



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

117<sup>th</sup> Annual Report  
2019-2020

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

### **Registered Office:**

RHSV Building, 239 A'Beckett Street Melbourne.

### *Postal Address:*

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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 (ICW-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.

## **The Golden Rule to society, custom and law:**

"Do unto others as you would have them do unto you."

## **NATIONAL COUNCIL OF WOMEN OF VICTORIA - AN INTRODUCTION**

The National Council of Women of Victoria is a not-for-profit, umbrella organisation with broadly humanitarian objectives, with twenty-nine Organisational Members, and over forty 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, 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 to inquiries into significant issue affecting women, families and the community as a whole.

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.



2019-2020 Committee: Back Row: May Hu JP OAM, Freda Kaufman, Ronniet Milliken, Elida Brereton, June Anderson, Beverley Kannegiesser, Marita Fitzpatrick  
 Front Row: Hean Bee Wee AM, Elisabeth Newman AM, Pam Hammond

**PRESIDENT’S REPORT** – Elisabeth Newman AM

*“The received history is ‘oh we’ve been fighting about that for forever, nothing gets done, it’s all too hard, it’s all too complicated’. I would like us to unpack to the next level and say, no -- it can get done, it was done. And if we did it once we can do it again in the future... I do want to push back against received helplessness that it’s all too hard.” – Julia Gillard*

I have much pleasure in presenting the 117<sup>th</sup> Annual Report of the National Council of Women of Victoria, which is but a reflection of the Council’s work over the past year, 2019-2020. I commend the reports within this document to you.

Sadly, this past year NCWV has recorded the passing of four members, two of whom had been very active long standing members and were still taking a keen interest in NCWV until their deaths, although very seldom able to attend meetings during the last couple of years of their lives. Both were always cheerful and uncomplaining despite their poor mobility; they were thankful for their wheelie-walkers that gave them the valued freedom to get about. One was Mavis Lynch, a founding member of the Central Gippsland Branch of NCWV. The last time I saw Mavis was at the official closing of the Branch in June 2018, I had arrived back from an ICW-CIF meeting a few days before her funeral which was a dignified and informative celebration of her life. Beryle Foster OAM was an equally dedicated and active member of NCWV. It was in the 1980’s that I came to know Beryle when she, her daughter, Robyn, and I conducted an in depth investigation into the working conditions of Outworkers on behalf of the Associates (now Individual Members) Some years later I was questioned about our findings at a Federal Parliamentary Inquiry into Outworkers. (see details p 20)

On a happy note, in November 2019 I was very pleased to learn that the Rt. Hon. The Lord Mayor of Melbourne Sally Capp had accepted NCWV's invitation to be Patron. In February 2020 I had the pleasant duty to present Dr Pat Phair OAM with Honorary Life Membership of NCWV. Pat quietly goes about her work for NCWV having held a number of executive positions over the years. She is currently the Environment and Habitat Advisor; about the only time Pat makes sure she is heard, is when she presents her well researched environment reports at Council Meetings.

Mid-August 2019, Pam Hammond and I had a constructive meeting with the Rt. Hon. the Lord Mayor of Melbourne, the Manager and a team leader from the Social Investments Dept. City of Melbourne. The purpose was to explore ways in which NCWV could support certain projects within the CBD. A few of us took part in walks to mark International Women's Day and I have made further inquiries about programs to support the homeless, particularly homeless women. The COVID-19 crisis has prevented action.

This year has not been easy. We had the horrific bushfires over much of the Summer, even Melbourne, well away from the fires, except for some minor grass fires, was shrouded in smoke for days. Messages of support were sent to members and friends in Country Victoria. Several member organisations and Individual Members were involved in supporting those who were evacuated, had suffered losses and/or supported the fire-fighters. The Festive Season was not joyous for many.

No sooner were the fires extinguished than we were hit with the corona virus, COVID-19, and its sudden spread around the world starting in China. This very virulent virus, six to seven months on, shows little sign of abating for a while yet. World-wide (June 2020) 19million + people have been infected, 600,000+ have died but around 9million have recovered. Here in Victoria, by the end of June, we considered things to be bad as the number of cases were beginning to significantly rise again, but the number is mild compared to many other countries. Strict quarantine/social isolation measures world -wide are causing health issues particularly mental health and a rise in the abuse of women and children. With the closure of businesses, a severe economic crisis with millions made jobless, is putting strain on welfare agencies helping those in need through no fault of their own. The world has not seen such uncertainty.

