

Newsletter

April 2021

Quote: "ICW-CIF encourages women to pick the right opportunity, analyze strategies and proceed with their implementation, keeping in mind that creation and creativity ... are built-in genes in women. ICW-CIF asks to see women leaders grow in every aspect of society, not only under normal circumstances, but also under difficult conditions, such as those imposed by the pandemic. Transformative and normative change necessary to challenge gender inequalities requires meaningful participation of women and women-led organizations....ICW-CIF requests that its members and supporters assist policy-makers in harnessing the economic power of women in driving the economic recovery...and in supporting gender-inclusive growth." ICW-CIF Statement to Commemorate the 2021 International Women's Day.

From the President, Ronnieta Milliken

The focus of our May Forum: "Housing : Affordability and Accessibility for Women." Housing is a human right and critical to health, safety, and inclusion in our community. The high cost of housing is leading to increasing inequality in Australia. The NCWV is very concerned about the increasing numbers of homeless people in our community. Our Forum is designed for us to learn about how organisations and governments are addressing the inequitable housing crisis, so we can draw on this information to work towards encouraging governments to create more opportunities for those who need them most. We do hope you can join us.

The report on homelessness in Victoria has been released: https://parliament.vic.gov.au/images/stories/committees/SLCSI/Inquiry_into_Homelessness_in_Victoria/Report/LCLSIC_59-06_Homelessness_in_Vic_Final_report.pdf

Affordable Housing Strategy 2020 – 2030 <https://www.melbourne.vic.gov.au/sitecollectiondocument/s/affordable-housing-strategy.pdf>

Thursday 6th May, 10:15 start to 12.30pm via ZOOM.

We are delighted that Jeanette Large, CEO of Women's Property Initiatives (WPI) will speak on *Safe, secure, affordable Housing for vulnerable Women Headed Households*. Also, Kobi Maglen from HAAG: *At Risk – Older Women Facing Homelessness in Victoria*..

Please spread the word as this issue affects so many people. All are welcome to join us.

Members and others who wish to attend need to notify NCWV via the email: info@ncwvic.org.au .

RSVP 5pm Tuesday 4 May.

NCWV Individual Members Tour of Treasury Museum Thursday, May 27 at 10.15. . Cost \$15.

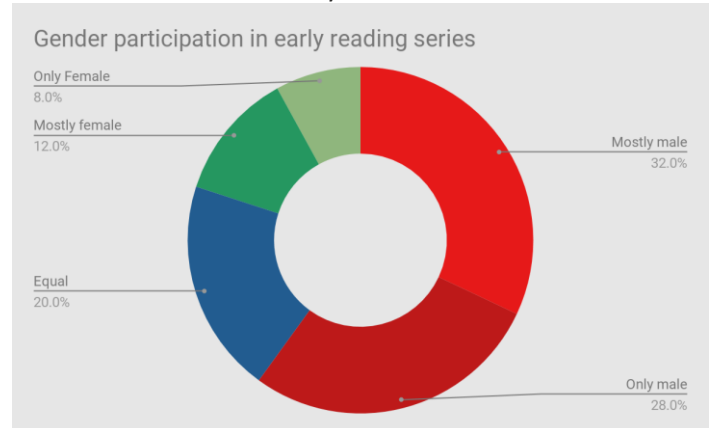
Council and Individual Members are invited to join a tour of the Treasury Museum. It will be a guided general tour plus a focus on Yarra: Stories of Melbourne's River, and Women Work for Victory in WW11. Read more at: <https://www.oldtreasurybuilding.org.au/whats-on/exhibitions/>

Notify Elisabeth or Beverley if you wish to attend the tour and further details will be forwarded to you. bjkanner@gmail.com; elisabeth_mn@hotmail.com

March 2021 Council Meeting

Guest Speaker: Ms Inbal Steinberg, IT specialist and education consultant, who has analysed school readers spoke on gender equity in children's literature. Inbal spoke of her early life in Israel, including five years military service, studying maths and science taught by male teachers, working to male managers and at home listening at the edge of adult male conversation. Inbal's sense of self was that nobody had told her that she did not belong and that she could do anything. After studying IT and living in Spain and New Zealand, Inbal has lived in Australia for 10 years and has 2 school age sons - one primary and one secondary.

Inbal became concerned that there might be a gender bias in her sons' school reading materials. She examined 120 books noting images and key words using an algorithm. In summary, in this sample of 120 school readers, gender imbalance was noted. The data showed 60% were male or mostly male, 20% were equal and 20% were female or mostly female.



Many female images were domestic while many male images were heroic. Inbal approached the publisher of that series, her sons' school teachers, administration and her local MP – with the results of this analysis. The publisher and school were not interested in taking it further. The MP was concerned, but was advised that the education department does not have a policy in regard to this for schools.

NCWV will follow-up on this important issue.

