces.

Individual Members—Convenor Eleanor Holden

Members election of officers took place 2nd August'18 for 2018/19 Year. Current positions are; Convenor Eleanor Holden, Note Taker Janet Galley OAM, Finance Beverley Kannegiesser and Deputy Convenor Jesse Handoll. In reflection of the past year's meetings of the Individual (Associate) Members I feel, that Bronwyn Badham managed to achieve a successful year in actual events. Members gave tributes toward Bronwyn's memory, while Yvonne Tully set up a flower/candle light scene. I rather think that this would have raised a smile from on high.



We have enjoyed a guided tour of the Gold Museum at the Old Treasury House; a guest Speaker, from Stroke Association, Jakie Douglas who spoke about the urgency of having tests that lessen the seriousness of a stroke. Pam Williams OAM spoke to us of her personal story, with her successes in teaching in a man's world. Currently she is an advocate in Cancer Health. As you are all aware, I offered, to chair the two remaining meetings, which lead to the end of the financial year and changeover of committee. In the past, positions vacant have been as follows; Convenor, Note Taker and two proxies. This meant that both books, (minute & financial), were held by two people only. The proxies held the space if these people were absent but did not necessarily have access to the books. That was fine in the past, as we had two eminent women with knowledge and experience in handling these positions (virtually, with one hand as it were). I have had some experience in similar positions and have always had a quick response from both secretary, treasurer and deputy, no matter how small the organisation.

Each job is done with singular expertise, and information is passed in detail on to all four people. In this case, if a person is away, the other three could pick up information immediately from their copies (or the better option these days, from the computer) and continue business. This gives an insurance against any possible loss of minutes or ledger.

I am looking forward to concentrating on an interesting program for the year 2018/19 in view of the role expected by the members and with **a critique from the team.**

Geelong Regional Branch NCWV - President Janice Latham

Geelong Branch was founded in 1944. Honorary Life Members:

Judy Bent, Noele Cook OAM, Carmel Dingemans, June McColl, Jan Kinloch OAM, Anne Parton

The Branch consists of: Individual Members & 8 Affiliates each with 2 delegates

There has been four Inductions of Individual Members and one Individual resignation

The 2017 Annual General Meeting was held in the Reception Parlour, Sacred Heart College, Newtown on 21st August 2017. Elizabeth Newman, Interim President NCWVictoria attended.

Monthly meetings, on the 3rd Monday of each month, were held in the Reception Parlour, Sacred Heart College.

Committee meetings have been held in November 2017, March 2018, May 2018.

Geelong Branch is a member of:

The National Pioneer Women's Hall of Fame

The Geelong Historical Society

Osborne Park Association

Anam Cara

The Heritage Centre within the Geelong Library & Heritage Centre Geelong.

Guest Speakers for the year have covered the following:

1. Rights of the Elderly – Legal Aid Victoria
2. Humans in Geelong – reference website of individuals and services making a difference in Geelong
3. Increase in Hospice & Respite care – Anam Cara
4. Foundation 61 Rehabilitation Centre for Women. Enabling rehabilitation of women from addiction and domestic abuse.
5. Youth counselling and direction: Kokoda Track Program – for youth deemed at risk. Participants are recommended for the program by their school, family or justice department.
6. Aboriginal Culture: NAIDOC Week. The Wadawurrung People and their increasing contribution to our community.
7. Outside Visit was to the Geelong Art Gallery – Fred Williams exhibition

Guest Speakers:

September 2017: Preparation of Power of Attorney. Staff from Legal Aid Victoria Geelong office told of how from the initial interview with aged or disabled clients many are found to be living in distressing mental environments. Many times these issues have to be addressed before they can complete the documentation.

October 2017: Our outside meeting was to the Geelong Art Gallery featuring the Fred Williams exhibition with lunch at GPAC.

November 2017: The General Meeting was followed by a Festive Afternoon Tea with members of Sacred Heart College staff where gifts were exchanged with our hosts.

January 2018: Honorary Life Member Jan Kinloch awarded the OAM in Australia Day Honours

February 2018: We rejoiced and congratulated Jan on her well deserved acknowledgement by her community and country of a lifetime of service. Guest speakers from the Anam Cara support team gave a power-point coverage of the proposed Hospice & Respite Care Centre at Waurin Ponds which will include accommodation designed for children, their care and their families care. Members brought gifts of dry pantry foods and toiletries for Anam Cara.

March 2018: President's Day – Jacqui Bennet from 'Humans in Geelong' gave practical advice on how the concept worked on the website. Women and women's community groups sharing their talents, knowledge, interests and programs. We will be included in 2019.

April 2018: Rob & Caroline Lytzki from Foundation 61 Residential Rehabilitation Service. Rob told the story of the Foundation from its inception and also shared his own story with us. A power-point presentation of the 3D designs of the Women's Rehabilitation residential centre (building to commence 2018 at Mt. Duneed) was shown. It was an inspirational afternoon. We will not forget it.

May 2018: Sgt. Andrew Brittain Victorian Police Geelong – instigator of the Kokoda Track Youth Project - an intervention program for young people at risk. Community funded and lauded by all who have the chance to make the commitment and see it through.

June 2018: 74th Annual Luncheon at 'Waurin Youang' Geelong Library & Heritage Centre. Our luncheon was patronised by 109. Sheila Byard OAM brought greetings from NCWVictoria and spoke of the preparation in hand of the Resolutions to be presented by Victoria at the NCWAustralia conference in October. Elida Brereton, our guest speaker captured our interest and delighted us all with her Nepalese & South American travels. The community profile focus of our program was given to Foundation 61 Residential Rehabilitation Service. The screening of plans for the new Women's Rehabilitation Centre was very well received and donations on the day were close to \$2,000. The banner display by affiliates and Geelong organisations where NCWV Geelong is a member added a sense of community inclusiveness. Press coverage was generous and told of the success of the day and NCWV Geelong.



July 2018: Throughout the NAIDOC week, celebrations were held throughout Geelong and the Bellarine. The theme was 'Because of Her We Can'. Where possible members attended and joined with our First Nation, The Wadawurrung People, in culturally enriching events. Our meeting the following day included readings from texts by 'The Wadawurrung People' which gave meaning to many named areas of Geelong.

The Geelong One Fire Reconciliation Group will be our guest speaker early 2019.

Committee members have attended the following:

2017:

1. My Vote My Voice (MV MV). Geelong College won the Elva Carland Award of \$250 sponsored by NCWV Geelong in September.
2. NCW Victoria Annual Luncheon
3. Government House Melbourne. The lighting of the Community Christmas Tree on which was displayed our 'Safe House'. Hosted by Governor Linda Dessau



2018:

4. Australia Day Ceremony - Women's Peace Garden, Kensington.
5. Standing Committee Forum. The Rights of the Child.
6. Government House Melbourne - Audience with Patron in Chief, NCWV, Governor, Linda Dessau.
7. Women in Local Democracy (WILD) – Introduction of Candidates for Geelong Council.
8. Anam Cara. Annual General Meeting.
9. Victorian Rural Social Services round-table forum.
10. 'Geelong Honours Them' launch.
11. Multicultural I.W.D high tea with Ukrainian Women's Assoc. of Australia.
12. Geelong Food Bank.
13. NAIDOC - Welcoming ceremony and introduction.
14. NCWV monthly meetings and Executive meetings

The Geelong Branch donated to:

\$200 NCWV Newsletter
\$300 NCWV Presidents Discretionary Fund
\$300 Sacred Heart Family Support
\$250 My Vote My Voice – Elva Carland Award
\$250 Young NCWA
\$250 Access Ministries

Four trading tables were conducted at monthly meetings

Geelong Oberon High School and Geelong College will be represented at MV MV in August 2018.

To all members and delegates, thank you for your attendance, council and duties shared. Your contribution of time, afternoon teas, raffle prizes, trading table supplies and purchases have served us well. Thank you to Helen Rodd who has hosted all committee meetings at her home, given generously of her time and talents as our secretary and member. Thank you to Jan Kinloch OAM, our fiscal negotiator and treasurer. Both Jan and Helen work with many organisations across Geelong. Both have very busy schedules and both give of their best always.

To the Executive, my thanks for your direction, time and research in providing the guest speaker lists and smooth running of our meetings. I thank all members and delegates for the support you have given me and the friendship we have enjoyed.

Central Gippsland Regional Branch NCWV – retiring President Jan Baxter

final report from retiring Secretary Diana McNeill

The final meeting of the Central Gippsland Branch was held at the Morwell Club and attended by 10 members, the NCWV President, Elisabeth Newman, a previous member, Carmel Ripper, was a guest.

The meeting opened with the NCW prayer being read by Mavis Lynch. NCWV President, Elisabeth Newman, read the minutes of the inaugural meeting of the Central Gippsland Branch (10th June 1964); a copy of the first minutes to go Melbourne, the original copy to go to the archives with the rest of the Branch books currently held in the Stratford Historical Society.

