

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

116th Annual Report
2018-2019

National Council of Women of

Victoria Inc. Registered Office:

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ABN 18227073059

Registration No. A0004465H

Affiliated with:

National Council of Women of Australia Inc. Ltd

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

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.
- To act as a voice on issues and concerns of women and girls at a State level.
- To develop policies and responses on behalf of women and girls on a State-wide basis.
- To maintain and strengthen the Association's relationship with all members.
- To link with the women of Australia and the International Council of Women through the National Council of Women of Australia and contribute to the implementation of their plans of action and policies.

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 thirty Organisations affiliated, 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 includes professional organisations 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 (ICW-CIF), the oldest truly international women's organisation, was founded in the United States in 1888. In Victoria, the National Council of Women was founded in 1902, just after the establishment of the Commonwealth of Australia and seven years after a National Council was established in Sydney in 1896. The National Council of Women of Australia was founded in 1931 to give the Constituent Councils a united voice, a necessity when communicating with the Federal Government and ICW-CIF.

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 assist them understand the rights of women in their new homeland, Australia. The brochure saw the commencement of the Respect Programme which examines differing aspects of violence and discrimination.



2018-2019 Committee Members, 6th Sept., 2018: L-R Diya John, May Hu, Pam Hammond, Eleanor Holden, Freda Kaufman, Elisabeth Newman, Hean Bee Wee, Janet Park (back), Janice Latham, Elida Brereton

PRESIDENT'S REPORT –Elisabeth Newman

“The lack of compassion is a health hazard. If we lose sight of our true nature as a member of a community without regard for the needs and well-being of others, we may invite erosion of our compassion and the corresponding threat of mental health’. – Hugh MacKay, Australian social scientist and author.

I have much pleasure in presenting the 116th Annual Report of the National Council of Women of Victoria, which is but a reflection of the Council's work over the past year, 2018-2019. I commend the reports within this document to you.

Sadly, this past year we have recorded the passing of several members, one being Sylvia Gelman AM MBE, a former President of NCWV. Sylvia, with the desire to strengthen NCWV, left the Council a legacy for the purpose of mentoring persons to take positions of responsibility in their own Organisation and NCWV. Terms of reference for the management of this are in the process of being drawn up.

On a happy note, the Council was delighted that two members, Dr Patricia Phair and Dr Deborah Towns were awarded OAMs in the Queen's Birthday Honours. Cr Coral Ross was elected President of the Municipal Association of Victoria and was admitted to the Victorian Honour Roll of Women.

As women around the world strive for gender equality and empowerment and look to mark several landmarks next year, there has been a backlash against the Women's movement which was particularly noticeable at this year's Commission on the Status of Women held in New York. Never-the-less women are preparing for the review to mark the 25th anniversary of the Beijing Platform for Action (BPfA), the outcome document from the 1995 4th World Conference on Women. Here, in Australia, I have taken a small part in preparatory work being undertaken by Civil Society to examine the Federal Government's report on progress made in implementing the BPfA and the preparation of a parallel report.

Next year also marks the 10th anniversary of UN Women and the 20th anniversary of Security Council Resolution 1325 for which there will be celebrations.

Life at NCWV remains busy. The four major annual events take time and effort in planning. On 31st August 2018 we held *My Vote My Voice*, which has become a highly regarded annual event, in partnership with the Australian Local Government Women’s Association (Victoria) and the League of Women Voters Victoria. Students were invited to research *Diversity in Community Organisations* in preparation for presenting their findings in a three-minute speech. This past year Pam Hammond and I have visited the Melbourne schools, whilst Janice Latham, President of Geelong Regional Branch, visited the Geelong schools, to present awards and certificates and say a few words about NCWV. These visits are much appreciated by the schools as well as the students, several of whom approached us for further information about NCWV and how to join. One student, Lucy Skelton, the founder of the Student Voice Network, wanted to know how she could work in with NCWV. She will be speaking at the July Council meeting about the Network and has indicated she would like to join NCWV. See page 20 for full report.

At the end of November, we held the Festive End of Year Luncheon at the William Angliss Institute, a most enjoyable occasion in support of kogo (knot. one. give. one). The founder, Roslyn Rogers OAM, was guest speaker. This event also gives support to the students at William Angliss.



Hean Bee, Elisabeth, Phil Williams, Freda Kaufman, Roslyn Rogers OAM (speaker); May Hu, Ann Neil



Elida, WCTU delegates, Elva Tout, Belinda Steel, Anne Parton Pam Williams, Ann Neil, Eva Court, young intern, Eleanor Sumner Life Member, Deborah Towns

On 21st January 2019 the Australia Day Pioneer Women’s Ceremony was celebrated in the beautiful Women’s Peace Garden, Kensington. The Lord Mayor of Melbourne, the Hon. Sally Capp, gave the address focusing on pioneer women in Government. The Girl Guides provided the Colour Party. 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 beneath the plaque close to the Grotto.



Elisabeth, President, with the Rt Hon Sally Capp, Lord Mayor of Melbourne

Elisabeth at the Grotto

On the 2nd May 2019 we held the annual May Forum with the theme *Sustainable and Safe Cities, especially for Women & Girls, focusing on Safe Streets*. The panellists, Martin Habgood and Phoung Chau from Vic Roads, Hoa Yang from ARUP and Nancy Pierorazio from the Social Investment Branch of the City of Melbourne looked at what makes a safe city, safe streets, particularly for women and children.

See page 22 for full report.

Other activities in which we have engaged include:

- In support of Sustainable Development Goal 5, "Gender Equality", the Council maintains its advocacy for gender equality and the empowerment of women, which are also major foci of the International Council of Women.

- Contact with Government House has been maintained. In late March the Governor invited NGOs she has patronage with, to visit the magnificent Government House gardens and take a picnic lunch; NCWV was represented.
- In April, Pam Hammond and I were able to meet with Nancy Pierorazio, Senior Policy Officer, City Safety, Social Investment Branch, City of Melbourne. Much of the work undertaken by this Branch fits the ethos of NCWV; it includes all forms of safety in the city and the wellbeing of migrants. We were pleased that Nancy was able to take part in the May Forum. We have now arranged a meeting with the Lord Mayor for August.
- Pam Hammond, Sarah Morgan and I met with Georgia McCormick, Adviser to Hon. Gabrielle Williams, Minister for Women, Minister for the Prevention of Domestic Violence, and for Youth. We had a very fruitful meeting informing Georgia of the work of the Council and then discussing issues pertaining to the safety of women and women's issues in general. Sarah spoke of her interests with youth and education particularly in relation to sport and how regular exercise and healthy diet assist in overcoming obesity.
- The Respect Programme: Unfortunately, for various reasons, it has not been possible to connect with the Sudanese community as hoped. However, ways to support them are still being explored. The City of Melbourne run programmes supporting migrants and/or refugees using some volunteer help; this, too, is being explored.
- NCWV has quietly continued to advocate against all forms of discrimination and violence against women and girls; it is looking to update the Respect Brochure.
- In June we were pleased to welcome Robyn Nolan, President of the National Council of Women of Australia, who spoke at the Individual Members and the Council meetings.
- Following the acceptance of the new constitution immediately prior to last year's AGM, we have been implementing the changes and work is being undertaken on updating the standing orders.
- I have attended the A.G.Ms. and other functions of a number of our Organisational Members and Affiliated Organisations (friends).
- I take part in the NCWA Board bi-monthly teleconferences and attended last October's Triennial Conference in Canberra.



Both Hean Bee Wee's and my terms on the ICW-CIF Board ended at the General Assembly held in Yogyakarta, September 2018. In March we were co-opted as Ex-Officio Board Members.

I thank every Member of NCWV and non-members, who have supported the Council over this last year. Thanks go to the Committee Members, particularly to the Executive Officers including Pam Hammond, a most efficient Honorary Secretary and Janet Park, Vice President, who checks that we abide by the new Constitution and is now revising the Standing Orders.

Media

All the data on the NCWV website has been up-dated with many thanks to our volunteer, Sarbari Ray. We will now ensure the website is kept up to date. Sarbari has recently taken up further study, and with work and a young family she can no longer manage the website. Thanks go to her for all the work she has willingly undertaken on behalf of NCWV. The YoungNCWVic Facebook and blog was being managed by YoungNCWV member Melissa Keatley, who is unable to continue in this role due to the pressure of work. We hope to see both Sarbari and Melissa back as NCWV members when demands on their time is not so high.

Attendance of Committee Members at Committee meetings 2018-2019

Number of meetings held: 10 from July 2018 – June 2019

Elisabeth Newman (President)	10
Janet Park (Vice President)	7
Freda Kaufman (Vice President)	9
Pam Hammond (Hon. Secretary)	10
Hean Bee Wee AM (Hon. Treasurer)	7
May Hu OAM JP (Standing Committee Co-ordinator)	8
Eleanor Holden (Committee Member – Individual Members)	8
Janice Latham (Committee Member – Regional)	8
Diya John (Committee Member – YoungNCWVic)	3
Elida Brereton (Committee Member)	7
Guosheng Chen (Committee Member) – till Aug. 2018	1
Benjie Perryman (Committee Member) – till Aug. 2018	2



Freda Kaufman and Janice Latham at a Committee meeting at the Royal Historical Society.

ADMINISTRATIVE MATTERS

Hon. Secretary (Public Officer) for 2018-19 has been Pam Hammond.

During the past year, ten Council meetings were held on Level 4, Ross House, Flinders Lane, Melbourne, including the Special General Meeting on 6th September 2018, to approve the new Constitution. The new Constitution was accepted unanimously. This was followed by the 115th Annual General Meeting.

A further Special General Council Meeting was held on Thursday 4th April, 2019, to change the word “secular” to “non-sectarian” in the new Constitution, now named the Updated 2019 Constitution, available on the website.

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



Pam Hammond admiring diligent accounting of Nadia and Yanina at monthly meetings.