As the world starts to look at recovery from the corona virus, Civil Society, including Women's Organisations, such as NCWV, must watch that civil liberties/human rights are fully restored. The women's movement must also see that women are involved with the recovery process in equal numbers to men. Here, in Australia, the Prime Minister has set up a COVID-19 Coordination Commission (NCCC), to advise the Government on actions to overcome the economic and social effects and develop plans for recovery. However, the Commission is made up of 8 men and 2 women! Hardly the equality which women strive so hard for.

I was to have attended the 64<sup>th</sup> Commission on the Status of Women in March 2020. Six days before I was due to leave for NY the Commission was cancelled except for the opening business formalities; to date the Commission is yet to be closed. It will be September before the fate of 65<sup>th</sup> Commission will be known. It could be cancelled, if not, it is likely to be reduced in size and may not be held in NY. This year women, not only were planning to celebrate 25<sup>th</sup> anniversary of the Beijing Platform for Action, but also 10<sup>th</sup> Anniversary of UN Women and 20<sup>th</sup> anniversary of Security Council Resolution 1325 making rape a war crime. A tremendous amount of preparatory work was undertaken for CSW64 to mark 25<sup>th</sup> Anniversary of Beijing+25. I took part in virtual meetings organised by Carole Shaw.

NCWV was intending to hold its four major annual events, however, we have only been able to hold three due to the COVID-19 crisis.

On 19<sup>th</sup> August 2019, NCWV held *My Vote My Voice* in partnership with the Australian Local Government Women’s Association (Victoria) and the League of Women Voters Victoria. This annual event, highly regarded by schools, saw a record number of schools apply to take part. This year the Students were invited to research *Male and Female Youth as Future Voters* in preparation for presenting their findings in a three-minute speech. I have since visited the Melbourne schools with another member of NCWV, whilst Janice Latham visited the Geelong schools, to present awards and certificates and say a few words about NCWV. These visits are much appreciated by the schools. Students often approach us for further information and ask how to join NCWV. A further two students have joined NCWV. When visiting Fintona GS in December to present the My Vote My Voice certificates and award, it was most gratifying to learn that Sam Higgins MP, after hearing the Hansard recordings of the speeches, had contacted the school to say he was most impressed by the students’ speeches so invited them and a few fellow students to Parliament House to discuss the voting age; they were also given a tour of Parliament House. A most positive outcome for My Vote MY Voice. (See full report page 20)

At the end of November 2019, we held the Festive End of Year Luncheon at the William Angliss Institute, thus illustrating support of an aim of NCWV viz. the education and training of young people. As in previous years it was a most enjoyable occasion. Selba Gondoza Luka spoke of the great and much needed work Afri-Aus Care undertakes in supporting youth in need in the Dandenong area. Two students from Westall Secondary College provided musical entertainment.

On 20<sup>th</sup> January 2020 we celebrated the 59<sup>th</sup> Australia Day Pioneer Women’s Ceremony in the beautiful Women’s Peace Garden in Kensington, with the theme *Pioneer Women and the Environment*. The Guest speaker, Pam Robinson OAM, a founding member of Landcare, spoke about two other founding members, Joan Kirner AC and Heather Mitchell OBE AM and mentioned the environment in general, including the effect bushfires, which Victoria was experiencing at the time, have on flora and fauna. The Girl Guides provided the Colour Party. Following the Ceremony, members had lunch 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.



Pioneer Women’s Ceremony at the Women’s Peace Garden



Girl Guides Colour Party



Sebastian Wee helping speaker, Pam Robinson OAM



Committee with Nadine Richings (back) and Pam Robinson OAM



Elisabeth & Pam at Pioneer Women's Garden laying sheath at plaque.

The end of March saw the start of lockdown restrictions due to the spread of the corona virus. Thus, new ways of working commenced for NCWV with us working from home and conducting virtual meetings using ZOOM. Running such meetings is demanding, more so than if face to face. Although not technologically minded, with the support of the Committee, I have made history by conducting the first virtual meetings for NCWV. However, over the past few years, Skype has been used occasionally when a Committee member been unable to attend a Committee meeting in person. Although prevented from attending face to face meetings etc., with the use of ZOOM for all NCWV meetings, the actual work of the Council has not changed. There was an increase in correspondence at the start of the lockdown, that has eased but advocacy has increased.