Central Gippsland President, Jan Baxter, read the letter from Janet Galley, NCWV Archivist, congratulating the Branch on their good work over the years and her many pleasant visits.



Jan Baxter then read a letter from Janice Latham, President of the Geelong Branch, apologising for her inability to attend, remarking on the contributions by delegates at general Council and Executive meetings saying they will be sorely missed. Elisabeth Newman spoke of the good work Central Gippsland had done over the years and that the Branch could always restart again in the future.

President Jan Baxter spoke of her appreciation to members for their dedication to the Branch and regular attendances at meetings. Two Resolutions were proposed.

RESOLUTION No 1: Vote for the closure of the Central Gippsland Branch of the National Council of Women. 10 affirmatives. Passed.

RESOLUTION NO 2: To close the bank account of the Central Gippsland Branch of the National Council of Women held at the Commonwealth Bank in Sale. 10 affirmatives. Passed.

A cheque for remainder of the account \$166.73 was given to the NCWV President Elisabeth Newman.

Elisabeth then presented Mavis Lynch with a lovely pot of cyclamen in appreciation for her many years of work, starting as one of the original members, and over the years being a delegate and Branch office bearer many times and the added honour of being a life member.

Civics and Citizenship Programme and My Vote My Voice – report by Convener Pam Hammond

The 'My Vote My Voice' 2017 event was held in the Legislative Council Chamber, Parliament of Victoria on 1 September. Our 2017 theme was: *Women in Local Democracy – towards gender equality*, drawing on NCWV's partnership with Australian Local Government Women's Association (ALGWA), the Victorian Electoral Commission and the League of Women Voters, Vic Bessie Rischbieth Trust. 2017 marked the 20th anniversary of the Local Government Women's Charter which contains the three principles: *gender equity, diversity and active citizenship*. Students from across Victoria were invited to make three-minute speeches on these principles, as they relate to decision making in the community and the workplace.

The event commenced in Queen's Hall for refreshments, photographs and a welcome by the Hon Samantha Dunn MLC for Eastern Metropolitan Region on behalf of the President of the Legislative Council. Pam Robinson, past president and life member of ALGWA welcomed the students and teachers and spoke about the Women's Charter. She then cut the 20th Anniversary cake.

The Keynote speaker was Ms Michelle Richards, Australian Local Government Women's Association 2017 Bursary winner and Moorabool Shire Fire Protection Coordinator. She stated how she had faced many challenges, been discriminated against, told she was not good enough for a position. "No one can determine your own self-worth but YOU. I will always challenge the status quo, never standby and allow myself or others to be treated poorly and will strive to inspire others in their personal journey to success."

There were speakers from Ivanhoe Girls' Grammar, Mac Robertson High School, OLMC, Heidelberg, Ruyton Girls' School, The Geelong College and University High School. All speakers were well prepared and spoke confidently on the topic. Some schools also brought students as observers, who contributed to the discussion that occurred after the speeches. The panel members were the Hon Samantha Dunn MLC, Cr Denise Massoud, Mayor of Whitehorse and Barbara Abley AM, past mayor of Geelong, who completed an evaluation sheet for each speaker. In addition to this feedback, we had audio of the event to be provided by the Hansard staff at the Parliament.



Awards were presented to two individual speakers and two school teams at the End-of year Luncheon. The President and myself presented the other team award to Ivanhoe GGS at a senior assembly. With input from the YoungNCWVic members, the 2018 My Vote My Voice will focus on Diversity.

Respect Programme: Africa 54+ - report by Jennie Russell OAM

On 24th May 2017, NCWV held a forum "Troubled Youth- Cause and effect, saving their childhood" at Parliament House, Melbourne. This excellent, well attended evening addressed many distressing pertinent issues. However, it was felt by some attendees that one aspect had been inadvertently missed. NCWV was asked to be the figurehead organisation to investigate this problem.

Australians of African descent have felt unfairly treated by media where the reporting of “Troubled Youth” incidents are concerned. These issues related to a very small group from north-east Africa not the continent as a whole. ‘Africa 54+’ selected one nationality to work with. A series of meetings were organised with South Sudanese representatives and concerned community leaders to investigate the problems and try to address the stressful situation.

By attending every public Melbourne function, the South Sudanese Community Leaders were definitely doing their utmost to stop trouble before it occurred. However, it was clearly felt initially, the police were addressing the issue ‘differently’ without consultation with community elders. Definitely the media put a very negative impression forward and lumping all such youth together.

Unlike migrants from other parts of the world, people of African descent are very visible which has caused racial slurs and taunts at times. Because of fear, they have ventured out in groups rather than independently, the media reporting this as ‘gangs inspiring trouble’.

Finding any employment has been a serious issue even after achieving very successful tertiary qualifications in Australia. People who initially settled in country Victoria have returned to family members in the city, others have had to move interstate and away from family to find work.

Time has been spent investigating all aspects of Government and Community funding and grants given to the South Sudanese community since 1992. In many cases, excellent worthwhile projects ran out of funds, forced to stop well before the results were fully appreciated and the benefits produced.

A letter was sent to the Vice-Chancellor of Victoria University requesting a research project be carried out on all funding grants to the South Sudanese Community to discover and analyse their success or failure, thus addressing related issues to find solutions and develop recommendations for the future. The group is negotiating a meeting date to start this work.

Mid-January, an innocent boy was picked up and charged by police through incorrect Optical Facial Recognition (OFR). He was subsequently picked up on two more occasions from incorrect identification. While in remand on the third occasion he committed suicide. Finally the police and the media have taken a step back and are far more careful in their approach. Now, without constant negative coverage, the South Sudanese community can start the process of healing and address their issues with greater empathy from the wider community.

At a 2018 ‘Africa 54+’ meeting, the South Sudanese Community were requested, and subsequently provided, a priority list of necessary/essential areas required to improve the South Sudanese community’s settlement in Australia. NCWV’s Africa 54+, along with members of the Young NCWV, have selected three of these ten areas to progress into the future with. They relate to ‘Women and Empowerment’, ‘Family and parenting support especially within schools’, and ‘Youth mentoring programmes’. They have met and are now working enthusiastically with young South Sudanese women to find ways to engage and enhance the lives of South Sudanese women and their families.

May Forum, a Standing Committees’ initiative, Families: Protecting Children - report by Terri Dry

This Forum, held on May 3, 2018 was chaired by May Hu JP OAM, Coordinator of NCWV Standing Committees, with the Moderator being Elida Brereton, Executive NCWV and Board Member of Hester Hornbrook Academy, who also introduced each guest speaker.

Anne McLeish, CEO Grandparents Victoria, stated the importance of grandparents having their voices heard. Grandparents Vic is a member of NCWV. Grandparents Vic have become more militant about family rights after spending years listening to family stories. They familiarised themselves with the United Nations Rights of the Child and taught families about their right to be treated with respect and that the rights are for ALL children and families on our shores.

In 2013 Kinship Carers Vic hosted a meeting in London, UK. It was attended by 15 representatives from seven organisations and countries. The Rights of the Child was breached in all of those countries, particularly in relation to poverty, e.g., Grandparents using super funds to raise grandchildren. In Victoria there is insufficient representation for children, e.g., children less than 10 years old lost the right to representation in court. When Grandparents Victoria protested, they were advised that DHS would do this. Research found that this isn't happening. There's insufficient support to keep families together, a breach of family rights. 60% of out of home care is kinship caring.

Dr Allison Cox, child psychotherapist and occupational therapist, is Berry St Director of Take 2 Program for traumatised children. Berry St began in 1877, initiated by women who decided that young, pregnant women needed support. The majority left Berry St with their babies. Nonetheless, Berry St did also promote adoption, especially in the 1960s-70s. Take 2 was established in 2004 to provide therapeutic services for abused children. Its aim is to achieve physical and emotional safety for children via work on attachment. In 2015/16 there were 13,000 children in out of home care across Australia, 36% of them were indigenous. Intergenerational trauma is very difficult to stop. 48.8% of children referred to Berry St are impacted by family violence. It increases in likelihood with the age of the child. Decision makers have great difficulty believing that babies are violated and affected by it. Trauma occurs when a person is overwhelmed by experience(s) so that internal and external resources are insufficient to cope. Children are impacted by lack of buffers, e.g., having to change schools. The younger the onset of trauma, the longer it lasts. Normal responses to threat are fight, flight and freeze. These are not available to repeatedly traumatised children. Berry St works with children providing resources such as being a part of a community and playing sport.