Achol Marial and Jennie Russell OAM

Council meetings, topics and speakers, 2018-19

- July Jane Frawley, Interim CEO Prison Network Victoria and on the Board of Prison Network for 10 years. Prison Network is a support group providing care and assistance to women who are, or who have been in Victorian prisons and their families.
- August Jennie Russell OAM and Achol Marial, South Sudanese Community Youth Affairs Officer, spoke on Africa 54+ Project, a group of 20 South Sudanese (SS) Leaders, University Academics, Community Leaders and NCWV members, aiming to ensure the Australian-SS community take ownership of their problems/issues and solutions.
- September Special General Meeting to approve the Constitution, followed by the Annual General Meeting. Roni Beauchamp, State Manager and Acting CEO, Heart Health Victoria, spoke on women’s heart disease including prevention.
- October Dr Cheryl Day: Mental Health and Eating Disorders, who acknowledged Mental Health Week and recognised the UN Day for Mental Health, saying eating disorders have been recognised for centuries.
- November Debra Saffrey-Collins, Head of Chaplaincy team at Brotherhood of St Laurence, the first woman and the first lay person to be appointed in the history of the BSL.
- November End of year festive luncheon. Roslyn Rogers OAM, founder of KOGO. (Knit One Give One). She spoke of her passion for knitting, so started KOGO in order to distribute warm winter hand knits to people in need.
- January 58th Annual Australia Day Pioneer Women’s Ceremony, Women’s Peace Garden. Lord Mayor of Melbourne, the Right Hon Sally Capp spoke, focusing on women who have been ‘first’, particularly in State and local government: Joan Kirner; Lady Millie Peacock; also of Leckie Ord and Winsome McCaughey, previous Lord Mayors and Patrons of NCWV.

- February Ms Lesley Podesta, CEO Allannah and Madeline Foundation. The Foundation's beliefs are no child should feel unsafe or threatened with violence; all children should have a safe and happy childhood. Confident, secure, resilient and inspired young people are our hope for the future.
- March The first late afternoon meeting to enable students and those in paid work to attend. Dr Marissa Parrot, Reproductive Biologist, Wildlife Conservation and Science, at Zoos Victoria spoke on her research in captive breeding, reintroduction and conservation of Australia's most endangered species.
- April Special General Council Meeting to approve word change in the Constitution. Speaker: Dr Ros Otzen, Chair Hesta Hornbook Academy, named due to Hesta's contribution to early Melbourne and the disadvantaged. This is an independent school run by the Melbourne City Mission providing flexible, community-based learning opportunities across Melbourne.
- May May Forum, Theme: Sustainable and Safe Cities, especially for Women and Girls, focusing on Safe Streets, with Martin Habgood and Phuong Chau, presenters for Safe System Road Infrastructure Program (SSRIP), Regional Roads Vic. (RRV); Hoa Yang, ARUP Design Consultant and Nancy Pierorazio, Senior Policy Officer City Safety, City of Melbourne.
- June Robyn Nolan (see photo with Hean Bee, Elisabeth and Pam), President of National Council of Women of Australia spoke on NCWA priorities, her experience as part of the Government delegation at CSW 62 and work in Timor Leste.

Committee Members, including Office bearers 2018-2019

President: Elisabeth Newman
Vice Presidents: Janet Park; Freda Kaufman
Hon Secretary & Public Officer: Pam Hammond
Hon Treasurer: Hean Bee Wee AM
Standing Committee Coordinator: May Hu OAM JP
 Eleanor Holden - Individual Members' Convenor
 Janice Latham - Regional (Geelong)
 Diya John - YoungNCWVic
 Elida Brereton

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
 Mavis Lynch
 Anne Parton
 Col. Betty Spikin
 Eleanor Sumner

Individual Life Members

Beverly Blythe Bailey
 Sheila Byard OAM
 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

May Hu OAM JP - Coordinator, Communications Standing Committee

Dr Deborah Towns OAM– Adviser Women and Employment and Economics

International Council of Women

Elisabeth Newman, *Co-opted Ex -Officio Board Member, Joint Coordinator Standing Committees, Director Project Five-O*

Hean Bee Wee AM, *Co-opted Ex -Officio Board Member, Finance Committee Member, President, Asia Pacific Regional Council.*

Leonie Christopherson AM, *Co-ordinator Communications Standing Committee*

NCWV Representatives:

Corrections Victoria Stakeholder Forum: Barbara Latham

Ross House Association: Anne Parton

Associate Organisations (Friends):

COTA Victoria

HAAG

Her Place: Women's Museum Australia Ltd.

Jean Hailes Foundation

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

Organisational Members

Australia Day Council (Vic.) Inc

Australian Asia Business Women's Association

Australasian Centre for Human Rights and Health

Australian Church Women Victorian Unit

Australian Local Government Women's Association Inc (Victoria)

Beta Sigma Phi Victoria Inc

Firbank Old Grammarians Association

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 Legacy (Widows)

Melbourne G.G.S. Old Grammarian Society Committee

MLC Old Collegians Club

Moonee Valley Golden Age Women's Group

National Australian Chinese Women's Association Inc.

National Council of Jewish Women Australia (Victoria) Inc.

NCWV Geelong Branch (eight affiliates)

Presbyterian Ladies College Old Collegians Association

Returned & Services Nurses Club of Victoria Sub-Branch RSL

Soroptimists 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

WCTU – Drug Free Lifestyles

Women's Property Initiatives

INDIVIDUAL MEMBERS

June Anderson
Barbara Brown
Robyn Buccheri
Cecelia Cheng
Guosheng Chen
Eva Court
Deb Coville
Noni Crozier
Beryle Foster OAM
Birute Don
Terri Dry
Adrienne Fleming OAM
Michelle Gibbings
Jessie Handoll
Eleanor Holden
Barbara Joyce
Beverley Kannegiesser
Freda Kaufman
Jan Kinlock OAM
Olga Korytsky
Wendy Le Get
Benjie Perryman
Carol Robertson
Helen Rodd
Rysia Rozen OAM
Judith Ryles OAM
Col. Betty Spikin
Yvonne Tully
Hean Bee Wee AM
Norma Wells
Pamela Williams OAM
Phyll Williams
Margaret Wilson

YOUNGNCWVIC

ZamZam Aden
Diya John
Melissa Keatley-
Sarah Morgan
Rachel Prince

IN MEMORIAM AND AWARDS JULY 2018-JUNE 2019

IN MEMORIAM

Sylvia Gelman (nee Benn) AM MBE. 17th April, 1919 - 19th September, 2018.

Delegate National Council of Jewish Women Australia, Victoria, 1989 - 1981

NCWV - Committee Member 1982; Vice President 1983; Senior Vice President 1984/1985

President March 1986 - March 1989. Immediate Past President 1989.

Standing Committee - Arts Letters and Music - Committee Member 1986. Convener 1990-1991.

Associate (Individual) Member – 1989, attending meetings until mid-2010; Voting Associate 1991/1992.

NCWV Newsletter Editor - mid 1980s.

NCWV Honorary Adviser - 1990 and 1991.

NCWV Hon. Life Member - March 1998 to death

NCWV - Publishing Committee - The Whirling Spindle 1991; Valuing the Volunteers 2001

NCWA: Member NCW Aust. Executive Committee during NCWV Presidential Term

Member Publishing Committee.

Camel to the Moon 1999. Member History Sub Committee 2003/4- late 2015.

Respectable Radicals (History of NCWA, 1890-2006) Pub. Sept. 2015.

AWARDS: Member of British Empire (MBE) 1981. Member Order of Australia (AM)

2003 Queen's Silver Jubilee 1977.

Attended ICW/CIF Centennial Conference - Washington DC. June/July 1988.

ICW/CIF 30th General Assembly - Perth, Western Australia. 2003

COMMUNITY INVOLVEMENT:

Member — Executive and Volunteer Co-ordinator — Jewish Museum of Australia 1994-1996.

Member - YCWA Board Melbourne - 1990-1994

Member - Victorian Women's Consultation Council 1986-1987.



Sylvia Gelman AM MBE



Dr Morna Sturrock AM

Dr. (Edith) Morna Sturrock AM. 5.3.1925-Sept 2018.

BA. (Hons.); MA. (Monash) B.Theol. (Fac. Theol. Melb); M. Theol. (Melb Coll. of Divinity) Ph.D. (Monash)
Journalist/Historian/Embroiderer/Community.

NCWV Individual (Associate) Member, c. 2004-2009.

Guest Speaker- May 2008, Cultural Luncheon, Temple Beth Israel, St. Kilda. "Embroideries in Public Places"

AWARD: Member of the Order of Australia (AM), 2003; Centenary Medal 2003.

COMMUNITY INVOLVEMENT:

Councillor - City of Waverley 1984-1990.

National Secretary- Aust. Local Govt. Women's Assoc. 1975.

Co-Founder & Life Member, Embroiderers' Guild of Victoria 1960;

Founder & Patron - Waverley Patchwork Inc.; Patron - Vic. Quilters Inc.

Founder & Life Member-Waverley Historical Society Inc.

Lay Chaplain - St. Paul's Cathedral, Melbourne.

Founding Member - Movement for the Ordination of Women.

Member- Executive Committee, Council for Christians and Jews.

June McColl -



NCWV Geelong Branch Member, c.1960 -2019.

Geelong Branch:

- Hon. Secretary, 1963 - 68/69.
- Hon. Life Member, prior 2002;
- Delegate to NCWV Council, 1964 - 1968.

Heather Jean Low (nee Weaven) - Dip. KTC. Melb. 11.10.1921 -13.4.2019.

Delegate - Graduate Association Institute of Early Childhood Education. 1976-1994

Education Standing Committee Member, 1978-1987.

Life Governor, 1983 - Ivanhoe Girls' Grammar School - Service to IGGS for over 60 years

Life member of Ivanhoe Girls' Old Grammarians Association.

AUSTRALIAN HONOURS -QUEEN'S B IRTHDAY, 2019:

Medal of the Order of Australia:

Dr. Patricia Gloria Phair – Delegate, Firbank Old Grammarians' Association. (here with the other FOGA delegate, Pam Hammond)



Dr. Deborah Jane Towns – Delegate, League of Women Voters of Victoria.



Robyn Buccheri, Dr Pat Phair, Pam Hammond, Beryle Foster OAM, Elisabeth Newman

AWARDS

Elva Tout - Honorary Life Membership, League of Women Voters of Victoria, Dec. 2018.
Here with Elisabeth Newman.



Cr. Coral Ross – Delegate, Australian Local Government Women's Assoc. Victoria.
2018 Churchill Fellowship to Study Local Government.
Elected President, Municipal Association of Victoria, May 2019.
2019 Victorian Honour Roll of Women.

YOUNGNCWVIC— Convener Diya John

It is my pleasure, as the 2018 - 2019 Convenor of the Young National Council of Victoria (YoungNCWVic), to share the impactful works of advocacy and activism that have been undertaken by YoungNCWVic this year.

The year kicked off with a brainstorming and planning session amongst the youth and members of NCWV, which is a ritualistic practice that ensures all young people and their concerns are prioritised for the year ahead; a true testament, also, to the emphasis that NCWV directs towards prioritising the needs of the youth. Through this session, the theme for the year - empowering the democratic voices of the youth: analyzing how to empower and assist young people who approach the ballot box – was decided upon.

Melissa Keatley and I were honoured to take an active part in the NCWA Triennial Conference in Canberra during October 2018.