Other activities of NCWV include:

- Following the commencement of the 1st lockdown, I contacted all NCWV's Organisational Members mostly by email and all of the Individual members, including Hon. Members mainly by phone a few by email or post. Members have also been in contact with each other.
- Regrettably the May Forum "Gender Equity and Sexual Harassment in the Workplace" had to be cancelled because of the restrictions due to the corona virus, however, topics discussed at the May virtual Council meeting picked up on aspects of the theme. (see report page 21)
- The Respect Programme has been strengthened. There is much advocacy work to undertake as a result of the COVID-19 restrictions as well as with ongoing issues with "troubled" youth. The Council has continued to advocate against all forms of discrimination and violence against women and girls; it is yet to update the Respect Brochure.
- Submissions were lodged with the Victorian Royal Commission inquiry into Mental Health and the Federal Government's Royal Commission into Aged Care. Two briefings related to the effects of restrictions due to COVID-19 have been released and a further two are due for release in July. Letters have been written to Victorian Ministers on matters of concern to the Council
- The Committee overseeing the Sylvia Gelman AM MBE Scholarship has developed guidelines and has launched the Scholarship by circulating an application form and information about the Scholarship.
- I have attended the AGMs and other functions of a number of our Organisational Members and Affiliated Organisations (friends)
- Contact with Government House has been maintained.

As NCWV President, I am automatically on the NCWA Board, so have taken part in the NCWA Board bi-monthly teleconferences except November, when Vice-President Ronniel Milliken represented me. ZOOM was successfully trialled in June; it looks to become the way for communication in the future.

Both Hean Bee Wee AM and I, as co-opted Ex-Officio Board Members of ICW-CIF, took part in the virtual Board meeting in June. We also attended the Asia Pacific Regional Council meeting in India last November. All face to face meetings have been cancelled since March. Planning is about to commence for the General Assembly to be held, hopefully, in September, 2021.

I thank all Members of NCWV and non-members, who have supported the Council over this last year, a year of great uncertainty and challenges. Thanks go to the Committee Members, particularly to the Executive Officers especially Pam Hammond, a most efficient Hon. Secretary, and Hean Bee Wee AM a meticulous Hon. Treasurer. With all this support, NCWV has undertaken much during this past year.

As I end my term as President of NCWV I sincerely thank all who have supported and assisted me over the three years four months. Having never thought of myself as presidential material, I consider myself the reluctant President. Little did I think, when, with no warning, I took over as Interim President in May 2017, that I would then see three years as President. However, it has been an honour to serve NCWV and a fitting way to end my time as a member of the Committee which I first joined in 1981. I have found the experience enjoyable as well as interesting. At times it has been quite demanding, but no more so than this past year which, due to the COVID-19 restrictions, has been extremely challenging. Running virtual meetings is demanding. It has been a very busy year with much advocacy accomplished. This last year has also brought me two pleasant surprises: receiving Honorary Life Membership of NCWV, for which I thank you; in the Australia Day Honours receiving Honorary Membership (AM) of the Order of Australia for significant service to women at the national and international level. I look on this award as also being for those who have assisted me over the years. A big thank you.

I wish my successor well as a new "norm" unfolds; I trust she does not experience the challenges I have had during 2020.

### **THANKS**

To all who have given of their services in some way, small or large, including:

Photographers: J. Eleanor Holden;  
Rod Hammond

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

Hon. Bruce Atkinson MLC, Parliament of Victoria

Hon. Shaun Leane MLC Past President of the Legislative Council, Parliament of Victoria

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

City of Melbourne

Complete Function Hire

Justice Connect Not-for-Profit Law

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

Jaz Lee, VirtuaLEE

NAB South Melbourne

Officeworks

RMIT

Stephen Reynolds, Photosynthesis Graphic Design, Blackburn

Victorian Electoral Commission

Workgroup Computer Solutions WCS –

Terry Komis and Team

Westpac Banking

And to the many guest speakers during the year.



## **ADMINISTRATIVE MATTERS**

### **Media**

The NCWV website has been up-dated regularly over the year thanks to efficient Jaz at VirtualLEE.

Media releases and Briefings have been sent to newspapers and the ABC to promote events, such as My Vote My Voice, and NCWV's concerns about the effect of COVID-19 on Gender Gap, Mental Health, the Environment and Women in Lockdown. In each case we have referred the recipients to our website.