Liana Buchanan, Principal Commissioner for Children and Young People talked about children's rights to safety, care and protection. Australia ratified the UN Rights of the Child 28 years ago. Liana's role is as an oversight to children's services. This includes enquiries about individual children and systemic issues. This is automatic when a child involved with DHS dies. But what happens for children in need of protection? In 5 years there has been a 60% increase in the number of reports, but insufficient resources. This results in a crisis system being reactive rather than proactive, where referrals to voluntary services may not be acted on. It's imperative that early intervention occurs. There is a massive underestimation of danger to children in family violence. Mothers are often held accountable for keeping children safe when they can't keep themselves safe. Some kids who are removed get the care they need. Many don't. Children tell the Commission that they don't know who to go to if they don't like their care. In many cases they share concerns for the welfare of their carers as they don't get the support they need. Liana also stated that adoption should not be rushed into from out of home care. Adoption needs more information for parents with the rights of the child central. Many young people worry that care support finishes at 18 years of age. Conditions in residential care are 'dismaying', e.g., 400 reports of sexual exploitation of kids out of 420 places, lack of access to clothes, electricity turned off in rooms as punishment.

Anne McLeish recommended a statewide symposium, with all relevant organisations and politicians included, to come up with positive recommendations. This was supported by Liana. NCWV plan for this symposium to be linked to other NCWV Respect projects, particularly troubled youth.



 Anne McLeish OAM, Dr Allison Cox, Liana Buchanan

NCWV Archivist Report July 2017-June 2018. - Janet Galley OAM

Once again there has been little activity within NCWV Archives although requests for information for letters of support for Honours and Awards have been received and followed through where relevant information has been available from NCWV Annual Reports.

It was with regret that the Central Gippsland Branch was formally closed in May, 2018 but fortunately the records of the branch from 1964 to 2014 were already lodged with Stratford Historical Society and later records are also to be lodged with this historical society. Appreciation is extended to Mavis Lynch for her attention to detail of the branch records and followed on with great ability by Diana McNeil and Jan Baxter.

It is important that all records of NCWV branches be safely lodged after a branch closure, thus ensuring their retention for future research.

As Archivist, I have continued to lodge copies of NCWV Newsletters when distributed to Council Members for Legal Deposit with the State Library of Victoria and the National Library of Australia in Canberra, as well as the NCWV Annual Report.

Also, as Archivist, I have continued to compile an annual listing of VALES and AWARDS of Council members for the NCWV Annual Report/s as well as the mid-term meeting and triennial conference/s of NCW Australia.

STANDING COMMITTEE REPORTS 2017 – 2018

INTRODUCTION

State Co-ordinator for Standing Committees: May Hu OAM JP

This is the 4th year for me to work as the Co-ordinator of NCWV Standing Committees since I took the role from Eva Court and Wendy Le Get jointly in 2014. I am glad that our 15 members Standing Committees are strong and active comparing with the rest of the NCW constituent councils.

I agree with the President, Elisabeth Newman, that the Standing Committees are the back-bone of the National Council of Women. The Advisers are experts in their portfolios and provide valuable advice to the Executive Committee and the Council. We provide reports, draft resolutions, help organise some major events, such as the May Forum, and supply a list of speakers for various events and the Council meetings, together working closely with the President and the Executive Committee throughout the year. The Standing Committees are the vital vehicle in complementing the triennial Plans of Action of ICW-CIF.

I would like to thank sincerely all the convenors and advisers for your great contribution in the year of 2017-18. Thanks to President Elisabeth Newman's leadership and guidance. Thanks to our veteran Eva Court, Music and Arts Adviser and National Coordinator on Communications, for her long term contribution and mentorship. Thanks to Pam Hammond, Secretary and Adviser for Education, for her very hard work. We pay tribute to the late Bronwyn Badham, Adviser for Ageing. We welcome Deborah Towns, our new Adviser for Women and Employment. We are glad to have two young advisers, Diya Johns and Emma Fu.

I wish that NCWV Convenors/Advisers not only actively participate in state matters, but also attend the national and international conferences, e.g. NCWA Triennial Conference in Canberra this October and the ICW-CIF General Assembly in Indonesia in September 2018. This is the unique chance to meet our counterparts from interstate and other countries. This is the efficient way of sharing experience and working together to achieve the common goals.

STATUS OF WOMEN STANDING COMMITTEE

Convenor of the Standing Committee and Adviser for Legislation: Sheila Byard OAM

Adviser for Human Rights: Barbara Latham

Sheila reports:

The 2015 ICW General Assembly in Izmir, Turkey adopted "Transforming Society through Women's Empowerment" as the triennial theme (2015-2018).

The Status of Women Standing Committee's responsibilities flow from the common framework for Australia's Councils – and for NCW Australia itself – that comes in turn from the International Council of Women/Conseil International des Femmes, a non-party international movement that aims to bring together National Councils of Women from all parts of the world for action to improve the status of women and the well-being of society. ICW-CIF is recognised by the United Nations as a NGO with consultative status on ECOSOC, with permanent representatives at meetings of UN agencies in New York, Vienna, Geneva, Rome, Paris, Nairobi and Bangkok. ICW also encourages members to engage in training regarding CEDAW (Convention on the Elimination of all forms of Discrimination Against Women), preparatory work for the annual cycle of meetings for the UN Commission on the Status of Women, and attention to the Sustainable Development Goals framework for action.

Best Practice Guide for Gender Equity in Local Government. In Victoria, 37 per cent of councillors are women. The council elections in October 2016 resulted in all 78 councils having at least one female councillor. Based on the Victorian Government's gender equality strategy *Safe and Strong*, which aims to progressively change attitudes and behaviours, reduce violence against women and deliver gender equality, the goal is 50 per cent female representation on local councils by 2025. As well, the aim is to have a more representative set of councillors in what is the nearest level of government to local communities localgovernment.vic.gov.au/our-programs/gender-equity/

Respect Victoria - A key focus in Victoria has been monitoring the implementation of the recommendations of the Royal Commission on Family Violence. Two elements of the *Free from violence* strategy - research/evaluation and community engagement, are now to be the responsibility of a new entity 'Respect Victoria' announced by the Minister for Women and the Minister for the Prevention of Family Violence the Hon. Natalie Hutchins MP. During debate on the second reading of the Legislative Amendment Bill including anti-dowry, early and forced marriage matters, in June 2018, there was all party recognition of NCWV affiliate Australasian Centre for Human Rights and Health and Dr Manjula O'Connor's four-year campaign on this issue. At the same time MPs, especially from rural and regional Victoria, pointed to continuing difficulties in ensuring that violence orders are effective across state boundaries. **safe steps** (1800 015 188) the Victorian partner of the national 1800Respect line, is receiving 250 calls a day, working through a triage system, but there are evident difficulties in meeting needs of diverse CALD and Disabled callers, something that must be addressed as we come to the end of the current phase of the National Action Plan for Reducing Violence Against Women.

Youth Justice Reform - As a contribution to the debate on Children and Justice Legislation Amendment, since the 2017 NCWV 'Our Troubled Youth' Forum, Jennie Russell OAM and Malvina Malinek OAM, have continued to work on settlement issues, encouraging YoungNCWVic members Diya John and Zam Zam Aden to join in conversations with young people from immigrant background about the Out of Africa 54+ program

Women and prison (Barbara Latham, NCWV representative at Corrections Victoria, Department of Justice and Regulation, Stakeholder Forums) Significant growth of the population in prison and on remand has occurred in 2018. At 30 June 2018, Victoria has 7668 prisoners (7101 male, 574 female), with 190 in police cells overnight. On 26 June 2018, the Serious Offenders Act passed into law. The recent review of strip searching in Victorian women's prisons resulted in the definition between routine and 'informed' strip searches. Purchase and operation of new technology in the form of the non-invasive Millimeter Wave x-ray machines will eventually replace the current invasive strip searches. In 2017, 19,800 invasive strip searches were carried out. New facilities at the Dame Phyllis Frost Centre will increase support staff to facilitate emotional and psychological inmate needs, with 44 mental health beds and 26 cellular beds added to improve healing and recovery and two units of 70 beds will be added to accommodate acutely mentally ill prisoners. New transitional support services for older women are to be instigated. Inside access to civil legal services with funding will be spread over three years. Growing own vegetables will supply DPFP, and be shipped to other outfits, to substantially cut costs of food supply. Kitchen facilities to be refurbished, then later upgraded. Other changes: At the Melbourne Remand Centre repairs are nearing completion; walls have been strengthened; turnstiles will slow prisoner flow into areas to one at a time; control now via centralised management; at the Melbourne Assessment Centre, designed in 1989 to take 6-7 persons per day, not 40-50 per day as it is now, interview booths have been installed and a running track/exercise space has been installed on the rooftop. At Port Phillip: Wire fencing upgraded (Belgian); Rivergum (facility for serious sexual offenders and violent offenders) self-contained flats to be built; Marmack and Rosewood prisons will be ready by October 2018.