In 2018 the young NCWV members met with the Convenor of the Civics and Citizenship Program to discuss the theme for their keynote event My Vote My Voice. The decision was to have a multicultural focus. The event was yet another success in 2018, held in the Legislative Council Chamber, Parliament of Victoria, with the theme: *Diversity in Community Organisations*. There were 64 students from 13 schools, with 25 making three-minute presentations. Students had a variety of interpretations to the theme and all spoke well. Kudos to our young high schoolers!

After addressing the need to introduce evening Council Meetings, this year witnessed the advent of Council Meetings that commence at 5 15 pm. The intention of these meetings is to ensure that the timings were more convenient for young people. As expected, the evening meetings witnessed a proportionally higher attendance from young members.

These meetings also witnessed a greater variety of young speakers. These speakers included Dr Marissa Parrott, Reproductive Biologist, Wildlife Conservation & Science, Zoos Vic, who shared her story as a woman in genetics and other areas of science.

Beyond the impactful work we strive to engage in, YoungNCWVic aspires to build a family of young people. Representatives of YoungNCWVic attended the Governor's picnic in the gardens of Government House in March. This was a great opportunity for members to socially meet and catch up over some coffee and snacks, under some glorious Melbourne sunshine.

Here's to another successful year for YoungNCWVic.

INDIVIDUAL MEMBERS—Convener Eleanor Holden

August 1st 2018 - I was voted in as Convenor, along with Janet Galley OAM as Note taker, Beverley Kannegiesser as Treasurer and Jessie Handoll as Deputy Convenor. The program for the year was classified under Aim, Aid and Activity:

-**Aim** was the study of the constitution and its changes.

-**Aid** to NCWV is the donation to the wallet. End of the year figure is \$558

It was proposed that \$80 go toward the office space at the RHS (Royal Heritage Society); \$125 toward the Civic & Citizen's award. We also help with the trading table. Money is forwarded direct to NCWV finance.

-**Activity** was to visit museums for a better understanding of our first peoples and immigrants and giving us a clearer vision of '**who we are**'. The first event organised was celebration of the Chinese New Year with a trip to the Chinese Museum, where there is the story of some of the first immigrants to Australia.

The most important celebration was for our very first peoples of Australia in search of justice, and to gain recognition for Indigenous People's rights. This was celebrated as the Reconciliation (May 27 to June 3).

The next big event was National Aborigines Day Observance Committee, known as NAIDOC Week (July 7-21). This again is in search of a greater recognition of their equal identity. Members individually visited Potter Gallery for Aboriginal art and the Koorie Heritage Centre at Federation Square, both venues gave an insight into the 65000 Year fact of History of our first Peoples.

Speakers for Individual Member Group began in 7th February 2019 with the Convenor, who gave a personal story of 'meeting new friends'. Immigrants in mind, and living in the country where they were few. It was not until a shift to the city did the Convenor meet European, Asian and African immigrants.

The second speaker was Edith Chen, who was herself an immigrant born to mainland China parents who lived in Taiwan. Edith travelled the world and ended in Australia.

The third speaker was the president of NCWA, Robyn Nolan, who gave a short talk of her time in Dili capital of Portuguese Timor, which is placed under UN supervision as a democratic Republic of 'Timor Leste'.

The experience of the position of Convenor and IM representative to NCWV Executive Committee has been most enjoyable. Planning of the program for the Individual Members has been fulfilling.

The committee has four different positions as follows: Convenor, deputy Convenor, Note taker and Treasurer, of whom all four people are able to take over if one is absent. It is beneficial in having Individual Members meet separately, as there is a wealth of knowledge, emanating from their experiences. It is just a matter of capturing all these people to test their ideas, at the same time keeping the Association moving forward.



Edith Chen (speaker), Eleanor Holden – Convenor



Eleanor Holden, Janet Galley OAM – Note taker



Beverley Kannegiesser, Col. Betty Spikin



Yvonne Tully, other individual Members, Beverley K.

GEELONG REGIONAL BRANCH NCWV - President Janice Latham

Annual Report to AGM, 19th August 2019

Geelong Branch founded 1944.

Honorary Life Members: Judy Bent; Noele Cook, OAM; Carmel Dingemans; Jan Kinloch, OAM; Anne Parton.

Vale: June McColl, Honorary Life Member. See page 15.

The Branch consists of 19 Individual Members and 10 Affiliates each with 2 delegates.

Affiliates:

- Chorus Connect
- Foundation 61
- Guides Barwon Region
- Liberal Women's Council of Victoria - Geelong Branch
- Quota International Geelong
- PLC Old Collegians
- Sacred Heart Alumni
- St John of God Hospital Auxiliary
- Soroptimists International Geelong
- Zonta Geelong

There have been four Inductions of Individual Members and one new Affiliated organisation - Foundation 61. I have much pleasure in presenting the 75th Annual Report of the Geelong Branch of National Council of Women of Victoria.

The 2018 Annual General Meeting was held in the Reception Parlour Sacred Heart College Newtown 20th August 2018. Janet Park Vice president of NCW Victoria attended.

Monthly meetings, 3rd Monday of each month, were held in the Reception Parlour Sacred Heart College Newtown, and in St David's Church Hall, Newtown.

Committee Meetings have been held November '18; March '19; May '19.

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 and Heritage Centre.

Guest speakers for the year have covered the following:

September '18: Health and Well being. Member Nonie Crozier and Lyn Fava presented on Reflexology.

October '18: Affiliate - Foundation 61. We were guests at the rehabilitation centre, joining with residents and staff for lunch with time to talk with residents and staff as we were given a tour through their home and their life at Foundation 61. A cheque for \$800 was presented to the Foundation - the proceeds from our 2018 Annual Luncheon raffle. Plans have now been presented to the Council for approval and commencement of the Women's Rehabilitation Centre.

November '18: Our Christmas afternoon tea celebration. President NCWV Elisabeth Newman and NCWV Secretary Pam Hammond joined us and staff representatives from Sacred Heart College. On this annual occasion, NCWV Geelong offer hospitality to Sacred Heart College in appreciation of the hospitality shown during the year by the College to NCWV Geelong. Two food hampers were filled by members for Anam Cara.

February '19: Members from Geelong One Fire Reconciliation Group gave a presentation on the culture and language of the Wadawurring people, how teaching of their history, culture and language is being introduced to the school curriculum in Geelong schools.

The One Fire Reconciliation Group represents people from many diverse nationalities including First Nation, who make up our Australian community. The group facilitates events for the community celebrating conversation, food and music.

March '19: President's Day. Seven affiliated group Presidents or members of their Executive were welcomed. Our guest speaker told of her 3 months living as a guest within the Amish community in Lancaster Pennsylvania.

April '19: The Marketing Manager, *Give Where You Live Foundation* gave a presentation on the organisation's work within the G21 region. Originally started as the *Community Chest* set up by Ford Detroit USA (1940's) where employees of Ford Geelong were encouraged to tithe their wages to help build a family support and community infrastructure. In collaboration with *Apex* it became *United Way* then the *Give Where You Live Foundation*. The GROW initiative originated from within this concept focusing on employment for disabled and re-training of personnel from closed industry to new emerging industries. GROW has now been implemented across Australia.

May '19: Branch Projects discussion -75th Annual Luncheon; Student Bursary Program - North Geelong Secondary College; My Vote My Voice - Geelong School participation.

June '19: 75th Annual Luncheon. Members agreed that the luncheon was a great success. 108 women including members and guests from across G21 and Melbourne attended, celebrating 75 years of continuous service to the community focussing on the improvement of the status of women and children which has seen a legacy of achievement National Council Geelong can be proud of. Helen Rodd gave an historical address covering the 75 years of achievements including the following: How the housing of refugees was managed in some cases within member's homes in Geelong as far back as the 1940's; How broken and displaced families were cared for during and after the war years; how women's forums organised across Victoria saw women attain the right to serve on juries.

Keynote speaker was CFA Captain Barwon Heads - Helen Wood. There was no doubting the dedication, professionalism and focus of this volunteer. Helen is also the Practice Manager Renal Health, Geelong University Hospital. Helen's address was enthusiastically received by all patrons.

Manager Mark Beasley - Geelong Heritage Centre conducted a special tour of the Heritage Centre for guests and show cased records of NCW Geelong over the past 75 years.

Proceeds of the raffle and donations on the day saw the establishment of the Student Bursary program at North Geelong Secondary College.

July'19: A presentation by retired solicitor David Lindsay - a 'specialist ' in preparation of Wills/Power of Attorney, was most informative and highly valued by members.

Committee Members have attended the following:

2018 My Vote My Voice: Awards included:

Bronwyn Badham Award donated by NCWV Individual Members presented to Iona Bulford-
The Geelong College - \$125.

Elva Carland Award donated by NCWV Geelong presented to Oberon High School Geelong -
Team Award - Amy Kuskunovic, Lucy Tsitas and Bonnie Hodges - \$250.

Oberon High School Awards Day

NCWV Annual Luncheon

Australia Day Ceremony - Women's Peace Garden Kensington

Standing Committee Forum - May Forum - *Safer cities*

Multicultural IWD Ukrainian Women's Association of Australia

Women in Local Government - Launch of Y WILD

Zonta Geelong - 40th year celebrations

NCWV monthly meetings and executive meetings

The Geelong Branch donated to:

NCWV Newsletter	\$200
NCWV President's Discretionary Fund	\$300
Sacred Heart Family Support	\$300
My Vote My Voice Elva Carland Award	\$250
Foundation 61 Rehabilitation Centre	\$800

Three trading tables were conducted at monthly meetings.

Geelong's Oberon High School and North Geelong Secondary College are keen to participate in My Vote My Voice in the 2019. Timing and distance difficulties will determine their decisions.

To all members and delegates, thank you for your valued attendance and involvement throughout the year. Your contributions of time, afternoon teas, raffle prizes, trading table supplies and purchases has 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. To the executive committee, my thanks for your direction, time and research and smooth running of our meetings. I thank you all for the support you have given me and the friendship we have enjoyed.



Geelong luncheon 2018



Helen Rodd, Anne Parton, Janice Latham, Marita Fitzpatrick, Jan Kinloch OAM

CIVICS AND CITIZENSHIP PROGRAMME: MY VOTE MY VOICE – report by Pam Hammond

This event was held in the Legislative Council Chamber, Parliament of Victoria, with the 2018 theme: *Diversity in Community Organisations*. There were 64 students from 13 schools, with 25 making three-minute presentations. The League of Women Voters of Victoria (LWVV) again funded student catering, for which we thank them. Schools who attended were: Al Siraat College, Epping; Lowther Hall Girls; Fintona Girls; Geelong College; Oberon HS, Geelong; MLC; Mullauna Sec College, Nunawading; Ivanhoe Girls' Grammar; Westall Sec College; Melbourne Girls' College, Richmond; St Monica's, Epping; University HS.