Inbal Steinberg



Libby Lyons



April 2021 Council Meeting

Guest Speaker: Ms Libby Lyons, Director, Australian Workplace Gender Equality Agency (WGEA) dealing with non-public sector organisations with 100 or more employees – including Victorian organisations. She was appointed in October 2015. She has chosen to leave her current position, after 5.5 years. On a personal note, Libby is granddaughter of Australian PM Joseph Lyons (1932-39) and equally eminent Dame Enid Lyons MP.

Libby is excited that new legislation in gender equality is coming but sexual harassment is common in the workplace. WGEA’s budget is \$5 million per annum and she is proud of the many achievements of her “great staff”. Data collected annually over 8 years, from 4.3million employees in 11,000 organisations with 100 plus employees, makes Australia the envy of the world.

There has been improvement for women in 5 of the past 7 years. However there is concern that the reality of gender equality is stalling in the last 2 with some complacency, box ticking, apathy and loss of momentum.

Action plans are needed as gender pay gap has increased by 5%, a result in part of higher bonuses, shift allowances etc paid to men, hiring biases and women moving in and out of the workforce to have children. However, more companies are analysing their actual pay gaps to identify that a gap exists. Some deny having a gap and are shocked when data shows the actual difference in take-home pay for women. While equal pay is required under legislation, gender pay gap equals the average difference in pay to men versus women, such as more men in management roles, women’s time-outs, part-time work of women which is 3 times that of men, fewer promotions.

Pre-COVID most women worked within a gender equality policy, 40% of managers were women, 45% of promotions were to women but in the ranks of CEOs, only 18.3% were women. Sadly, the glass ceiling is alive and well. No paid parental leave was paid by 25% of companies (and thus no superannuation accruing during leave). Libby believes that men should be paid parental leave, particularly so that the female partner can return to work sooner if desired.

Victoria leads the way in gender equality and 70% of companies in Victoria have a Domestic Family Violence Policy. Ms Lyons spoke about the complimentary work done by SAGE (Science in Australia Gender Equity), WGEA and the Victorian Gender Equity Commission to address gender equity without replicating employer reporting obligations.

Ms Lyons highlighted the following

1. Provision of affordable childcare which is a State Government issue, saying childcare should be an add-on to universal education for children.
2. Paid parental leave should exist for all eligible parents. Men need to be able to take parental leave to free up their partner to return to work if desired.
3. Flexible working hours for men should be normalised. However, men tend to be present in person in the workplace more often than women, making decisions and sharing ideas. Women may miss out on promotions at times through not requesting it, or being on leave.

Middle age is now defined at around 56 and we are not deemed “elderly” until we reach 80. Many want to work into their 60s but are overlooked for being too old, with some young people missing jobs due to inexperience! The plan is for date of birth of employees to be collected to assist in following the career trajectory of individuals, age of various groups and the age at which people leave jobs, to help policy development. This will be vital data.

Data regarding training against harassment and discrimination is not available. Many women are angry about discrimination and concerned about treatment of women in the justice and legal system being dominated by men, with too often women deemed to be the “guilty party”.

Most men are good so we should not develop a women vs men mentality. The Federal Government is beginning to see the need for change with PM Scott Morrison appointing more women and to new positions. We must bring men with us, not push them away.

VALE:

We acknowledge with great sadness the death of the son of Judith Ryles OAM. Deep condolences are offered to Judith.

Judy Bent, NCWV Geelong Branch, Individual Member; Honorary Life Member; 1994 Committee Member; 1994 (from Oct.) to 2007 - Hon. Treasurer.



Kathleen Anne Hollingworth (Turner),
 10.5.1936-13.4.2021.
 Patron, NCW
 Australia
 29.6.2001-29.5.2003.
 Wife of former
 Governor-General,
 Peter Hollingsworth.



Judith Ann Parker (Sinclair) AM DSJ, 7.1.1941-10.4.2021. Born Geelong, Vic.
NCWA President-Elect, Sept. 1999-Sept. 2000.
NCWA President, Sept. 2000-Sept. 2003.
Member NCW ACT; Member NCW Western Australia.
Attended 29th General Assembly, International Council of Women, June, 2000; Helsinki.
Judith was responsible for winning the right to hold the ICW-CIF triennial conference in Perth, August 2003, the first time Australia had hosted this event, attended by more than 60 members of NCWs throughout Australia. It was an outstanding success across all facets. The Gift Shop took more than AU\$6,000.00 for ICW-CIF funds and projects.
Judith was granted Hon. Life Vice-Presidency of NCWA.

Judith was an activist for human rights over a period of 50 years, with a special interest in the rights of women and children. She was very active in the United Nations Association of Australia. In 2004, she was made a Member of the Order of Australia and, in 2009, she was invested as a Dame Commander in the Sovereign Order of Saint John of Jerusalem Knights Hospitaller, honoured for her services to women and human rights.