Other issues considered during the 2017-18 year

One concern is the gap between the recommendations of the Parliamentary Committee on the Modern Slavery Act proposal and the draft national legislation. Another issue is the need for action in relation to the Hague Convention regime relating to International Parental Child Abduction.

Thanks to members of NCW and affiliated organisations in Victoria and beyond who keep us up to date on relevant matters. The time and effort of these members also attending various forums and events is much appreciated. Thanks also to Margaret Findlater Smith (NCWA Board Coordinator) for her input as current Coordinator of NCWA Status of Women.

SUSTAINABLE DEVELOPMENT STANDING COMMITTEE

Women and Employment: Adviser Dr Deborah Towns

Business and Employment

For women in Australia in paid employment, inequity regarding pay and promotion reflects the overall picture of inequity for women in the Australian community. Women are held back by gender stereotypes, so much so that recently the World Economic Forum Report stated, “things have worsened and economic gender equality will not be achieved for another 170 years”.

Leadership

Despite the Australian Government’s acceptance that gender equality is linked to improved national productivity, innovation and economic growth, women are not chosen to be leaders in equal numbers to men. Of the top 200 businesses in the Australian Stock Exchange (ASX), only nine are headed by women. In Parliament women are one third of representatives which has been a similar number since the late 1980s. Women’s careers are usually interrupted by child-care and working part-time, however single women without children also report that they are passed over for promotion. Flexible Work Arrangements (FWA) were introduced to enable staff to work in a flexible way and maintain career opportunities. However, few senior staff or men take up FWA. The term ‘unconscious bias’, is increasingly used to describe how women are unfairly treated in a range of ways in workplaces.

Superannuation.

Many people today continue to retirement without sufficient superannuation. For women, it’s a worse picture as more women than men have no superannuation at all and they usually live longer. Many women have worked part-time, or full-time in low paid jobs, and taken time away from paid work to care for family, so they did not have the same opportunity as men who work full-time, to gain superannuation benefits by the same age. It is not only women with family responsibilities who do not have sufficient retirement support. As Grattan Institute’s researcher, Brendan Coates, recently stated ‘women, particularly single women, are at greater risk of poverty, housing stress and homelessness in retirement’. Many women can work full-time all their lives but due to low pay in many ‘women’s’ jobs they do not accumulate sufficient superannuation.

Segregated Work Force and Equal Pay.

That there is gender pay gap is well established. It is a global issue and Australia has one of the most entrenched gender segregated workforces, so it is not simple to change. Unfortunately, the gender pay gap has recently widened. Significantly, our highly segregated workforce affects minimum wages so that the minimum wage paid to men is greater than the minimum wage paid to women. For example, the minimum wage for construction and road transport workers who are mainly men, is between \$22.58 and \$20.43 an hour and for retailing, accommodation and social services, jobs with mainly women

workers, the minimum wage is from \$15.67 and \$18.27 an hour.

STEM, Engineering and trades

Today the government and other organisations are encouraging girls to study what are termed the STEM (Science, Technology, Engineering and Mathematics) subjects at school. Many of the STEM related jobs provide well paid positions. Similar programs were developed in the 1970s and 1980s, but the momentum and funding was discontinued. Since the 1970s there has been progress in the number of girls studying so called ‘boys’ subjects, so that there are approximately equal numbers in Chemistry, Pure Maths, Applied Maths and Accounting but decreased in Physics from 23% to 22%. Most apprenticeships, other than Ladies Hairdressing, continue to be dominated by boys. Girls are not choosing the ‘new’ STEM subjects of Computing (12%), Informatics (14%), Software Development (7%) or Systems Engineering (2%).

It appears that traditional views of the appropriate subjects and careers for boys and girls continues. Men’s and women’s life experiences include the many years they spend in schooling. Gendered schooling should be challenged in the same way as we are challenging ‘unconscious bias’ in workplaces. And, we may well ask, ‘why do we maintain single sex schools, in the twenty-first century? It seems almost quaint to segregate boys and girls today when we don’t segregate students based on other demographics, such as race’.

Economics: Adviser Emma Fu

The current era has seen drastic changes in how digital technologies improve everyday living. New inventions such as 3D printing, automatic passport scans at airports as well as self-driving cars have unlocked more opportunities. However, it is indisputable that technological changes are progressively impacting future career prospects – especially by replacing skilled non-manual jobs and broadening income inequality.

While studying at London School of Economics, I attended the ‘**Work in the Age of Robots**’ public lecture by Nobel Prize winner and LSE academic, Sir Christopher Pissarides. In his lecture, Chris mentioned the importance of government encouraging the development of these technologies as a form of making the country wealthier by increasing the productivity of labour. But at the same time, governments need to support the transition of workers and deal with inequality. As 6 out of 10 current occupations have more than 30% of activities that are technically automatable, wages may fall in declining industries where the jobs are easily replaceable. In particular, industries in relation to office support, agriculture and various physical work will see a drastic decline in labour demand, while technology professionals, creatives, teachers and care providers will account for a bigger percentage in the labour market (McKinsey Global Institute, 2018). In short, tech-specific jobs flourish because of the tech trend, while more emotionally-focused jobs become irreplaceable despite the tech trend.

In order to prepare the current and future workforce for large-scale shifts in skills required for various careers, government, universities as well as workplaces should invest in new training models and programs to ease worker transitions as well as enhance workforce skills development. For women in particular, it’d be interesting to investigate the gender concentration in each industry and see how each proportion will be affected. It is hence crucial

for women to preserve their strong emotional intelligence traits such as empathy and attention to details, while not being afraid to explore the opportunities in technology if they wish to, which has long been a male-dominated industry. Certain university programs are in place to encourage young women to study STEM related subjects. It is expected that with a greater percentage of women obtaining higher education certificates than men in the growing industries, it will protect women from the increasingly competitive labour market where low-skilled jobs are easily replaced.

References:

McKinsey Global Institute. 2018. *Jobs lost, jobs gained: What the future of work will mean for jobs, skills, and wages*. Available at: <https://www.mckinsey.com/featured-insights/future-of-organizations-and-work/jobs-lost-jobs-gained-what-the-future-of-work-will-mean-for-jobs-skills-and-wages>. [Accessed 14 August 2018]

Consumer Affairs: Adviser Benji Perryman

At this time, with the continued rise in the cost of living, an increasing number of people find it harder to pay household bills. It is now estimated that 1 in 4 Victorians cannot pay their bills on time. The cost of essential goods and services such as groceries and electricity have increased at a rate far greater than average income and inflation. As a result, many feel as if they are falling behind.

Utility companies often hold a monopoly on the market. As a result, it is difficult for an individual consumer to find alternatives or to effect change on the company for both transparency and ethical business practice. What we must do is put pressure on those in government to bring these companies back into line and keep the best interest of the public in mind. Greater competition between utility companies can also be effective in driving down costs and make companies more consumer orientated. It is then that we may see more efficient and cheaper utility bills.

The Consumer Price Index, an average published by the Australian Bureau of Statistics which estimates the price of household goods and services, has been steadily rising with the greatest increases in the past year seen in secondary education, gas and other household fuels, pharmaceutical products, vegetables and medical services. We can see from this, that the price of having a family with children who are school age, are being hit the most. As a result, many families are left with little savings and no safety net. Greater awareness and support is needed to help these families cope. Within my own community, the HOPE movement in Boroondara aims to help individuals and families in need with non-perishable food donations. This local initiative can have a big effect on families. NCWV should aim to support these types of endeavours in the community in the future.

Rural and Urban: Adviser Janice Latham

As adviser on Rural & Urban Women of Victoria I have reported on the following:

The Neighbourhood House:- The vibrant centre found in each community, where attendances continue to grow, and where diversity of educational programs available, such as attaining computer skills, learning life skills, accessing U3A, all of which assist women in returning to the work force and grow as an integral part of their community. Regional employment in the health and social services are the fastest growing industry in this region and is reflected in the courses available and certificates covered at community houses.

WILD – Women in Local Government:- Women with experience in Local Government involved in mentoring prospective candidates for Local Government. This is an ongoing project promoting Equal Rights, Responsibilities and Opportunities for Women. NCWV - Geelong promotes community awareness of this project and the submissions WILD has made to State Government for funding.

Greater Shift in Agricultural Leadership and Awards: A higher profile is developing for women competing for National Agri Futures Rural Women's Awards. Victorian winner, Melissa Connors, developed a life changing program for many 'new farmers'. The program called 'This farm needs a farmer' links experienced retired farmers with the new generation farmers to share knowledge and connect communities, capturing the provenance of the region. Melissa will represent Victoria at the National Awards in September. Several of Australia's biggest Agricultural companies, lobby groups and government agencies are vowing to increase the number of women in their ranks at executive level. National Farmers Federation – Diversity in Agriculture Leadership joined with 11 large organisations in making this pledge. They aspire to developing a \$100 billion industry and to get there they need the best talents and it should be reflective of the population. Eight up and coming female farm leaders have been selected for the program. Our representative will work with Ag-tech studies and research.