Ms Tina Hosseini, Chair of Red Cross Youth Advisory Commission, addressed us in the Queen's Hall. She was a past My Vote My Voice keynote speaker as Youth Commissioner for the Multicultural Commission.

Ms Penny Scott, Adviser Workforce Branch Victorian Public Sector Commission spoke on her experiences as a Wiradjuri woman, researcher, and employment lawyer focused on workplace diversity. Both speakers provided insights into Diversity in Organisations through their own experiences.

Speakers presented on the theme using variety of contexts – all extremely well! Evaluations were completed by the panel: Hon Samantha Dunn MLC; Barbara Abley AM, Geelong's first woman mayor; Cr Cuc Lam, Mayor of Maribyrnong; Dr Deborah Towns, Adjudicator. Deciding awards was difficult! Awards determined were: Pat Goble Award, \$125 voucher, donor Ann C Jackson, went to Luciana Nicholson Marshall, University HS; Bronwyn Badham Award, \$125 voucher, donor NCWV Indiv Members, went to Iona Bulford, Geelong College; Peg Rule Group Award, \$150 cheque, donor NCWV Central Gipps. Branch, to Westall Secondary College; Ada Norris Group Award, \$250 cheque, donor Lorna English, went to Lowther Hall Girls' School; Marie Kirk Group Award, \$200 cheque, donor WCTU, went to Fintona Girls' Grammar; Elva Carland Group Award, \$250 cheque, donor NCWV Geelong Branch, went to Oberon High School; 115th NCWV Anniversary Group Award, \$250 cheque, donor NCWV Indiv. Members, to Al Siraat College; Sylvia Gelman Group Award, \$200 cheque, donor Eleanor Sumner, to Ivanhoe Girls' Grammar.



In Queen's Hall – such diversity!



Fintona Girls' Grammar



Oberon High School



Westall Secondary College



Tina Hosseini & Diya John with Al Siraat speakers



Lowther Hall Girls' School



Luciana, University High School.

RESPECT PROGRAMME: - report by Elisabeth Newman

Africa 54+: During the latter part of 2018 several meetings were held between YoungNCWVic members and representatives of young Sudanese women. There was keenness for collaboration to set up programmes such as 'Women and Empowerment', 'Family and parenting support especially within schools', and 'Youth mentoring programmes' where YoungNCWVic members would work, in a mentoring position, along-side young Sudanese women. Unfortunately, there were many obstacles, some hidden, that prevented the Africa 54+ programme continuing, at least in the foreseeable future.

On-going: Despite this set back, good networking has taken place with the promotion of the Respect Programme in many quarters, one being with the City of Melbourne. The Social Investment/City Issues Section participated in the May Forum; also, prior to and since the Forum, preliminary discussions have taken place about the possibilities of NCWV collaborating with certain programmes which sit well with the Respect Programme. We are also looking to update the Respect Brochure.

MAY FORUM, A STANDING COMMITTEES' INITIATIVE: Topic: Safe Streets for Women & Girls, 2 May

Connects to ICW-CIF theme: Social protection for all women and girls: Sustainable development for the world
The focus of the May Forum was on what makes a Safe City/Safe Streets, including wide streets, pedestrian malls, good visibility, good lighting and clear signage.



In Photo: May Hu OAM JP; Elida Brereton, Moderator, ; Eleanor Holden; Martin Habgood; Phuong Chau; Hoa Yang



Martin Habgood & Phuong Chau VicRoads; Hoa Yang, ARUP Design. Nancy Pierorazio, Senior Policy Officer City Safety, CoM.

Martin and Phuong, presenters for Safe System Road Infrastructure Program (SSRIP), Regional Roads Vic. (RRV), outlined improvements to accessibility and safety for pedestrians and cyclists being delivered through the SSRIP – Pedestrian Area program, Safer Cycling program and Safe Travel in Local Streets program. On average there are 40 pedestrian deaths and over 500 serious injuries per year, almost half being female. Pedestrians aged 65 and over represent almost one third of the total, with females being just over 50%. There is a lot of work to do.

To help promote walking and cycling, RRV encourages councils to:

- Map out safe routes for walking and cycling to schools and shops in their communities;
- Develop plans for improving the safety and amenity for active transport;
- Improving quality of life; and talk to RRV about how these plans could be implemented.

SSRIP developed a hot spot map to target areas with highest densities of fatal and serious injury crashes, then contacted those councils. There is a budget of \$31 million over 31 councils for this program. Councils were offered access to funding for development and engaging consultants to develop projects. These include:

- Bayside roundabout crossings and Wombat crossings;
- Countdown timers;
- Strategic cycling corridors; also Blind Spot Mirrors for cyclists and drivers to see each other better and reduce risk of trucks turning into cyclist;
- Protected intersections providing a safer passage for cyclists to hook turn, do left turns.

TAC has made grants available to councils to provide better facilities for walking and cycling.

Hoa Yang, ARUP Design Consultant, outlined findings from a research, where lighting was analysed at 80 different sites in City of Melbourne to find practical measures around how we can use lights to make city feel safer. The rate of development in lighting technology allows lighting design to be cost effectively customisable to the individual experience. The Australian standards revolve around the amount of light falling on a surface, and do not consider the perception of brightness and experience of the larger urban context by its users. Safe perceptions of spaces correlate with a higher level of colour rendering, distinguishing shapes and colours more accurately making people perceive spaces as safer. This validates current design principles where people feel more comfortable in warm coloured light.

Nancy Pierorazio, Senior Policy Officer City Safety, shared City of Melbourne's projects: ***Women in the life of the city***, with Victorian Women's Trust developing a list of notable women for street names, with three new streets/lanes named: Warrior Woman Lane (Lisa Bellebar), Hoff Boulevard (Dr Ursula Hoff), Bale Circuit (Alice Marian Ellen Bale).

Girls Walk, Melbourne CBD, with Plan International to pilot 'Free to Be' campaign in Melbourne: Hosted Girls walk of Melbourne CBD; Free to be digital mapping tool; Design thinking workshop (led by XYX Lab).

Women's Right to Walk Freely with Victoria Police, Victoria Point Owners Corporation and Plan International to understand safety issues and needs of women and girls who live, work and visit the Stadium Precinct and Docklands. ***Girls walk Plan***: Youth activists and local female residents took decision makers on a walk to share experiences; Safety audit report and recommendations provided to Victoria Point Owners Corporation.

Safe Nights Out for Women (SNOW) Pilot of a gender and safety audit tool in licensed venues to help identify design elements and management practices that may facilitate sexual harassment in and around venues.

Equality (Art) Works: City of Melbourne commissioned female artists to deliver public artwork by and for women: "Princess" by artist Baby Guerilla, Russell Pl; "Make every place equitable" by Klara, Equitable Pl; "Throw like a girl" by Gert Geyer.

ARCHIVIST REPORT JULY 2018-JUNE 2019.- Janet Galley OAM

It is pleasing to report that some enquiries have been received seeking general information on early members of NCWV who were involved in journalism and horticulture. The enquiry about women journalists was an opportunity to recall the Bendigo Women's Literary Society which was a founding member of NCWV in 1902 and when NCWV Bendigo Branch was formed in 1948 transferred their membership to become locally involved until the 1990's. The horticultural enquiry related to the urging of Lady (Ina) Higgins who urged the Colonial Government in 1898++ to allow women students to study at the Burnley School of Horticulture [now a campus of the University of Melbourne]. This was because in 1913 the Council had visited the Burnley Gardens which at that time surrounded the Burnley Horticulture School.

Geelong Branch is to be congratulated on celebrating its 75th Anniversary - an achievement for recognition of local affiliates and individual members on their commitment and dedication to the women of Geelong and beyond. It was gratifying to note that the LIVING CHRISTMAS TREE was a continuing attraction in Ballarat at Christmas time in 2018. This highlight of the festive season was an initiative of the former NCWV Ballarat Branch 1927-1997; Ballarat and Western District 1998; Western Wanderers 1999-2002) which in 1946 approached the Ballarat City Council to have such a commemorative decoration in the city.

NCWV has a small library of publications, brochures, photographs relevant to its history in the NCWV office. The publication 'Champions of the Impossible - a History of National Council of Women of Victoria -1902-1977' is an excellent research tool but regrettably copies from NCWV are still outstanding. If you are aware of a copy as a donation to NCWV or available for purchase (at reasonable cost) please notify NCWV office.

In August, 2013 the Council supported the Organisation, League of Women Voters of Victoria at a meeting of invited organisations and individuals at the Old Treasury Building, Spring Street to discuss the proposal to form a Women's Museum and Library for Victoria. A well-attended meeting agreed to this proposal. In 2016 there were two groups seeking the same outcome: Her Place Museum and Women's Heritage Centre Victoria, who came together to become HER PLACE WOMEN'S MUSEUM. In November, 2018 the Her Place Women's Museum celebrated an Agreement with the National Trust (Victoria) to make a home in Clarendon Terrace, 208-212 Clarendon Street, East Melbourne. One can support this initiative by becoming a FRIEND of Her Place Women's Museum.

As Archivist I have continued to compile a list of VALES and AWARDS for NCWV -Council Meetings/Newsletter and NCW Australia Mid Term and Triennial Meetings. Also to ensure the Lodgement for LEGAL DEPOSIT of NCWV Newsletters and Annual Report to the relevant statutory bodies who are responsible for such Collection.



Nina Richwol, Janet Galley OAM - Archivist

THANKS TO:

Photographers: J. Eleanor Holden; Rod Hammond

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

Hon. Bruce Atkinson MLC, Past 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

Samantha Dunn former Member for Eastern Metropolitan Province

Justice Connect Not-for-Profit Law

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

DLA Piper Australia

Jaz Lee, *Spaceheadz Multimedia*

NAB South Melbourne

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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

STANDING COMMITTEE REPORTS 2018 – 2019

INTRODUCTION -- State Coordinator for Standing Committees: May Hu OAM JP

The Convenors and Advisers of the Standing Committees have been working productively in the past 12 months. Several Convenors/Advisers attended ICW -CIF General Assembly in Indonesia last September and the NCWA Triennial Conference in Canberra October 2018. We had a chance to learn from the women leaders from other countries and shared experience with our counterparts in other constituents' councils in Australia.

Two NCWV Resolutions of "ELIMINATING CYBERBULLYING", proposed by me, in my capacity as NCWA advisor for Mass Media and "REFORM OF AUSTRALIA'S HAGUE CONVENTION: INTERNATIONAL PARENTAL CHILD ABDUCTION REGIME", proposed by Sheila Byard OAM, were passed and carried at the NCWA National Conference.