### **MEETINGS**

The Hon. Secretary (Public Officer) for 2019-20 has been Pam Hammond.

During the past year, ten Council meetings were held, seven on Level 4, Ross House, Flinders Lane, Melbourne, including the AGM in September 2019, and three virtually due to restrictions of conducting gatherings because of COVID-19, two of these using ZOOM. Three meetings were late afternoon to enable students and those in paid work to attend. These have proved quite popular, though some members are unavailable later in the day. Eleven Committee meetings were also held during the same period, seven at the Royal Historical Society, A'Beckett Street Melbourne, one at the President's home and three via ZOOM.

### **Attendance of Committee Members at Committee meetings 2019-2020**

Number of meetings held: 11 from July 2019 – June 2020

Elisabeth Newman AM (President)		11
Ronniet Milliken (Vice President)	from Sept. '19	8
Freda Kaufman (Vice President)		8
Pam Hammond (Hon. Secretary)		11
Hean Bee Wee AM (Hon. Treasurer)		7
May Hu OAM JP (Standing Committee Co-ordinator)		11
Beverley Kannegiesser (Rep for Individual Members)	from Sept.	7
Marita Fitzpatrick (Committee Member, Regional)	from Sept.	3
Elida Brereton (Committee Member)		9
June Anderson (Committee Member)	from Sept. '19	7
Janet Park (Vice President)	until Aug. 2019	2
Eleanor Holden (Rep for Individual Members)	until Aug.2019	2



Elisabeth and Pam at work in the 'make shift' Office when COVID-19 restrictions permitted

**Council meetings, topics and speakers, 2019-20**

- July 5:15pm: Lucy Skelton, Melbourne Girls' College Richmond, founder of the Student Voice Network, a free platform for students to share resources, meet, take action on issues of collective importance.
- August Workshop giving input into submissions to the two Royal Commissions: Aged Care and Mental Health.
- September Annual General Meeting. Hean Bee Wee AM, Treasurer NCWV, President APRC -Asia Pacific Regional Council of International Council of Women, which includes councils from India, Taiwan and many island countries. She spoke of 'Equality' and 'Inclusivity' stemming from her years growing up and being educated in Malaysia which enflamed her desire to make a difference. She gained a Commerce degree at Adelaide University, but at first had difficulty gaining work, being a woman and Chinese.
- October Fiona Armstrong, Founder, Climate & Health Alliance, health stakeholders who feel the threat to human health from climate change needs prompt action. They reviewed research, finding links, noting that if people hear about climate change in the context of health, they listen more.
- November 5:15pm: Carole Shaw, Asia Pacific Women's Watch, a non-governmental women's network, who monitor and collaborate with governments and non-government organisations and the UN, to advance human rights. She spoke of the review of the Beijing 'Declaration and Platform for Action on Equality, Development and Peace' developed in Beijing in 1995, attended by 26,500 women, 700 Australians, 100 from Victoria.
- November End of Year Festive Luncheon was addressed by Malawian-born Selba Gondoza Luka, a Mental Health Clinician specialising in at-risk youth within African and CALD communities, founding Afri-Aus Care in 2015, offering biopsychosocial, wellbeing risk assessment and counselling. Volunteers work with representatives from CALD communities.

- January The 59<sup>th</sup> Annual Australia Day Pioneer Women's Ceremony, Women's Peace Garden, focused on Pioneer Women in the Environment. Speaker, Pam Robinson OAM, founding member of Landcare, spoke of two Pioneers, who believed in a bipartisan approach - Joan Kirner AC, Labor Premier and Heather Mitchell OBE AM, President, Victorian Farmers Federation.
- February Dr Nadine Richings spoke on preventing extinction by assisted reproductive technology, methods to create pregnancy, explaining that survival of animals, plants, microbes, fungi and ecosystems on Earth require habitat and breeding. Interconnection within all life occurs and reversing damage won't return it unchanged. Bio Banks have been created around the world to freeze eggs and sperm, also the Millennial seed bank in Norway to protect against extinction.