The experience and understanding of the complexity of primary production that farmers are sharing with developers is ensuring that solutions are practical and useful. Technology is also increasingly used to create, market and distribute food.

Renewable Energy:- Geothermal trials and Off-grid solar power. Melbourne University engineering developed the large coil ground loop heat exchanger as part of a geothermal system to heat and cool brooding sheds. Capturing this heating energy has proven to be more efficient than burning LPG. The wine industry has implemented Solar Power off grid, allowing data to be viewed and configuration adjustments made remotely.

Medical Boost for Country Areas:- More doctors will be trained in regional medical schools by Monash University at Bendigo and Mildura, Melbourne and La Trobe Universities at Shepparton & Wodonga. Students will be able to do all their medical training in the country. This number of student placements is in addition to current medical student numbers. The Federal Government is providing \$94.4 million to establish the network. More Medical Practitioners are desperately needed across all country areas.

I have attended:

Inaugural and ongoing discussions with WILD

VCOSS – Victorian Council of Social Services Regional Round-table discussions

Foundation 61 – Implementation of Women's Rehabilitation Centre

Geelong Food Bank – as it prepares to double in size

Community Centre – Neighbourhood House Spring Street Torquay

Health and Nutrition: Adviser Freda Kaufman
Nutrition

Ingesting the right foods and maintaining a healthy weight are of primary importance. There are two factors to consider when eating: quantity and quality. Maintaining a healthy weight can reduce the risk of heart disease and other health problems such as stroke and diabetes. A varied diet of healthy foods can help with your weight, blood pressure and cholesterol. It's never too late to alter and improve eating habits and the rewards will soon become apparent.

Top Food Tips for Health

For good health, in a nutshell aim for:

Fruit and vegetables, wholegrains, nuts and seeds daily.

Fats: source fats from avocados, nuts, seeds and olives.

Cook with their oils.

Fish or seafood 2 – 3 times a week.

Beans and legumes at least 2 meals a week.

Eggs: up to 6 a week.

Select milk, cheese and yoghurt with reduced fat.

If you eat meat, choose chicken or lean meat.

Develop food habits like drinking plenty water and using herbs and spices to flavour food instead of adding salt. Treat yourself to your favourite (such as cake, deserts, etc.) foods only occasionally.

Health Issues

The issues reported by NCWV Health Adviser 2017-18 were concerning back pain, endometriosis, increasing obesity in Australia and heart healthcare for women.

How to Banish Back Pain:

A new-old approach has been taken to banish back pain. It is based on linking posture to several seemingly unrelated ailments such as disc degeneration and arthritic changes. Today, a registered nurse and biochemist, Esther Gokhale, who personally suffered crippling back pain during her first pregnancy and experienced unsuccessful back surgery, has dedicated her life to posture therapy. “I have zero doubt that we can fix more than 90% of back problems by correcting posture,” she says. The method emphasizes training posture through everyday activities rather than exercise and apart from the US it has been taught with successful results in the UK, Australia, Germany and the Netherlands.

Endometriosis:

Endometriosis is a condition that affects 1 in 10 women of reproductive age. It is a progressive and chronic condition in which the cells that normally line the uterus are found in other parts of the body such as the ovaries, fallopian tubes and the intestines. It affects several million women throughout the world and can cause debilitating pain and suffering. The cause is unknown and there is no ‘best’ treatment since this will vary with the individual. The Endometriosis Centre of Australia submits that the cure rate over three years for surgical therapy is over 70% while for medical therapy, using a new drug (gnrh analogue) the figure is 40%. There is also a place for hormonal therapies. **Jean Hailes, March 2017**

The Obesity Epidemic:

Obesity in Australia has now reached epidemic proportions, according to Professor Grant McArthur in a report to the Herald-Sun on May 27, 2018. According to a current survey by the Medibank Better Health Index published in the Herald-Sun on 25th June 2018 the rate of obese Australians is 62% this year. The Victorian figure is 60.5%, indicating that Victorians are slightly slimmer than the national average. Obese Australians have a 70% higher rate of cardiovascular disease and 88% increased chance of osteoarthritis that would lead to hip and knee replacements. They are also prone to suffer greater rates of several cancers. The surgical treatment is known as *Bariatric Surgery* and three types are commonly offered:

1. Lapband, where an adjustable band is wrapped around the top portion of the stomach and inflated.
2. Gastric Bypass. Surgeons staple the stomach to create a small pouch and reroute the intestines to it.
3. Gastric sleeve. Surgeons cut away and remove about 80% of the stomach.

In Support of Making the Invisible Visible:

NCWV has embarked upon a project to support the initiative of the National Heart Foundation: *Making the Invisible Visible*, since statistics reveal that thousands of women have died because they are unaware of the atypical symptoms of heart attack that are likely to occur in women. They therefore do not comprehend that they are undergoing an attack. As an outcome, the ambulance arrives too late to get to hospital in time and fatality occurs. Currently there are two aspects of the project: a single informative Heart Healthcare Guide information sheet for women and the widest distribution of same. To discuss all of the above at a professional level, an audience was requested with the National Heart Foundation to meet NCWV President and Health Adviser. On Tuesday 6th March '18 the NHF offered two representatives: CEO Kellie-Ann Jolly and the Director of Cardiovascular Health, Dr. Sue Forrest, both of whom liaised with much enthusiasm.

Habitat and Environment: Adviser Birute Don

There has been action on the dangers of cladding buildings with highly flammable materials since my NCW Victoria Annual report in June 2017. Throughout 2017-2018, I have kept NCWV and other branches of NCW informed on progress related to this matter. They are summarised below.

July 2017: Combustible cladding issues:

There was a very informative ABC2 TV program on Four Corners about this problem and the need to stop using combustible cladding and the need to rectify existing combustible cladding on high rise buildings. I saw a newspaper article about the same time in Sydney complaining about the privatisation of building surveyors being part of the problem.

December 2017: Victorian Cladding Taskforce:

The Government released the Victorian Cladding Taskforce Chairs' interim report, which outlined the extent of combustible cladding on buildings and made recommendations to address the issue. The Government will take immediate action to address cladding on publicly-owned buildings, including hospitals. A Department of Health and Human Services audit has already looked at 1,100 buildings and has identified eight hospitals where non-compliant cladding must be replaced.

February 2018: Who is responsible for this safety hazard?

The Victorian Division of the Urban Development Institute of Australia (UDIA) held an industry forum on cladding, highlighting the complications associated with determining who should bear the cost of rectifying buildings with combustible cladding. According to the Victorian Cladding Taskforce, several factors have led to the widespread non-compliant use of cladding, which includes the supply and marketing of inappropriate building materials, variations and inconsistent interpretation of regulations and codes, competitive commercial pressures which incentivise shortcuts, inadequate enforcement, poor assurance mechanisms, and general complacency or blind spot to risk by industry.

March 2018: New Guidelines for cladding of buildings:

The Victorian Minister for Planning Richard Wynne released new ministerial guidelines to building surveyors which focuses on buildings where people sleep or gather. The new ministerial guidelines spell out precisely what can't be used on Victorian building sites for suppliers and practitioners in the building chain, spelling an end to the use of dangerous, flammable materials.

May 2018: Banning Combustible Cladding in Victoria:

Victorians living in high rise buildings will be protected from combustible cladding fires, with a \$25 million boost for safety inspections and to crack down on builders who flout the rules.

July 2018: Helping Remove Dangerous Cladding:

The Victorian Minister for Planning Richard Wynne MP, announced changes to the Local Government Act that will create **Cladding Rectification Agreements (CRA)**. The arrangement will be between owners (or owners corporations), lenders and local councils – providing long-term, low-interest loans to pay for building work to rectify cladding. The **Victorian Building Authority (VBA)** has almost completed its audit of 1,369 planning and building permits, and has issued more than 100 building orders to residents. Building practitioners are now on notice, with the Government directing the VBA to inspect more of Victoria's buildings each year, from less than two per cent annually to 10 per cent.

COMMUNICATIONS STANDING COMMITTEE:

Education: Adviser Pam Hammond

With the release of the 2016 Census data by the Australian Bureau of Statistics (ABS), the decision was made to interrogate the data in relation to education and gender. Some of the data has been updated to reflect 2017 figures. In 2016, Victoria was home to more than 1.8 million children and young people under the age of 25. This is an increase of more than 130,000 since the previous 2011 Census. Larger increases have been in the number of children aged between ages five and nine. Victorians aged 24 and under now make up nearly one third (31.3%) of the State population, a slight decrease from 2011.