The highlight of the Standing Committees during 2018-19 was:

May Forum, 2 May. Titled "Safe Streets for Women and Girls", it responded to the ICW's theme - *Social Protection for All Women & Girls: Sustainable Development for the World*. Thanks to Birute Don, Adviser on Environment and Habitat, for helping to organise suitable speakers.

In the past year, we experienced a State Election in November 2018 and the Federal Election in May 2019. We sent NCWA Resolutions from the 2018 Conference and the ICW-CIF September 2018 General Assembly Resolutions to Parliamentarians prior to these elections. We are actively participating in the Consultations for the Royal Commission into Aged Care: Quality & Safety, also the Victorian Commission on Mental Health.

Congratulations to Dr Deborah Towns OAM, Adviser on Women and Employment, and Dr Pat Phair OAM, Adviser on Environment, for their Queen's Birthday Awards. I welcome Dr Pat Phair back as Adviser for the Environment, which she is passionate about, which frees Birute Don, to concentrate on Habitat issues. I sincerely thank the Convenors/Advisers who have provided the reports throughout the year and thanks to Elisabeth Newman for her taking care of the work for Standing Committees while I was away. I look forward to having another successful year ahead.



May Hu, Coordinator



Guosheng Chen, Hong Lia Wu

STATUS OF WOMEN STANDING COMMITTEE

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

Australia's National **Reconciliation Week** (NRW) runs from 27 May - 3 June. It began in 1933 as Week of Prayer for National Reconciliation.

2018-19 has been a year of disruption for organisations like National Council of Women and its affiliated Organisations, both at state and national level in Australia and beyond, committed to advancing the status of women and the welfare of children and families. Unfortunately, the historic role of the advisers and standing committees with the NCW system in Australia and internationally has been called into question as the idea of respectful discussion on the issues of the day becomes discredited in the world of instant news and increasingly adversarial debate.

One of the tasks of the Status of Women Standing Committees across Australia has been to monitor the implementation of the recommendations relating to the successive stages of the National Action Plan for Reducing Family Violence against Women and Children 2010-2022, the key mechanism for all levels of government to agree on the necessary inter-state arrangements to implement the plan. Considering that Victoria agreed to support ANROWS and Our Watch in 2012, it is hard to believe that it is only this year that NSW has joined with the other States and Territories in this framework for action.

The Commonwealth Government has been working on the development of the Fourth Action Plan 2019-2022 in partnership with State and Territory governments. Between July and October 2018 there were many consultations held culminating in the Council of Australian Governments' (COAG) National Summit on Reducing Violence against Women in October 2018, attended by over 100 community leaders and key stakeholders. The Department of Social Services notes the range of stakeholders include service providers, advocates, women with disability, Aboriginal and Torres Strait Islander communities, culturally and linguistically diverse communities, people with diverse gender and sexual identities, women in rural and remote areas. The Fourth Action Plan to be released in 2019, will be the final action plan of the National Plan.

In March 2019 the Commonwealth announced 'Our Investment in Women's Safety' a range of additional funding for primary prevention, and behaviour change programs, including a range of State and Territory partnerships on a dollar for dollar basis. Some other key elements are:

- \$78.4 million to provide safe places for those escaping family and domestic violence.
- \$3.8 million for support for identified victims of human trafficking, slavery and slavery-like practices, including forced labour and forced marriage. This is to assist the existing 'Support for Trafficked People' scheme to assist approximately 166 highly vulnerable people in 2019-2020.
- \$1.5 million for the Office of the eSafety Commissioner to provide accessible and targeted advice to help women with intellectual disability and/or communication difficulties to identify and report online abuse, and to enable safety features on their devices and online accounts. The program will also include training for domestic and family violence frontline workers.
- \$2.8 million in the delivery of 'Respect Matters' resources to help schools teach children to build positive, healthy relationships based on equality and respect for one another.

Refugees - The 'Women at Risk' program, which supports women at risk of victimisation, harassment or serious abuse because of their gender. In 2017-18, the highest number of women and dependents were granted a woman at risk visa in our history (2,126 people in total). Since 2013, over 7,046 women & children have been granted visas.

Human Rights & Delegate to Dept. of Justice, Corrections Victoria: Adviser Barbara Latham

Victoria's number of prison inmates has now climbed to over 8400, the highest ever recorded in this State. Victoria's prisons cost > \$1.6 billion to run, triple the outlay in 2009-10.

Announced in the government's May budget was a record \$1.8 billion in new capital spending on prison infrastructure for 1600 new beds over four years. However, of that 1600, only 160 beds are earmarked for the Dame Phyllis Frost Prison at Ravenhall.

Victoria's female prison population has increased by 140% since 2009, with growth set to continue by another 40% from now until mid-2023. Corrections Commissioner Emma Cassar said her top priority was reducing the female inmate population. Especially confronting is the vast number of low-level female offenders on remand, ineligible for bail, unable to get a timely hearing or incapable of meeting conditions for their release such as stable housing. It is forecast the number of female remandees will rise by almost 60%, overtaking the number of female sentenced prisoners by 2023.

Many women are also victims of crime from which they should not be in prison. Self-medicating with drugs after sexual assault should not result in a prison sentence. It should result in help with counselling and rehabilitation. A quarter have been made homeless, and 65% have been victims of Family Violence (FV). Incarcerated indigenous women numbers have soared, up 240% in five years. Currently, 13% of female prisoners are indigenous.

SUSTAINABLE DEVELOPMENT STANDING COMMITTEE

Women and Employment and Economics: Adviser Dr Deborah Towns OAM;

Deputy Adviser for Economics: Emma Fu

I chose three areas of importance to women's employment and economic wellbeing to monitor and report on. They are also issues included in the ICW-CIF's Standing Committee's Plans of Action 2018-2021 under 'Sustainable Development'.

1. Victorian Government's Gender Equality Strategy: Safe and Strong. It published a major report in 2018, <https://www.vic.gov.au/gender-equality-strategy-achievements-report-year-1>

Ongoing strategies include:

- The Equal Workplaces Advisory Council which provides expert advice on practical ways to achieve gender pay equality in Victorian workplaces.
- Advocating for increase to award and minimum wages to tackle stagnating wage growth, inequality and reduce cost of living pressures on Victorian families as part of its submission to the Fair Work Commission Annual Wage Review 2017-18. Low award wages disproportionately affect women.

2. In 2018 and 2019, the Australian Government's Human Rights' Commission conducted the first national workplace sexual harassment enquiry, 'Everyone's Business, National Workplace Sexual Harassment Inquiry'. Consultations were held throughout Australia including in Melbourne and Albury/Wodonga and 200 submissions were received from individuals and organisations across Australia. Submissions can be accessed on-line <https://www.humanrights.gov.au/national-inquiry-sexual-harassment-australian-workplaces-submissions-national-inquiry>. The final report is not published yet. In 2019, the Victorian Equal Opportunity and Human Rights Commission published *Practice Guidance: Understanding your rights in the workplace* and *Victorian anti-discrimination law*. It helps employees understand their legal rights to protection from discrimination, sexual harassment and victimisation, and to a safe and healthy workplace.

3. The Victorian Male Champions of Change were established in 2011 and joined with male business leaders across Australia committed to supporting gender equality for women in workplaces. Their recent reports include *Pathway to Pay Equality*, <https://malechampionsofchange.com/wp-content/uploads/2019/02/MCC-Sport-Pathway-to-Pay-Equality-Report-2019.pdf>, and *In the Eye of the Beholder. Avoiding the Merit Trap*, <https://malechampionsofchange.com/wp-content/uploads/2016/08/MCC-CEW-Merit-Paper-FINAL.pdf>.

Plans for 2020:

Women's employment and economic wellbeing: Based on the ICW-CIF's Action Plans and the above reports and findings it has been suggested that the NCWV's 2020 May Forum could be about finding out about what governments, employers and unions are working on to bring about equal pay in Victoria. Vida Goldstein supported by women's organisations in Victoria established an 'equal pay' committee in 1901. Over a century later it is still an issue.

Participation in Related Activities

I assisted with the organisation of the NCWV's My Vote My Voice in August 2018 and continue to assist with the 2019 event. In September 2018 I attended the ICW Conference in Yogyakarta, Indonesia. As a conference delegate, assisted updating the action plans for Women and Employment and Education. Participation enabled me to form networks with Indonesian women entrepreneurs involved in Rotary and other organisations. I met state and national advisers and spoke with new ICW Economic and Employment Adviser.

I organised for Dr Cheryl Day, to be the expert speaker at the NCWV's October meeting which supported the UN's Mental Health Week. Though I was unable to attend the NCWA's annual conference in Canberra I was honoured to be selected as the National Adviser on Employment and Economic Sustainability. In December I attended the Australian & New Zealand History of Education annual conference in Sydney and gave a paper about Florence Johnston, a women teacher who was a leader in the quest for women's equal pay in the 1920s and 1930s. Also, in December, I participated in the Centre for Workplace Leadership's Future of Work Conference, at the University of Melbourne.

In March 2019, for International Women's Day, I was a keynote speaker at the Public Record Office Victoria's celebrations, highlighting May Cox's pioneering work during the early twentieth century. In April 2019 I visited Indonesia again and was a guest at a Rotary meeting in Bandung, where I was informed about women in business in Indonesia and made other contacts. In May I spoke to the UN Association of Australia's Status of Women meeting about the celebration of Indonesia's Kartini Day and election day which I had witnessed.

I am currently contacting other State Advisers so I can complete the NCWA's annual report for employment and economic sustainability. I continue to keep up to date with women's employment and economic security issues through my work in the Centre for Workplace Leadership, University of Melbourne.

Rural and Urban: Adviser Janice Latham

As Adviser on Rural and Urban Women of Victoria I have reported on the following:

Victorian Rural Women's Network, which facilitates shared learning across urban and rural women groups. They share their experiences and help each other to become more aware of regional and city-based services. Since appointing group co-coordinators for Events, Communications and Empowered Women, their effectiveness and popularity has grown. The next day forum is scheduled for Dunkeld, Western Victoria. The theme will be: health, nutrition, exercise and shop locally - socialise 'Get off the farm, take control and find your tribe'.

Rural Mental Health: The Royal Commission into Mental Health terms of reference have been called. Maryborough will host a day of public hearings to consider the issues facing those accessing and delivering mental health services in rural Victoria. There will also be a day dedicated to hearings from the Aboriginal and Torres Strait Island communities.