- March 5:15pm: Alice Gomez, Team Leader, Youth Leadership, Centre for Multicultural Youth: CMY began in 1980s to fill the gap in support services for young people from migrant backgrounds, especially refugees. Alice oversees staff and programs that support these young people to develop leadership skills, have their voices heard, and lead positive change in the community.
- April This was the first 'Virtual' Council meeting. Papers were sent out well ahead with members encouraged to send comments on matters on the Agenda and/or of concern to them.
- May First ZOOM meeting held in lieu of May Forum with the focus "Gender Equity in Workplaces". Professor Beth Gaze, who teaches Equality, Discrimination and Administrative Law at University of Melbourne Law School and Dr Deborah Towns OAM spoke on the *State Gender Equality Action Plan* and *Workplace Gender Equality Act*. They also outlined the effect of COVID-19 on women.
- June Julie Kun, CEO Women's Information Referral Exchange (WIRE) spoke on the impact of COVID-19 on family violence. With the lockdown women are close to their abuser, finding a safe place to make a call is hard. They don't want children to overhear which is difficult with home learning. Phone calls/webchats have increased. Some men are using COVID-19 as an abuse mechanism.



Mai & Emily

Selba

## **Committee Members, including Office bearers 2019-2020**

**President:** Elisabeth Newman AM

**Vice Presidents:** Freda Kaufman; Ronnieta Milliken

**Hon. Secretary & Public Officer:** Pam Hammond

**Hon. Treasurer:** Hean Bee Wee AM

**Standing Committee Coordinator:** May Hu OAM JP

Beverley Kannegiesser - Individual Members' Rep.

Marita Fitzpatrick - Regional (Geelong)

Elida Brereton

June Anderson

## **Honorary Positions**

### **Patron in Chief**

The Hon. Linda Dessau AC Governor of Victoria

### **Patron**

The Rt. Hon. Lord Mayor of Melbourne, Sally Capp

## **Honorary Life Members**

Diane Alley OBE

Mary Allinson

Gracia Baylor AM

Col. Joyce Fischer

Janet Galley OAM

Elisabeth Newman AM

Anne Parton

Dr Patricia Phair OAM

Col. Betty Spikin

Eleanor Sumner



Dr Pat Phair OAM, Fiona Armstrong

## **Individual Life Members**

Beverly Blythe Bailey

Sheila Byard OAM

Leonie Christopherson AM

Janet Galley OAM

Sandy L. Munro

Elisabeth Newman AM

Jennie Russell OAM

## **Honorary NCWV Archivist**

Janet Galley OAM

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

Diane Alley OBE - Honorary Life Vice President

Eleanor Sumner - Honorary Life Vice President

Elisabeth Newman AM – Board Member

May Hu OAM JP – Co-ordinator, Communications Standing Committee

Dr Deborah Towns OAM – Adviser Women and Employment and Economics

## **International Council of Women**

Elisabeth Newman AM, *Co-opted Ex-Officio Board Member, Joint Co-ordinator 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: Council of the Aged

HAAG: Housing for the Aged Action Group

Her Place: Women's Museum Australia Ltd.

Jean Hailes Foundation

Prison Network

Queen Victoria Women's Centre Trust

Ross House Association

Royal Historical Society of Victoria

Safe Steps

Travellers Aid

Women with Disabilities Victoria

WIRE: Women's Information Referral Exchange

Victoria Women's Trust



## Organisational Members & Delegates 2019-20

Aus-Afri Care

*Selba Gondoza Luka / Kwacha Luka*

Australasian Centre for Human Rights and Health

*Dr Manjula O'Connor / Gauri Kapoor*

Australia Day Council (Vic.) Inc.

*Barbara Latham / Greta Diskin*

Australian Asia Business Women's Association

*June Anderson / Kim Wen.*

Australian Local Government Women's Association Inc  
(Victoria)

Beta Sigma Phi Victoria Inc

*Ronniet Milliken*

Firbank Old Grammarians Association

*Dr Pat Phair OAM / Pam Hammond*

Girl Guides Victoria

*Joan Baden Powell / Jessie Handoll*

League of Women Voters of Victoria

*Deborah Towns OAM / Elva Tout*

Liberal Women's Council Victoria

*Cate Barresi / Jenny Mulholland*

Melbourne Legacy (Widows)

*Jennie Russell OAM*

Methodists Ladies Collage Old Collegians Club

*Elida Brereton/Gabrielle Lim*

Moonee Valley Golden Age Women's Group

*Edith Chen / Maree Snow*

National Australian Chinese Women's Association Inc.