Age group	2011 in Victoria	2016 in Victoria
20-24 years	375,108	413,792
15-19 years	345,338	356,340
10-14 years	327,939	341,063
5-9 years	326,121	368,631
0-4 years	344,733	371,220

Source: ABS, 2011 and 2016

Preschool enrolments

In Australia during 2017, 339,243 children aged 4 or 5 were enrolled in a preschool program, an increase of 2.6% on 2016. The largest growth was in the Australian Capital Territory (6%) and Victoria (5%). There was no gender data listed. The majority of children (95%) enrolled in a preschool program were enrolled for 15 hours or more per week (75%), an increase of 3.5% nationally compared to 2016, with numbers increasing significantly across many states. Growth was higher for Aboriginal and Torres Strait Islander children than for all children. The increase was also observed in the attendance of Aboriginal and Torres Strait Islander children in a preschool program for 15 hours or more per week. The attendance figures show an increase of 12% from the previous year. In Victoria, there was an increase of 24.7% in attendance of Aboriginal children and 8.3% in all children. Source: ABS 4240, Review analysis.

School students

In 2017 there were 3,849,225 students enrolled in schools across Australia, an increase of 1.3% on 2016. In Victoria, there was a 2.2% increase in students. Government schools' student enrolments increased to 65.6% from 65.4% in 2016. In Victoria there was 606,475 students in Government schools, and 348,160 students in non-government schools. In Victorian Government schools there were 52.5% female and 47.5% male students; in non-government schools there were 50.5% females and 49.5% male students. Data on the proportion of Victorian students who are Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) are not available, however, it is estimated that people of diverse sexual orientation account for up to 11 per cent of the Australian population, and one per cent of Victorian children and adolescents'

gender does not align to the gender assigned to them at birth. *Source: Australian Human Rights Commission (2014). Face the facts: Lesbian, Gay, Bisexual, Trans and Intersex People*

In relation to participation rates, the ABS states that the long-term increase in retention rates for full-time students continues, while differences by gender are narrowing. Apparent retention rate for full-time students from year 7/8 to year 12 rose from 69% of males and 81% of females in 2006, to 81% and 88% respectively in 2016. Victorian February School Census 2018 shows data by sector and gender:

Sector	Years 7-12	Females	Males	Years 10-12	Females	Males
Government	94.3%	100.9%	88.4%	86.6%	92.3%	81.4%
Non-government s	90.4%	92.9%	87.8%	92.4%	94.5%	90.2%

The 2016 State of Victoria's Children Report states that attendance is a key predictor of early dropout rates. Analysis by the Department of Education and Training, Victoria (DET) shows that students who left school early had higher absence days than students who remained at school. The research followed one cohort of students and found that the differences in median absence days between those who stayed at school and those who left school early grew every year from Year 4 (2008) through to Year 9 (2013).

This report also states that Victoria is the only jurisdiction in Australia where average attendance in Government schools across Years 1 to 10 is above 90%. However, in 2016, the average number of days that Victorian Government school students were absent from school was higher in Regional Victoria. This is true for both approved and unapproved absences (where a student has been a truant, an unauthorised absence with parent permission, and unexplained reasons). This does not include gender data, though the retention data above indicate that more female students remain at school than male students from Years 7-12.

Attainment

In 2016, over four in five 15-19 year olds were studying for a qualification, as were over two in five 20-24 year olds. In most years between 2006 and 2016, education participation rates were higher for women than men aged 15-64 years (average of 20% and 18% respectively). No State data included.

Year 12/Certificate II or above: In 2016, 92% of young women and 89% of young men aged 20-24 had attained Year 12 or a formal qualification at Certificate II or above.

Bachelor degree or above: Over recent decades, women aged 25-29 have been more likely than men to attain a Bachelor Degree or above. In 2016, 40% of women and 31% of men aged 25-29 had attained a Bachelor Degree or above, with women aged 18-64 years consistently more likely than men to attain a qualification at this level.

Field of study: In 2016, women were more likely to have completed qualifications in the fields of Management and Commerce (28%), Society and Culture (27%), Health (15%) and Education (11%), and least likely to have qualifications in Architecture and Building. Men were more likely to have qualified in Engineering and Related Technologies, Architecture and Building, and Information Technology (30%). Women were three times more likely to qualify in Health, four times more likely to have qualifications in Education. While women were less likely to study Engineering or Architecture than men, they tended to study at higher levels, with 15% of men and 32% of women having a Bachelor degree.

In Victoria there is a major focus by government, Education Department and schools to encourage more female students to engage with STEAM (Science, Technology, Engineering, Architecture, Mathematics) subjects at both primary and secondary levels, with programs developed to support this. Hopefully, this will increase female numbers taking up courses and employment where these areas are required, to strengthen our workforce and encourage innovation.

Arts Letters and Music: Adviser Eva Court

Women who are interested in the Arts, pass on their knowledge and interests to their families and friends. Many Arts hubs provide activities for children during the school holidays and this can be where a lifelong passion for the arts begins. Going to galleries and theatres should be part of a normal way of life. Many events are FREE or priced to suit all budgets. Both our main galleries, the NGV Australia at Federation Square and NGV International in St Kilda Rd Melbourne, have permanent collections of all aspects of Art, which is available to view free of charge.

Those who watched the Helpmann awards on TV will have seen how well the Arts community is performing, despite ongoing difficulties with funding and general resourcing, to make the works which we so enjoy. Among those who won awards is the exciting Bangarra Aboriginal Dance company, of which more later. We are spoilt for choice with Melbourne offering so much for our delectation. There are suburban delights as well, such as the Thornbury Picture House which I visited recently. It is a small theatre which is showing a Laurel & Hardy film plus Charlie Chaplin in The Circus. These were silent films with a live band supplying the music. The audience had such a good laugh and all emerged with smiles on their faces. CHECK your local Council website and newspaper for Arts events. Local amateur theatre abounds and is well supported. The City of Moreland announced its Neil Counihan Commemorative Art Award entitled Peace and the Pursuit of Happiness. I have visited the Counihan Gallery on numerous occasions. Always a rewarding experience to see fresh work.

Dark Emu the dance show, which looks at Australia with fresh eyes, (The Guardian, 13 June 2018) is being performed by the highly respected Bangarra Aboriginal dance company. The book by Bruce Pascoe of Dark Emu has been choreographed by Stephen Page. The writer asserts that Australians should be told of the success and achievements of aboriginal Australia. When Bruce Pascoe researched the journals of early British colonisers, he found "repeated references to people building dams and wells, planting, irrigating and harvesting seed, preserving the surplus and storing it in houses or sheds, creating elaborate cemeteries and manipulating the landscape - none of which fitted the definition of hunter gatherer," he writes in his book Dark Emu. Watch for it when Bangarra comes to Melbourne. This work was featured in the Indigenous Arts Awards 2018. [Website of Australian Dept of Communications and the Australia Council.]

MUSIC: We are fortunate to have so many fine musicians, both in the professional orchestras and bands. and performing solo. It is also a pleasure to hear groups of amateur musicians performing at a high standard. ANAM (the Australian National Academy of Music) is based in South Melbourne but also performs at the Melbourne Recital Centre. Simone Young, the Australian conductor, has worked with ANAM and presented some excellent concerts. These musicians have completed degrees and are gaining experience at performing in public. Simone Young has just completed a 10 year contract with the Hamburg Orchestra and Opera House in Germany.

Some NCWV members have attended concerts hosted by The Austral Salon of Music, a non-profit organization, founded in 1890 to encourage the Arts. Commencing with Lady Hopetoun in 1890 and continuing until the retirement of Mrs Elizabeth Chernov in 2015, the spouse of the Governor of Victoria, was the Patron of the Austral Salon. The August concert featured pianist Oscar Yang. The Austral Salon does much to support young musicians, who include students at the Victorian College of the Arts, Melbourne Conservatorium of Music, Victorian College of the Arts Secondary School and ANAM, mentioned earlier.

Free or cost events are being presented at a venue near you. Enjoy!

Mass Media: Adviser May Hu OAM JP

Call for strengthening cyber security and enhancing national digital legislation

The digitalisation brings innovative advantages to the multi-media fields, but also generates various cyber safety issues around the world. We have heard that cyber scams, cyber abuse, cyber bullying, even cyber violence and cyber crime have reached alarming point, especially after the massive cyber attacks, such as, Ransomware for Bitcoin, over 150 countries globally in mid-year 2017. Nowadays, eSafety becomes more and more important among our society. The resolution on Eliminating Cyberbullying, submitted by me as the National Adviser, stated that NCWA urges the Australian Government through the Council of Australian Governments (COAG) to strengthen laws to eliminate the damage of Cyberbullying in the society, to bring in and pass legislation to make Cyberbullying a criminal offence at the national level where the state and territory laws are not adequate.

Early this year, a Northern Territory teenager, known as “Dolly”, took her own life after being bullied online. Prime Minister Malcolm Turnbull tributed to Dolly’s death and stated that every step must be taken to reduce the incidence of bullying, whether offline or on, and eliminate it wherever we can.