WILD - Women In Local Government: The forum last month titled 'Target 50-50 Women in Local Leadership' also marked the (official) launch of Y. WILD. Y. WILD encourages and supports the civic participation and local political leadership of young women aged between 17 - 35 years. Minister for Women, Youth and Prevention of Violence Against Women, Gabrielle Williams announced a \$10,000 grant for the development of Y. WILD.

Career for Girls across wider horizons, Programs available now:

Women in Power Engineering; Girls Leading Advanced Manufacturing; Geelong Future Leaders of Industry; Victorian energy network business AusNet Services in partnership with Deakin University has awarded 2 more scholarships making a total of 7 to female engineering students. The program is in its 4th year and aims to support women to gain degrees in power engineering. Scholarships are \$10,000 each for a period of study. Both girls chosen this year are keen to study the world's engineering technologies, renewable energy, power generation and distribution. The program also includes two PhD scholarships and a post doctoral research.

I have been involved with, ongoing attendance, advocacy and support for the following:

- WILD & Y. WILD; - North Geelong Secondary College & Geelong Tech. School
- Foundation 61 Rehabilitation Centre, now an affiliated member of NCWV Geelong
- Give Where You Live & Grow (<http://grow.g21.com.au>)

GENERAL WELL-BEING STANDING COMMITTEE

Health and Nutrition: Adviser Freda Kaufman

Butter or Margarine?

The debate continues in the public arena – which is better for you, particularly for heart health: butter or margarine? As health trends change, people will prefer one over the other. Recent reports have led the National Heart Foundation of Australia to take a long hard look at the research to reach a current conclusion. A trend to select butter over margarine occurs from time to time mainly due to margarine not being a 'natural' product. However, while butter may be a purer food, it still cannot be considered a health food.

Two important factors must be taken into account: cholesterol levels and trans fats. A high cholesterol level is an important risk factor in the development of heart attack and cardiovascular disease. There are two kinds of cholesterol: good cholesterol (HDL/High Density Lipoproteins that help keep cholesterol from building up in the arteries) and bad cholesterol (LDL/Low Density Lipoprotein that is the main source of cholesterol build-up in the arteries). Research has shown that butter directly affects cholesterol levels by raising the total cholesterol. The increase in HDL is a positive action, but increase in LDL raises the risk of heart disease. For those who have high LDL cholesterol, the intake of butter will raise their levels even higher, while it is known that foods like nuts, seeds and avocados have been consistently shown to improve cholesterol levels.

Trans fats in food are linked to a higher risk of heart disease. These fats affect cholesterol levels in the blood by increasing the amount of bad cholesterol (LDL) and lowering the level of good cholesterol (HDL). The type of fats in one's diet need to be carefully considered to lower the risk of heart disease. 'Saturated fats', the unhealthy fats, are derived from butter, high-fat cheese, high-fat cuts of meat, whole-fat milk, cream, ice cream and some oils. These can also increase the risk of Diabetes II. 'Unsaturated' healthy fats can be enjoyed in moderation in fruit and vegetables, legumes and whole grains. If a person is diligent about heart health and seeks a healthy eating pattern, use olive oil or canola oil and avocado, tahini and nut butters for spreads.

Heartcare for Women

In partnership with the National Heart Foundation, the *Sunday Herald Sun's* campaign to stop Australia's biggest killer has resulted in a new Medicare rebate. The outcome is a series of major government policy changes to help end the devastating toll from cardio-vascular disease. The campaign labelled heart disease as Australia's worst serial killer, and for ten years the Heart Foundation has been asking the Federal Government to fund a heart health check under Medicare. Now that has been achieved.

An important heart-related initiative of the NCWV, after the September '18 AGM, was the promotion of a Heart Healthcare Guide for Women. It places a emphasis on the symptoms of a heart attack that are different to those occurring in men. The Guide advises what to do if you think you are experiencing a heart attack, as well as outlining the measures to take for maintaining a healthy heart. The Guide was prepared by the Health Adviser of NCWV with the assistance and encouragement of the National Heart Foundation of Australia, who monitored it to the final stages. It has been distributed as widely as possible in the community to a range of venues, including medical and dental surgeries, Health Centres, churches, restaurants, pharmacies, nursing homes (staff), with libraries, op shops, and more still to come! More than 2000 were disseminated by June 30th. The flier is always introduced with a brief outline of the history and mission of the N NCWV, whose insignia adorns the headline that carries this important information to the women of Victoria.

Government Assists Endometriosis Sufferers

Following a Standing Committee Health Report on Endometriosis in December 2017, developments have come to light in 2019. Endometriosis affects 1 in 10 women of reproductive age: a progressive and chronic condition in which cells that normally line the uterus are found in other parts of the body such as the ovaries, fallopian tubes and intestines. The condition can cause debilitating pain. It can run in families and sometimes pregnancy can relieve the symptoms, albeit paradoxically others may find it difficult to become pregnant.

In a media release 8th September 2018, the Morrison Government announced that it would provide more support for women with endometriosis by helping to educate employers, doctors and nurses on managing this little-known condition that affects over 700,000 Australian women. Safe Work Australia will develop workplace-specific materials to educate employers about the prevalence and impact of endometriosis so that they are better equipped to support employees suffering in the workplace.

The Hon. Kelly O'Dwyer, Minister for Jobs and Industrial Relations and the Minister for Women, said that on an average it is estimated that women suffering from this condition can lose up to 11 hours per week of workplace productivity. "With at least 1 in 10 women of reproductive age with endometriosis, it is important that this large part of the Australian workforce is supported in the workplace," she said. "These employees should feel understood, supported and comfortable to discuss their chronic condition with their employer and seek the support they need in order to embark upon or continue a productive and rewarding career."

In the past, endometriosis has been associated with infertility and with the debilitating symptoms that include heavy menstrual bleeding and pelvic pain. However, in a report issued in February 2019 a study undertaken by researchers at the School of Public Health and Preventative Medicine at Monash University stated that women with endometriosis are as likely to get pregnant as women without endo! According to the researchers there has been undue focus on addressing infertility issues and not enough information about fertility and family planning. The study found that even though women with the condition had faced difficulties trying to have a baby, they were just as likely as women without endometriosis to have been pregnant, have had a live birth or an unintended pregnancy. The study compared the fertility of 1543 women in Australia who both did and did not report endometriosis.

In conclusion, research dispels the common myth that women with endometriosis are unable to have a baby.

Coping with Heavy Menstrual Bleeding

Heavy menstrual bleeding/menorrhagia is experienced by 25% of women. It is defined as blood loss greater than 80 ml (1/3 cup) per cycle or periods lasting for more than 7-8 days. Heavy menstrual bleeding is common in the 30-50 years age group. The amount of bleeding varies from woman to woman and can also change in the different stages of life such as teenage years or when approaching menopause. Several causes may initiate the heavy bleeding. About 50% of women have heavy menstrual bleeding related to hormonal changes. In the other 50% of cases the cause may relate to:

Endometrial polyps: usually non-cancerous growths or lumps in the endometrium (mucous membrane lining the uterus)

Pregnancy or complications of pregnancy.

Polycystic ovary syndrome: women have heavy menstrual bleeding if lining of the uterus is thickened.

Fibroids: non-cancerous lumps or growths within the uterus walls.

Endometriosis: tissue that is normally found in the lining of the uterus grows outside of it.

Cancer of the uterus.

In addition to heavy bleeding, symptoms may present as fatigue, dizziness, cramps, pain in lower abdomen and low iron levels due to blood loss. A thorough medical assessment is necessary and internal examination to feel the uterus will assist a diagnosis. The doctor may suggest medications to relieve heavy bleeding or suggest an LNG-IUD (levonorgestrel intrauterine device), often most effective. Tests used for diagnosis:

Pregnancy test for the possibility of pregnancy.

Iron tests for lack of iron.

Blood tests to look for anaemia (low count of red blood cells).

Pelvic, transvaginal and/or transabdominal ultrasound as required.

Surgical options include those where the uterus is kept and where the uterus is removed (hysterectomy), depending on the cause. If the bleeding is caused by fibroids or polyps inside the uterus, it may be possible to treat these with a hysteroscopy (operating telescope) at a specialist clinic or in day surgery. Future fertility is not decreased. Another uterus-preserving method is an endometrial ablation, which involves removing the tissue lining the uterus. This procedure is also carried out with a hysteroscopy and usually done in hospital day surgery. However, it is not safe to become pregnant after this procedure and effective contraception must be used. In certain cases, a hysterectomy will be required. The uterus will be removed and sometimes also the cervix, fallopian tubes or ovaries at the same time. This is a major operation that results in cessation of periods, heavy bleeding and pregnancy. It cannot be reversed. A hysterectomy will only be performed when alternative treatments are not recommended, have failed or because it is a personal preference.

Environment: Adviser Pat Phair OAM

Women and Climate Change

The changing climate and its serious consequences affect us all, but women are disproportionately affected, especially in poorer countries, because traditionally they are the primary users and managers of natural resources, the primary care-givers and responsible for maintaining the household with food and shelter. Women have an instinctive feel for sustainable living and protection of the environment e.g., opposition to deforestation, but it was only relatively recently that UN agencies recognised the importance of feed-back from women when they were developing their policies for protection of the global environment. Despite being generally under-represented in key disciplines for the study of climate change, including geosciences, meteorology and physics, several women have become prominent in action to protect the global environment. However, things are changing. In 2016, Patricia Espinoda, a Mexican politician who played an active role in the 2010 climate summit in Cancun, was appointed Executive Secretary of the UN Framework

Convention on Climate Change (UNFCCC), where she has to mediate in contentious talks over climate change rules and other serious issues – thus has a very important role in dealing with this global crisis. Following this appointment in 2017, the Gender Action Plan was adopted by UNFACC, the principal goals being to enhance the participation of women within international climate negotiations and to respect, promote and ensure consideration of gender equality and the empowerment of women in the implementation of the convention and the Paris Climate Agreement.

Predating this significant action on the international stage, in 2009 in Sydney Natalie Issacs, after a successful career as a manufacturer of cosmetics, was inspired to bring a group of friends together to tackle environmental issues. This resulted in the foundation of the extremely successful organisation **“One Million Women”** which now has over 800,000 members. In particular it aims to inform as many women as possible about the climate crisis we are facing and suggests many relatively simple but specific things they can do to improve the environment – “Every woman’s guide to saving the planet”. A more political group is the **“Women for Urgent Action on Climate Change”**, led by Mary Crooks, which recently produced a very strong Petition submitted to the Federal Government, itemising 10 actions that they believed the Government should deal with urgently, including setting mandatory targets for reduction of greenhouse gas emissions and investing in better public transport – not more freeways. There are also small local climate action groups in which women are playing a significant leadership role. Another Australian initiative is the insect farm set up by Olympia Yarger, who grows millions of maggots, black soldier flies, mealworms and other insects which apparently taste delicious, are healthy and have become important in vegetarian diets. Furthermore, she uses waste food and other green waste that she accesses through the Council, stops it going to landfill.