*May Hu / Nancy Wang*

National Council of Jewish Women Australia Inc.  
(Victoria)

*Malvina Malinek / Freda Kaufman*

NCWV Geelong Branch

*Marita Fitzpatrick / Jan Kinlock OAM*

Presbyterian Ladies College Old Collegians Association

*Anne Parton / Belinda Steel*

Returned & Services Nurses Club of Victoria

Sub-Branch RSL

*Pam Webster / Robyn Pritchard*

Royal Commonwealth Society Victoria Branch

*Elisabeth Newman/ Lloyd Byrne*

Soroptimists International of Victoria

*Sue Whitehead / Gale Jurkiw*

Turkish Women's Recreation Club Inc.

*Nurcihan Ozturk / Fidan Diekcan*

Ukrainian Women's Association of Australia - Victoria

*Yanina Dutka / Nadia Soloczynskyj*

Union of Australian Women (Victoria)

*Frances Mackieson / Anne Sgro*

Uniting Church Australia Victoria and Tasmanian

Synod Adult Fellowship *Dorothy Underwood*

Victorian Women's Medical Society

*Dr Rosalie Cooper / Dr Rosalind Terry*

Woman's Christian Temperance Union – Drug Free  
Lifestyles

*Rhona Theodore / Jan Shattock*

Women's International Zionist Organisation

*Nina Richwol*

Women's Property Initiatives

*Jeanette Large / Caroline Larcher*



Monthly Council Meeting at Ross House

## Individual Members

Veronica Agobong  
June Anderson  
Barbara Brown  
Robyn Buccheri  
Cecelia Cheng  
Guosheng Chen  
Eva Court  
Birute Don  
Terri Dry  
Adrienne Fleming OAM  
Michelle Gibbings  
Jessie Handoll  
Eleanor Holden  
Sheridan Ingram  
Barbara Joyce  
Beverley Kannegiesser  
Freda Kaufman  
Olga Korytsky  
Wendy Le Get  
Nyanom Mayong  
Fiona Patten MP

Rebecca Overend  
Janet Park  
Benjie Perryman  
Carol Robertson  
Helen Rodd  
Rysia Rozen OAM  
Judith Ryles OAM  
Carol Walters  
Hean Bee Wee AM  
Norma Wells  
Pamela Williams OAM  
Phyll Williams  
Margaret Wilson

## YoungNCWVic

Zam Zam Aden  
Liana and Issie Baldwin  
Emma Fu  
Diya John  
Sarah Morgan  
Rachel Prince  
Lucy Skelton  
Lucy Vogel

## NCWV Standing Committee Members: 30 June 2020

State Co-ordinator of Standing Committees:

May Hu OAM JP

### Status of Women:

Convenor: Sheila Byard OAM

Advisers: Human Rights:

Legislation:

International Relations and Peace:

Conventions:

Barbara Latham (Corrections/Prisons only)

Sheila Byard OAM

Vacant

Vacant

### Sustainable Development:

Advisers: Women and Employment:

Economics:

Consumer Affairs:

Rural and Urban Women:

Dr Deborah Towns OAM

Emma Fu

Edith Chen

Janice Latham

### General Well-Being:

Advisers: Health and Nutrition:

Environment and Habitat :

Freda Kaufman

Dr Pat Phair OAM

### Communications:

Advisers: Education:

Arts, Letters and Music:

Mass Media:

Pam Hammond

Rachel Prince

May Hu OAM JP

### Social Issues:

Convenor Elisabeth Newman AM

Advisers: Child and Family:

Youth:

Ageing:

Multicultural Issues and Migration:

June Anderson

Sarah Morgan

Edith Chen

Nurcihan Ozturk

## IN MEMORIAM AND AWARDS JULY 2019-JUNE 2020

### IN MEMORIAM

**Mavis J. Lynch.** deceased 4<sup>th</sup> November 2019.

Inaugural and Foundation Member – NCWV Central Gippsland Branch  
Still actively involved in this Branch when it formally closed in 2018.

AWARDS: Honorary Life Member NCWV – October 2001 to death.

Honorary Life Member Central Gippsland Branch – 2009–2018

State Government of Victoria – International Year of the Volunteer Award – 2001.

CENTRAL GIPPSLAND BRANCH –

President - March 1989–March 1992–2002; Sept. 2006–Sept. 2007.