Media Entertainment Alliance, Australia (MEAA) takes steps to combat cyber violence, as it represents a serious occupational health and safety issue. Representatives of MEAA met experts from law enforcement, public service and eSafety commissioner to discuss cyber security and relevant legislation in April 2018.

Women in Media calls on ending gender pay gap

Women in Media (WiM), a national networking for women working in all facets of media, initiated Equal Pay Day on 4 September 2017 calling for ending the gender pay gap in media industry, where the gender pay gap is at 23.3% in print and publishing and 22.2% in broadcasting. It means that the gender pay gap in media industry is far beyond the national average of 15.6%. The WiM called on both employers and female employees to take actions on closing gender pay and opportunity gap.

Participations in various activities

In the past 12 months, I participated in various activities relating to women and CALD community. I was invited to attend the Awards Ceremony of Victorian Honour Roll of Women on the International Women’s Day, together with Sheila, Nurcihan and others. I also participated in the workshop for Honour Roll of Women Ambassadors, organized by both Ministers for Women, late Fiona Richardson and Hon Natalie Hutchins MP. I have completed the Women’s Board Leadership Program from April till June 2018. The course was very practical and beneficial to my roles. In September 2017, I was invited to be a speaker at a GriefLine Seminar, which was part of its 30th Anniversary events. In June this year, I was appointed as an adviser of Multicultural Advisory Committee, City of Monash.

SOCIAL ISSUES STANDING COMMITTEE

Convenor: Elisabeth Newman

My thanks go to May Hu, State Co-ordinator of Standing Committees, for her dedication and contribution to the Standing Committee system, particularly with keeping members informed primarily by the dissemination of documents and in overseeing bi-monthly meetings. I thank the Advisers of the Social Issues Standing Committee for their dedication to the work.

At the International Council of Women, it has long been recognised that the Standing Committees are the “Back-Bone” of the Council. This flows down to the Constituent Council Standing Committees and, thus, to the Social Issues Standing Committee in Victoria. Without the Advisers who would be looking at the Social Issues which are many and complex? Welfare Agencies continue to report a rise in those seeking support and help to meet basic necessities of daily living including accommodation. VCOS reports on the housing crisis, rising fuel charges, the lack of education and support services for youth in detention and other social ills and puts forward recommendations which, may be heeded.

With NCWV’s link with Grandparents Victoria/Kingship Carers Victoria and through the Director, Anne McLeish, we are kept informed of child and family matters particularly where Grandparents and Kingship Carers are involved.

Sarah Morgan has taken 10 months out to study in New Zealand where she has contacted NCW and is looking forward to re-engaging with YoungNCWVic on her return this October. Meanwhile Diya John has taken care of the Advisorship for Youth and is an active member of YoungNCWVic

Thanks to Edith Chen Adviser for Ageing, who , through her membership of COTA, keeps NCWV up to date with issues related to ageing. Nurcihan Ozturk remains very involved in multicultural and migration issues.

Child and Family:

Anne McLeish provides advice on the ongoing issues related to Kingship Care and the problems of out of home care. Last May, NCWV ‘s annual Forum “Families: Support for Children” focused on Out of Home Care. Anne, one of the panellists, spoke on Family Rights and the importance of grandparents being heard and, in Victoria, for more representation for children which, at present, is insufficient. Dr Allison Cox, Berry Street Director of the Take 2 programme, outlined the therapeutic services provided for traumatised children with the aim to provide physical and emotional safety for them. The third panellist, Liana Buchanan, Principal Commissioner for Children and Young People, spoke about Human Rights in the home which include Children’s rights to safety, care and protection. The underestimation of the danger children are in, when domestic violence situations arise, is huge. Some children removed do receive needed care, but many do not and do not know who to turn to for help. The panellists were very open in stating the facts. Many of these children become the troubled youth, the subject of last year’s Respect Programme.

Anne, supported by Liana, has proposed that NCWV with Grandparents Victoria/Kingship Carers Victoria organise a symposium, involving all stake holders, to look at all the issues involved with out of home care, including the reasons why it is required and to form firm recommendations to take to Government. A definite project for next year.

This year the Respect Programme, at the request of the Sudanese leaders, provided some support for their issues with their youth. (see separate report, Africa 54+).

Youth Adviser: Diya John

According to the 2016 Australian Census:

- 52.7% of people have at least one parent born overseas
- 33.3% of people were themselves born overseas
- 27.3% of households have a language other than English spoken at home
- 37.7% of people identified as having ancestry other than Australian, English, Scottish or Irish

This, amongst other similar research-based findings, proves that Australia is truly a multicultural community; however our definition of *multicultural* is presently more limited to the physical presence of culturally, ethnically and linguistically diverse citizens. While 33% of Australians are culturally diverse (according to a study by Deakin University), women of culturally diverse backgrounds makeup:

- 30.4% of women ASX Directors but still only 2.5% of all ASX Directors (Deakin University Study)
- 8.2% of women in Federal Parliament and only 2.7% of all members of parliament
- Only 34.7% of women born in non-English speaking countries plays sport compared to 63.6% of women born in Australia and 66% of all people born in Australia (Australian Government Office for Women Department of Families, Community Services and Indigenous Affairs)

Thus there is a jarring disjunction between the presence of culturally and linguistically diverse (CALD) individuals and their active engagement and participation in society. Our Victorian community must thus refocus our attention on fostering inclusivity and promoting diversity.

YOUNG PEOPLE'S VIEW ON DIVERSITY

In 2017-18, Australia's youth population has been more diverse than ever and a larger proportion of young people are optimistic about a more diverse Australia. However, according to the Scanlon Foundation's Mapping Social Cohesion research, only 41% aged 18-24 'strongly agree' it is important to maintain 'the Australian way of life and culture' (compared to 66-68% of respondents aged 55-74 years), and only 60-62% of respondents indicated belonging, 'to a great extent', to the Australian community (compared to 77-82% in those aged 55 or above). This reality not only highlights the fact that most Australian youth feel discouraged about collectively identifying under one Australian identity but also that our current model(s) of promoting social inclusivity are failing us.

ACTION IN PLACE

Current strategies/policies implemented by the Federal and/or Victorian State Government to promote diversity and engender a greater appreciation for it include:

- *Workforce Diversity and Inclusion Strategy*, The Department of Education and Training
- *People Strategy 2020*, Department of Health and Human Services
- *Cultural Diversity Week*, Victorian Multicultural Commission (VMC)
- *Multicultural Australia - Strength in Diversity Aware*, Department of Infrastructure, Regional Development and Cities

PARTICIPATION IN VARIOUS ACTIVITIES

In order to promote greater inclusivity and purvey the importance of greater social cohesion, I, with the Young National Council of the Women of Victoria are presently setting up a support group for CALD girls and young women, in order to increase our understanding of issues surrounding diversity.

I too attended the *South Sudan Voice – The Law Dialogue @ DSCV* and the *Cultural Diversity Week*, hosted by the Victorian Multicultural Commission.

In 2016/2017 a lot of work was done by members of the youngNCWVic. Starting with My Vote My Voice the theme being the *Right to Vote the Right to Stand*, held in the Victorian parliament on Friday 12th of August with many schools participating in the event.

This year the youngNCWVic entered a team in to the Mothers' Day classic fun run on May 14th, raising money for breast cancer.

Grass Ceilings Report

The AFL women's competition kicked off this year with women participating in the sport from the elite to the local amateur community level, providing the chance for all women, regardless of ability, to play the game. This has created several issues around funding for new, or upgrades of existing, community facilities such as pavilions to meet larger requirements for female athlete and players, including individual showers and changing facilities. There are many women and girls with talent and desire to contribute to the sport and active recreation sector, but the opportunities to participate and lead were either elusive or not readily evident.

The issues affecting female participation and leadership are not new and certainly not unique to Victoria. These issues are the result of deeply entrenched practices, cultural norms and stereotypes that are perpetuated and reinforced in our broader society. Increasing female engagement in all aspects of sport and active recreation is not just the right thing to do, but it is also the sensible thing to do for Victoria.

Why should another generation of girls have to accept second best on the sporting field? Updated facilities would go hand in hand with the AFL's push for more girl players. The vision for the future is where women and girls in all roles of sport and active recreation are the norm, and where females and males have the same choices and opportunities to lead and to participate.

Youth and Democracy Report

Finding in studies show that there is a growing disengagement with what is seen at traditional political participation in young people. Studies show that young people vote less with membership of the younger voters in political parties declining as they are also tending to distrust political institutions. Young people cannot simply be consulted, there must be an active effort on the part of the governing authorities to include them further in policy development. While the intention to vote in federal elections was relatively high, half of the students felt that they did not have sufficient knowledge and understanding of the issues of the political parties to make a decision about voting.