Meanwhile, in 2014 *in America*, Margaret Klein Salmon, founded a grassroots environmental advocacy group **“The Climate Mobilization Group”** which was instrumental in New York City passing the ambitious Climate Mobilization Act, a packet of Bills and Resolutions that aims to significantly reduce the city’s Greenhouse gas emissions and fight against climate change – a very bright spot in the US with a Government seemingly totally indifferent to the climate crisis. In *Canada*, the “action” group is called **“Below2.C”**

I personally belong to several environmental groups, join in rallies, agitate for immediate positive action by the Government to deal with the climate crisis, and attend the regular lectures given by the Melbourne University German Climate Group and others. I also strongly support the actions of Youth in our society, who are desperate to ensure a future life on a habitable planet.

Habitat: Adviser Birute Don

Update on combustible cladding in buildings in Victoria

During 2017 and 2018 I have kept NCWV informed on progress related to the need to remove combustible cladding and who should be responsible. In Victoria, the approach has been to make owners responsible for the building rectification. In NSW the approach has been to make builders responsible. Victoria may need to review its approach given a recent decision of the Victorian Civil and Administrative Tribunal (VCAT).

On 8 March 2019, the Vice President of VCAT, Judge Woodward, found the Lacrosse building did not comply with the Building Code of Australia (BCA) as then applicable in 2011, because of the use of combustible aluminium composite panels on the external walls of the building. The decision confirms the VBA's long-standing position that aluminium composite panels with a 100 per cent polyethylene core do not meet the deemed-to-satisfy provisions of the BCA. This is an important decision for home owners, with VCAT awarding the owners initial compensation of \$5.7 million from the builders.

This amount could increase substantially, because VCAT is yet to hear submissions from the parties on rectification costs of \$6 million being claimed by the owners. VCAT held that aluminium composite panels of the kind used on the Lacrosse building is clearly combustible based on testing conducted by CSIRO. VCAT also rejected the validity of "the peer professional opinion" defence – an argument commonly advanced by building practitioners to justify the use of aluminium composite panels on external walls at the time – on the basis that everybody had misinterpreted the requirements of the BCA.

VCAT also held that the builder breached warranties of suitability to owners under its Design and Construct contract and is therefore primarily responsible for paying compensation. The tribunal found the fire engineer, building surveyor and architect failed to exercise due care in providing services to the builder, ordering them to reimburse the builder a respective 39 per cent, 33 per cent and 27 per cent of the total damages payable by the builder to the owners.

This decision confirms that all building practitioners are responsible for ensuring their building work complies with the requirements of the BCA and all relevant legislation, and that they need to exercise care when selecting building products, to avoid any potential risk to the safety of occupants.

The BCA and the recent VCAT decision are also relevant to the Opal building issues in Sydney. In December 2018 numerous residents had to be evacuated from the Opal building even though it had been recently built. The building defect in this case related to cracking in the cement. The cladding fire issue and other building defects highlight the urgent need to clarify responsibility for design, construction and who should be responsible for paying if building defects occur. Below is a quote from the CBD news (issue 55 page 5):

Since the State Government introduced its cladding rectification agreement (CRA) scheme in October 2018, not a single loan has been granted to an owner affected by flammable cladding in Victoria.

New modelling by RMIT University researchers released in June 2019 showed the cost to replace combustible cladding in Victoria could be above \$1.6 billion. While the 2019/20 State budget included \$160 million to replace the cladding on 95 government buildings, the Government is yet to put any funding aside for residents of high-rise apartments. According to the CBD news (issue 55 page 5), the Government will establish a new agency Cladding Safety Victoria, which will provide the community with a one stop shop for advice and assistance on removing dangerous cladding.

COMMUNICATIONS STANDING COMMITTEE:

Education: Adviser Pam Hammond

In Victoria there is a major focus by State government, the Education Department and schools to encourage more female students to engage with STEM (Science, Technology, Engineering, Mathematics) subjects at both primary and secondary level of schooling, with many programs developed to support this. There also needs to be a focus on informing parents of the advantage to their daughters in taking these subjects in their secondary education for this to occur.

The Australian Mathematical Science Institute (AMSI) released research data in March 2019 that only 7% of Year 12 female students studied higher level mathematics, down from 7.8% the year before, compared with 12% of male students. This is a concern, as many emerging careers require advanced mathematics. AMSI Director, Tim Brown stated "Maths is the doorway to a multitude of exciting pathways. The prospects for Australia without increased participation, particularly of girls, are not good when it comes to our ability as a country to compete in the World economy."

The Department of Industry, Innovation and Science, interviewed 2000 students aged 12 years and older. The survey showed that 52% of males said they were considering studying STEM subjects, while only 40% of female students stated this. By years 9 and 10, 70% of male students were undertaking one or more STEM subjects, while less than 30% of female students were doing so.

This survey also showed that more than half of these students stated that their parents were the greatest influence on their subject choices at school, far more so than teachers. This raises the issue of addressing parents in the promotion of STEM subjects and raising their awareness of the importance for their daughters (as well as their sons) in studying these subjects, to ensure that they are not limiting their options for future study and career prospects. Stating that "It's OK, I wasn't any good at maths and science" is so inappropriate in this age, as these areas are vital to understanding and contributing to our World.

It would be advantageous if universities consider including mathematics pre-requisites (at appropriate level) for engineering, architecture, medicine, nursing and other courses. This would encourage schools to advise students to maintain mathematics through to Year 12 so as not to limit their course options.

In the late 80s and 90s there was an advertising campaign by the Department of Education entitled "Don't Pigeon Hole your Daughter" focussing on the mathematical needs for future career pathways, which proved very successful in increasing the number of girls continuing their mathematics education through to Year 12. There now needs to be another campaign to raise this issue with parents and the public in general.

NCWV needs to encourage the Department of Education and the State Government to initiate a similar awareness campaign. Hopefully, this will make a difference to the number of females taking up courses and employment, where these areas are required, to strengthen our workforce into the future.

Arts, Letters and Music: Adviser Rachel Prince (appointed June 2019)

I am delighted to have recently been appointed as the Arts, Letters and Music Adviser for NCWV. Having completed a Masters in Public Art and currently a secondary school Art teacher, I am excited to start conducting some further research into the Art's area. Particularly, I am interested in looking at the effect of Music and Art therapy on the health and wellbeing of women in Victoria and Australia as a whole. Additionally, I am interested in conducting further research into the working conditions of artists within Australia. I look forward to working with members of the Council on the above issues and others which members may consider important.

Mass Media: Adviser May Hu OAM JP

Social Media Ban on violent hatred videos after the shootings in New Zealand

Prime Minister, Scott Morrison with New Zealand Prime Minister, Jacinda Ardern, called for a global crackdown on streaming violent crimes on social media at the G20 Summit in Osaka after the Christchurch attack, which killed 50 people on 21 March 2019. Mr Morrison said that the Government is working with G20 and five eyes partners, including New Zealand, and a new taskforce is created between the federal government and social media companies. Proposed laws would cover "the playing or streaming of terrorism, murder, attempted murder, torture, rape, kidnapping on social media", the Australian Federal government announced in late March. Social media platforms would also be required to notify the Australian Federal Police if they become aware that their site has been used to stream violent crimes. Should a notification fail to happen, fines of up to AU\$840,000 for companies, and AU\$168,000 for individuals, may be levied.ⁱ

Mobile phones to be banned in all state schools starting from 2020

Mobile phones will be banned for all students at Victorian State primary and secondary schools from 2020, to help reduce distraction, tackle cyberbullying and improve learning outcomes for students, announced by Minister for Education, James Merlino, on 26 June. According to the latest research from Headspace, around 53 per cent of young Australians have experienced cyberbullying. Students will be required to switch off their phones and store them securely in lockers from the start of the school day until the final bell. According to a psychologist Dr Michael Carr-Gregg, *This significant policy initiative is designed to ensure the well-being of young people while at school, free of distraction and potentially cyberbullying.*ⁱⁱ

Research shows that one in five suffered revenge pornography in Australia

A comprehensive research on “revenge porn” revealed the mass scale of victimisation across Australia, with 1 in 5 people suffering image-based abuse. Survey of more than 4200 people by RMIT University and Monash University researchers has shown that the most common types of abuse were taking sexual or nude images without consent (20%), distributing images without consent (11%) and threatening to share images (9%). Chief investigator, RMIT University’s Dr Nicola Henry, said the research showed this type of abuse was far more common and affected a wider range of people than previously thought.ⁱⁱⁱ The report, *Not Just ‘Revenge Pornography: Australians’ Experience of Image-Based Abuse*, is the first stage of research funded by La Trobe University, the Australian Criminology Research Council and the Australian Research Council. The next stage will extend the research beyond Australia, incorporating New Zealand and the UK (*Herald Sun* 17/02/2019).

Participations in various activities

It has been another busy year in 2018-19. I participated in the ICW Conference in Indonesia, September and the NCWA National Conference, Canberra in October. I organised and hosted forums for the State Election in October and Federal election in March and May. I attended the Australia Day Luncheon arranged by the Australia Day Council in January and the AGM of Order of Australia Association in Hobart in April.

I attended the information session on Foreign Influence Transparency Scheme (FITS) by the Department of Attorney-General and the Public Consultation by the Royal Commission into Aged Care in 2019.

¹ <https://www.abc.net.au/news/2019-03-26/new-laws-social-media-companies-illegal-video-filmed-terrorists/10938182>

¹ <https://www.premier.vic.gov.au/mobile-phones-to-be-banned-next-year-in-all-state-schools/>

¹ <https://www.rmit.edu.au/news/all-news/2017/may/not-just-revenge-porn-image-based-abuse-hits-1-in-5-australian>

SOCIAL ISSUES STANDING COMMITTEE

Convener: Elisabeth Newman

My thanks to May Hu, State Co-ordinator of Standing Committees, for her dedication and contribution to the Standing Committee system, including encouragement given to Standing Committee members. I also thank the Advisers of the Social Issues Standing Committee for the work they have undertaken on behalf of NCWV. As I prepare this report, NCWV is about to make a submission to the Federal Government’s Royal Commission inquiry into Aged Care Quality and Safety. Although this is a Federal Government matter, NCWA has encouraged Constituent Councils to make their own submissions as issues vary from State to State and Territory. Information was sent to NCWA earlier in the year to assist the Council with its submission. NCWV is also making comment to the Victorian Government’s Royal Commission on Mental Health. With the continued pressures on women and families as a whole to make ends meet, mental health of those in need can easily be compromised. The increase in homelessness of older women is worrying; whilst exacerbated by a shortage of suitable low-cost housing, the causes need to be addressed.