The biography in *The Women's Register* - much of which is sourced from Leonie Christopherson's 'Stirrers with Style' is an inspiring read for members following in her footsteps. <https://www.womenaustralia.info/biogs/AWE4938b.htm>

Other News

AustralAsian Centre for Human Rights and Health (ACHRH) in partnership with Harmony Alliance are seeking community facilitators

Manjula O'Connor has reported on the achievements over the five years since the Victorian Royal Commission into Family Violence, particularly the inclusion of dowry abuse in the definition of family violence in 2019. The National dowry abuse working party has been formed to progress the recommendations of the 2019 Senate report. ACHRH and Harmony Alliance have been funded by the Australian Government to conduct a series of community workshops on preventing dowry abuse across the country from July 2021 to July 2022. They are looking for paid community facilitators. If interested: amanda.lee@migrationcouncil.org.au by COB Friday 23/4.

UN Women

The Leadership Film Screening and Panel Discussion, in capital cities across Australia

UN Women Australia invites you to a live screening of Ili Baré's compelling documentary film, *The Leadership*. Following the voyage of 76 female scientists to Antarctica, the film questions what it takes to be a good leader and unearths the profoundly troubling systemic obstacles to women's advancement in science and beyond.

Wednesday 19 May – Melbourne – Cinema Nova, Lygon Street @ \$27 to \$33 per ticket.

Each screening will be followed by a panel discussion with an amazing line up of experts, each with deep knowledge and lived experience of the topics raised in the film. You won't want to miss this important conversation exploring the systemic changes necessary to facilitate participation and leadership of diverse women in STEM and other male-dominated industries. 100% of ticket revenue will be donated to UN Women Australia thanks to the support of Good Pitch Australia, the Documentary Australia Foundation and the Shark Island Institute. [FIND OUT MORE & REGISTER](#)

Recognition Matters

The 31 March edition of the Recognition Matters Newsletter announced the result of the Australia Day Honours List, with 49% of recipients being female. This was a huge landmark in the journey towards equality in the Australian honours system. There were 62 remarkable Victorian women who received their Honours on Australia Day 2021. Women from all fields and backgrounds were recognised. It was particularly rewarding to see the outstanding contributions women make to the field of medicine and medical research recognised in this round.

Whilst the Australia Day and Queen's Birthday Honours announcements always generate significant media interest, the Recognition Matters campaign works year-round to promote discussion about gender equality in the honours, demystify the nomination process and generate meaningful and lasting change. The Victorian Government has updated the [Recognition Matters 'how to nominate'](#) webpage, which provides tips on putting together a nomination, including examples. This shows the minimum information required to nominate a woman - it's easier than you think! If you know someone who is an extraordinary contributor to Australia, please nominate them.

NCWA Triennial Conference 25-26 November, 2021–Save the Date



Program

Thursday 25 November morning: **NCWA Business – Resolutions**
Thursday 25 November afternoon: **Public Conference**
Thursday 25 November (tbc): **Reception – 5.30pm**
Hosted by Her Excellency Mrs Linda Hurley at Government House
Friday 26 November 2021 – **Public conference**

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

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

NCWV Dates for 2021 – venue or online to be confirmed

- May**
- Thursday 6th** Council Meeting, 10:00-10:20am
May Forum: 10:20am, via ZOOM;
 - Monday 10th** Standing Committee, , 4:30-6:00pm, Ross House
 - Thursday 20th** Committee Meeting, RHSV, A'Beckett St
 - Thursday 27th** Individual Members' Outing, Tour of Treasury Museum, 10.15am
- June:**
- Thursday 3rd:** Individual Members meeting;
Council Meeting 12:15pm
 - Monday 14th:** Standing Committee Meeting, 4:30-6:00pm, Ross House
 - Thursday 17th:** Committee Meeting, RHSV, A'Beckett St
- July:**
- Thursday 1st:** Council Meeting, **5:15-7:15pm. NOTE late time**
 - Monday 12th:** Standing Committee Meeting, 4:30-6:00pm, Ross House
 - Thursday 15th:** Committee Meeting, RHSV, A'Beckett St
- August:**
- Thursday 5th:** Individual Members Annual meeting;
Council Meeting 12:15pm
 - Monday 9th My Vote My Voice,** Parliament of Victoria, 9:00am-1:00pm
 - Monday 9th:** Standing Committee Meeting, 4:30-6:00pm, Ross House
 - Thursday 19th:** Committee Meeting, RHSV, A'Beckett St
- September**
- Thursday 2nd: Council Annual General Meeting,** 12:15am, Room 4.1 Ross House
 - Monday 14th:** Standing Committee Meeting, 4:30-6:00pm, Ross House
 - Thursday 16th** Committee Meeting, RHSV, A'Beckett St
- October:**
- Thursday 7th:** Individual Members meeting;
Council Meeting 12:15pm
 - Monday 11th:** Standing Committee Meeting, 4:00-6:00pm
 - Thursday 21st:** Committee Meeting, RHSV, A'Beckett St
- November:**
- Thursday 4th:** Council Meeting, **5:15-7:15pm. NOTE late time**
 - Thursday 18th:** Committee Meeting, RHSV, A'Beckett St
- NCWA Triennial Conference in Canberra Thursday 25 – Friday 26 November 2021**