All stake holders such as governments, NGOs, private sector and especially the youth organisations are aware of the existing need to improve participation of young people in the democratic decision-making processes. Governments still don't recognise and value what the youth can bring and what is needed in order to sustain and strengthen our democracy. Democracy needs to be instilled and valued in our young people so that the young citizens of the world can grow into young adults who are empowered to make responsible decisions to improved society moving into the future.

Ageing: Adviser Edith Chen

In Victoria, 15.6% population are 65 years of age and over; 33.4% altogether are above 50. This year's report covered:

Housing (Retirement)

Residents of Retirement Village Victoria (RRVV) is continually lobbying for an ombudsman into retirement housing and Ellen Sandell MLA has organised an online petition and the result will be given to the Minister for Consumer Affairs.

End of Life

The journey towards end of life reform, to balance compassion and strong safeguards against abuse, took two and half years until November 2017. The Victorian government passed the Assisted Dying legislation with tight amendments, but new laws will be in effect in June 2019 after an 18 months implementation period. The State governed Advance Care Planning (ACP) – more to reflect one's values and Advance Care Directives (ACD) – specific about one's instruction, has had its legal status since March 2018. With increased funding, the Department of Health and Human Services (DHHS) has set up an implementation advisory group to establish Victoria's end of life and palliative care framework. The framework is to guide services, promotes consistent practices and informs the development of programs, policies, guidelines, training and governance that support high-quality end of life and palliative care included.

Elder Abuse

On 15th June World Elder Abuse Awareness Day (WEAAD) the Australian Law reform Commission's Report "Elder Abuse – A National Legal Response" included 43 recommendations to cover the areas such as in Aged Care, Enduring documents and appointing Power of Attorneys, Superannuation, Wills, banking and financial institutions – many are under inquiries in 2018. State government's funding was for ensuring elder abuse victims to have better access to services and support together with Elder Abuse Prevention Networks for several locations. The launch of "Your Voice – Trust your choice" as tips for seniors making decisions on enduring power of attorney on 22 June 2017 by The Commissioner for Senior Victorians Gerard Mansour.

Women / Ageing-Ageism

"Agenda for Ageing" and women's poverty, unemployment and homelessness all are pointing the importance of addressing anti-ageism.

Multicultural and Migration: Adviser Nurcihan Ozturk

As the Multicultural and Migration Adviser to NCWV I have represented the organisation in the following areas:

Advice:

I was asked by our President Elisabeth Newman to provide advice on the UNHCR's statement on the forced return of an asylum-seeker from Australia to Sri Lanka. Even though this statement is pertaining to one asylum-seeker the issue is a much broader one. Each person seeking asylum must be considered on its own merits (as written in the UNHCR'S statement). In this context, the return of an asylum-seeker whose claim for international protection was not considered on its merits, presents a serious risk of return to danger or persecution (refoulement). All asylum-seekers are entitled to have their claims for refugee status considered fairly and in accordance with the 1951 Refugee Convention, to which Australia is a party.

The other issue was the forced return of an asylum-seeker by Australia recently constitutes a worrying breach of Australia's international obligations.

The concern I have here is that if one application process is not conducted properly then slowly the breach of obligations gets to a stage where groups of applications, or only people coming from certain countries are not processed in accordance with our international obligations.

It was on this basis, I believed, that NCWV and the other states and NCWA should support the statement. Also, we should send a copy of our statement to UNHCR informing them of our support.

Community Consultation with Northern Hospital:

As a member of the Patient Experience Advisory Committee and as the President of the Turkish Women's Recreational Group, we conducted a Community Consultation to establish the needs of the Turkish community with the Northern Hospital (NH). The session was attended by the NH's Chief Operating Officer Jane Poxon and the Manager Transcultural & Languages Services and Melba Marginson Board Member. Many issues were raised by the community on services, treatment and consultation at NH. This consultation was the first time NH reached out directly to the community the NH will continue to meet and consult with other communities.

Better Care Vic:

Innovation Fund – The second funding round for innovation within the health sector has closed and many projects from organisations have been submitted. The BCV Community Advisory Committee has met to discuss the projects merits and considerations. The final projects will then be sent to the Minister for Health for approval.

Safer Care Vic:

As a member of the SCV Patient and Family Council, I attended the Partnering in Healthcare Priority Summit. The Summit was attended by majority consumer representation

International Women's Day:

As a part of the IWD Celebrations the Turkish Women's Recreational Group held a forum on women in leadership. The forum speakers were Sheila Byard, past President of NCWV and Convenor of UNAA, Melba Marginson Board Member Northern Hospital, Aysegul Pesmen, Consular General Urumiyeh, Azarbayjan-E Khavari, Iran. All three highly successful women in their fields talked about their journey and contribution for the betterment of women in society.

Brotherhood of St Laurence:

I have recently been appointed as the Cross-Cultural Trainer Facilitator to the BSL. As trainer, I will be providing training to build the capacity of mainstream services to be more culturally responsive to the communities they serve. The training will be provided by internal and external teams working with families, young, aged and people with disability at the service providers workplace or at Brotherhood of St Laurence.

On a personal note, I have recently been registered as a Marriage Celebrant.

Financial Report

For the Year Ended 30 June 2018

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 2018.

Committee Members

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

- Elisabeth Newman
- Hean Bee Wee AM

Principal Activities

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

Significant Changes

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

Operation Results

The surplus amounted to \$1,865 (2017 deficit \$4,587)

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, Elisabeth Newman 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 2018".

Signed:



Hean Bee Wee AM Date: 3 August 2018

Signed:



Elisabeth Newman Date: 3 August 2018

Balance Sheet
National Council of Women Victoria Inc

30 June 2018

ABN: 18227073059

Reg Number: A0004465H

		2017	2018
Assets			
Current Assets			
	Westpac Cheque Account	3,584	5,677.46
	Bendigo Acc 146712401	3,234	4,984.00
	Bendigo Acc 146712344	1,382	Closed
	Westpac Cash Reserve	1,212	Closed
	Westpac Term Deposit	25,000	25,612.50
Total Current Assets		34,411	36,273.96
Total Assets		34,411	36,273.96
Liabilities			
Total Liabilities		0	0
Net Assets		34,411	36,273.96
Equity			
	Members Equity	34,411	36,273.96
Total Equity		34,411	36,273.96

Profit and Loss
National Council of Women Victoria Inc

01 Jul 2017 - 30 June 2018

ABN: 18227073059

Reg Number: A0004465H

			2017	2018
INCOME				
	Membership			
		Organisational Membership	2,480	6,090
		Individual Membership	1,900	3,300
	Interest Income		632	623.
	Function Income		7,253	5,751
	Other Income		5,808	4,217
	Sales of books		140	135
Total Income			18,213	20,116
OVERHEADS				
	Rental		3,696	4,093
	NCWA Affiliation		2,195	1,498
	Insurance		1,791	1,174
	Office Costs		5,651	3,145
	Functions		8,232	7,930
	Other Outflows		1,235	411
Total Expense			22,800	18,251
Operating Surplus (- Loss)			-4,587	1.865

Members Funds B/F

38,996	34,409
34,409	36,274

Members Funds C/F

Cash Flow

National Council of Women Victoria Inc

01 Jul 2017 - 30 Jun 2018

ABN: 18227073059

Reg Number: A0004465H

		2017	2018
		Total	Total
INFLOWS			
	Sales	140	
Functions			
	Christmas Lunch	4,580	2,957
	Parliament Events	1,020	2,199
	President's Function	785	-----
	May Forum	490	595
	Other Functions	378	-----
Total Functions		7,253	5,751
Membership			
	Individual Membership	1,900	3,300
	Organisational Membership	2,480	6,090
Total Membership		4,380	9,390
Other Income			
Nil	Coin Collection	1,023	909
	Donations	2,915	2,769
	Newsletter		
	Grants - City of Melbourne	1,500	-----
	Trading Table	370	539
	Other		135
Total Other Income		5,808	4,352
Interest			
	Interest Income	632	623
Total Interest		632	623
Total Income		18,214	20,116

OUTFLOWS

Function Expenses		
	Gifts	
	Donation Expenses	535
	Awards - Citizenship	700

782
1,267

Total Other		1,235	2,049
Function Expenses			
	Parliament	1,585	1,790
	Function Expense	850	856
	Christmas Lunch	4,109	1,760
	Pioneer Women's Garden	1,688	1,475
Total Function		8,232	5,881
Insurance		1,791	1,174
NCWA		2,195	1,498
Office Expenses			
	Printing & stationery		1,404
	Postage & courier	296	-----
	Website	110	266
	Office supplies	111	-----
	Telephone and Internet	1,800	935
	Brand Refresh		-----
	Other Expense	250	236
	Computers	314	540
	Travel & accommodation	790	-----
	MYOB Accounting Software	276	
	NCW Books Sold	170	
175 Total Office		5,651	3,556
Rent		3,696	4,093
Total Expenses		22,799	18,251