Whilst the escape from domestic violence is a major cause, inadequate superannuation resulting in little income once retired means many single women cannot afford housing, an issue which also greatly concerns the NCW ACT and with whom we have shared information. NCWV continues its advocacy to support the needy and protect the vulnerable and acknowledges the great work our organisational members are undertaking in the welfare field.

It is with pleasure that I welcome Sarah Morgan, Adviser for Youth, back from New Zealand where she undertook further study and while there made contact with one of the Auckland branches of NCW. Since returning Sarah has been very active, as shown by her report.

Thanks to Edith Chen Adviser for Ageing, for keeping abreast of issues affecting older citizens and for maintaining a link with COTA. Nurcihan Ozturk remains very involved in multicultural and migration issues.

Youth and Sport: Adviser Sarah Morgan

This year the focus was on youth protest and climate change. Today's decisions and policies will affect tomorrow's climate, the rights and wrongs of young people, youth culture and protest, as well as the question of "are young people being manipulated?". Over the past year the youth of Australia have been making their voices and opinions heard through youth and student protests, none stronger than their thoughts on climate change. This was evident earlier this year with the mass student protest, not only in Melbourne and around the other states in Australia, but with an organised global movement around the world. Climate change is recognised today as the greatest environmental challenge, threatening to affect all spheres of our lives and will leave severe catastrophic effects if not dealt with in the right way. Youth education represents one of the most effective tools to combat the destructive potential of climate change and cultivate an international understanding among members of the next generation, since it's the long-term process that will impact on infinite number of future generations.

This year I attended a lecture at Australian Intercultural Society on women in sport. The main question was "is there equal opportunity for females on playing fields and on the sports boards at all sporting levels?"

What is the difference between sport, physical activity and exercise? There were many issues raised and discussed in this forum, some of which were:

Girls/women have limited opportunities in facilities, coaching and boards. Men need to be champions for change, if not, women will call them out.

At the elite level:

- "its AFLW season and the VFL teams train on the main oval!"
- Access to Sports science facilities
- Sport is reactive in regards to trolling and social media issues instead of proactive.
- At the moment, AFLW is less about the money and more about opportunity for the removal of constraints towards participation and the value of women's sport, including allowances for every day needs of the players such as housing, work, childcare and travel.
- The average income for an AFLW player for the season is around \$25,000.

At the community/Club level:

- More open space for the general public for organised activities
- sporting cubs that are locked when not in use
- Girls who play sport perform better academically.

At both the community and the elite level:

- Equal time on the field for warm up and training
- Male and female competition side by side with equal representation and value
- Umpiring needs to be guaranteed so they will be treated fairly, and action taken if abuse occurs.

The news is not all negative. The Victorian government has responded to community requests with plans to roll out funding to make sporting clubs in Victoria accessible to all by helping to make club rooms and facilities female friendly by either creating a gender-neutral environment or expansion to make both male and female facilities, including showers and toilets with doors.

On the 19th of June, Elisabeth Newman, Pam Hammond and I had the opportunity to meet and have a discussion with Georgia McCormick, Adviser to the Hon. Gabrielle Williams MP, Minister for Women, Minister for Prevention of Family Violence, and Minister for Youth, at the Minister's office. The aim was to inform the Minister of what the NCWV is about and what it does, including a brief description of the three major events that are run annually, being: The Australia Day Pioneer Women's Celebration held in January, the May Forum on a topical social issue supporting the Respect Programme, and My Vote My Voice supporting the Civics and Citizenship programme. Also an explanation of the plan to introduce and encourage younger women to take part in NCWV which resulted with the introduction 5 years ago of YoungNCWVic. This was also a great opportunity to discuss youth and sport issues such as:

- Rethinking community sporting facilities – Acknowledging that facilities at sporting grounds need to be modified to be female friendly at all levels from grass roots to the elite. This issue and others have been brought to focus through the Change Our Game inquiry conducted by the State Government.
- The obesity challenge – facing up to the need for everyday physical activity and how teachers at both the primary and secondary levels can change the student way of thinking in regard to sport, physical activity and exercise.

Ageing: Adviser Edith Chen

The year's report covered:

ENERGY:

The Independent review of the Electricity & Gas Retail Markets in Victoria (the Review) was commissioned by the Victorian Government in November 2016. After the Government response to the Review on 26 October 2018, electricity retailers were required to offer a fairer price for energy and this "Victorian default Offer" (VDO) is to be available from 1 July 2019. For customers (with the exception of embedded network customers) on a standard contract (or standing offer), are to receive the VDO of an advised fair price on 1st July, yet other contracts and offers from retailers will continue as at present. This is aimed to reduce electricity bills particularly to the seniors.

AGED CARE ROYAL COMMISSION:

Following Oakdon Nursing Home closure in early 2017, where abuse and cover-up spanned more than a decade, the Royal Commission into Aged Care: Quality & Safety was established on 8th October 2018. Its hearings include evidence from families, medical experts and the aged care sector. Royal Commissioner Richard Tracy's aspirational belief of the hallmark of a civilised society is how it treats its most vulnerable, certainly puts the sort of hallmarks of the current society into question. Societal ageism and discrimination are still the value at present.

In February 2019, the Government launched under the Aged Care System Navigator, with \$7.4 million worth of funding. It is to set up a new network of aged care navigator centres, information hubs and specialist advisers as a trial to streamline aged care access.

In the State of Victoria, partners: COTA Victoria, (1300 135 090); Elder Rights Advocacy (1800 700 600); the Housing for the Aged Action group,(1300 765 178); Sunraysia Mallee Ethnic Communities initiative Council Inc., Northeast Health Wangaratta (1800 319 333) and Institute for Urban Indigenous Health in partnership with Loddon-Mallee Aboriginal Reference Group, are working together to deliver this initiative. They aim to inform people about My Aged Care and healthy ageing, it is still largely a service model.

A balance to rekindle people’s ethic and civic standards and reinforce manners in respecting older people, giving resources to the sector, having kindness, compassion, ethnic sensitivity in people, selecting such people as staff with good training, harsher consequences for staff and people’s conducts would still be called for. NCWV is preparing to make its own submission to the Inquiry.

OTHERS:

The coming year’s Elder Abuse awareness campaign will be on **the Respect Older People – Call it Out**, urges Victorians to speak up at the earliest signs of elder abuse and stop it as early as possible before it escalates and may involve violence.

With the Voluntary Assisted Dying Act (2017) coming into force on 19 June 2019, Victorians with a terminal illness are now able to request **access to voluntary assisted dying**, with many checks in place.



Ross House window



Council meetings being held at Ross House, Level 4, Flinders Lane, Melbourne

FINANCIAL REPORT

For the Year Ended 30 June 2019

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 2019.

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 organisational members and individual members to encourage the participation of women in all aspects of community life.

Significant Changes

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

Operation Results

The operating surplus amounted to \$485 not including a bequest of \$160,426 (2017 surplus \$1,865)



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 2019”

Signed:



Hean Bee Wee AM
Date: 11 August 2019

Signed:



Elisabeth Newman
Date: 11 August 2019

Balance Sheet
National Council of Women Victoria Inc

30 June 2019

ABN: 18227073059

Reg Number: A0004465H

		2019	2018
Assets			
Current Assets			
	Westpac Cheque Account	167,200.79,	5,677.46
	Bendigo Acc 146712401	4,984.00	4,984.00
	Westpac Term Deposit	25,000.00	25,612.50
Total Current Assets		197,184.79	36,273.96
Total Assets		197,184.79	36,273.96
Liabilities			
Total Liabilities		0	0
Net Assets		197,184.79	36,273.96
Equity			
	Members Equity	197,184.79	36,273.96
Total Equity		197,184.79	36,273.96

Profit and Loss
National Council of Women Victoria Inc

01 Jul 2018 - 30 June 2019

ABN: 18227073059

Reg Number: A0004465H

			2019	2018
INCOME				
	Membership			
		Organisational Membership	3,040	6,090
		Individual Membership	2,800	3,300
	Interest Income		1,225	623.
	Function Income		5,093	5,751
	Grant		1,500	
	Donations Awards		1,785	-----
	Other Income		3,687	4,217
	Sales of books			135
Total Income			19130	20,116
OVERHEADS				
	Rental		3,975	4,093
	NCWA Affiliation		2,089	1,498
	Insurance		1,174	1,174
	Office Costs		2,736	3,145
	Functions		4,966	7,930
	Awards		1,900	-----
	Donations		650	-----
	Other Outflows		1,155	411
Total Expense			18,645	18,251
Operating Surplus (- Loss)			485	1.865

Members Funds B/F	36,274	34,409
Bequest	160,426	
Members Funds C/F	197,185	36,274

Cash Flow
National Council of Women Victoria Inc

01 Jul 2018 - 30 Jun 2019

ABN: 18227073059

Reg Number: A0004465H

		2019	2018			
		Total	Total			
INFLOWS						
Functions						
	End of Year Lunch	2,506	2,957	2,957		
	Parliament Events	1,797	2,199	2,199		
	May Forum	790	595	595		
Total Functions		5,093	5,751	5,751		
Membership						
	Individual Membership	2,800	3,300	3,300		
	Organisational Membership	3,040	6,090	6,090		
Total Membership		5,840	9,390	9,390		
Other Income						
	Coin Collection	984	909			
	Donations	2,239	2,769			
	Awards	1,785	-----			
	Grants - City of Melbourne	1,500	-----			
	Trading Table	464	539			
	Other	-----	135			
Total Other Income		6,972	4,352			
Interest						
	Interest Income	1,225	623			
Total Interest		1,225	623			
Total Income		19,130	20,116			

OUTFLOWS

Other			
	Gifts		
	Donation Expenses	650	782
	Awards - Citizenship	1,900	1,267

Total Other		2,550	2,049
Function Expenses			
	Parliament	1,668	1,790
	Function Expense	-----	856
	Christmas Lunch	1,640	1,760
	Pioneer Women's Garden	1,658	1,475
Total Function		4,966	5,881
Insurance		1,174	1,174
NCWA		2,089	1,498
Office Expenses			
	Printing & stationery	1,624	1,404
	Postage & courier	8	-----
	Website	-----	266
	Office supplies	-----	-----
	Telephone and Internet	468	935
	Other Expense	541	236
	Computers	636	540
	Travel & accommodation	-----	-----
Total Office		3,277	3,556
Rent		3,975	4,093
Interest	Adjustment	614	-----
Total Expenses		18,645	18,251