Honorary Secretary - 1986–1989; 1993; 1996–1998; 2007–2009.

Acting Honorary Secretary – 1993.

Honorary Treasurer – 1984 and part 1985.

Delegate to NCWV Council – 1987–1995.

Branch Representative to NCWV Executive: March 1989–March 1990; 2003–2005; 2009–2010.

Regional Vice President -1991; 2005–2006. 2016–2017

NCWV Associate Member: 1993–2000. (8 years).

NCWV Member – Sub Committee: Constitution – late 1999 early 2000.

NCWV Standing Committee: Youth 1992–1999. (8 years).

Representative for Central Gippsland Branch, 2010–2011 - Motor Scooter Safety Council, La Trobe Valley, Gippsland.

COMMUNITY INVOLVEMENT:

Member – Business and Professional Women – Traralgon Club.

Member – U3A Morwell.



Mavis Lynch



Beryl Foster OAM

**Beryle Frances Foster (formerly Campbell) OAM:** 12<sup>th</sup> January 1926 – 13<sup>th</sup> July 2019.

NCWV Murray Valley (Swan Hill) Branch - c. 1967.

Attended 3<sup>rd</sup> meeting of Sunraysia (Mildura) Branch in 1969.

Associate Member – 1986–2019.

Voting Associate Proxy, 1990; Voting Associate, 1991

Associate Delegate to NCWV Executive, 1991–1993

Note Taker for Associate Meetings, 1994–1995

Proxy for Associates Convenor, 1996

First proxy for Associates, 1997–2004

Executive Member - Finance Sub-Committee and Functions/Fundraising Sub Committee, 1993.

Attended the Re-Opening of Murray Valley (Swan Hill) Branch – June 1994.

Elected as first woman councillor for Swan Hill City Council - 1969.

Membership –Australian Local Government Women's Association.

League of Women Voters of Victoria.

Penguin Club.

**Coral Heather Sundblom:** 14<sup>th</sup> March 1935–26<sup>th</sup> August, 2019.

Delegate – Larnook Ex-students' Association



**Coral Sundblom**



**Pauline Goonan**

**Pauline Margaret Goonan (nee Cushing):** 11<sup>th</sup> February, 1926–19<sup>th</sup> April, 2020.

Member – Corangamite Branch, 1961-1996

Branch Secretary, 1975-1977

Branch Delegate NCWV Council, 1975-1978

## AWARDS

### 2020 Australia Day Honours

Honorary Member  
(AM) of the Order of  
Australia:  
Elisabeth Margaret  
Newman AM,  
*for significant service  
to women at the  
national and  
international level.*



Elisabeth Newman AM



Dr Pat Phair OAM

### NCWV Honorary Life Member.

Elisabeth Margaret Newman. (September 2019)

Dr. Patricia Gloria Phair OAM (February 2020)

### Leadership

The Rt. Hon. Lord Mayor of  
Melbourne, Sally Capp:

2019 McKinnon Emerging  
Political Leader of the year.

At the Women's Peace  
Garden with NCWV  
members in 2019.



## **HONORARY ARCHIVIST'S REPORT July 2019-June 2020 - Janet Galley OAM**

With the knowledge that communication is now more readily available, there have been fewer enquiries for general research on members, past and present, seeking information on their membership of NCWV for support of Awards, Honours, connections for researchers and authors writing commemorative histories of not for profit, non-government organisations and family history. Also, requests for images of eminent women who have contributed much to the social fabric of our society and community. However, the request for information on one such woman was Kitty McEwan whose connection with NCWV was as a delegate for the Australian Land Army Ex-Members Association from 1953-1968. She was also appointed the NCWV Honorary Publicity Officer (later known as Hon. Press and Publicity Officer) from 1957 to 1969 when she died.

The Sports Federation of Victoria awarded a Perpetual Trophy for the Victorian Sportswoman of the Year commencing in the early 1990s, which was a highlight of an annual function which honoured all sportswomen in Victoria for many years.

As Honorary Archivist, I have continued to research and write information for requests that NCWV receive. This is not only interesting but educational, as one gains knowledge of what NCWV has achieved since its founding in 1902, as well as the outstanding women who have been members, either as delegates for organisations or as individual members, regardless of whether the member was from the city, regional, rural or remote areas of Victoria. I also prepare the list of Vales and Awards for the Annual Report

The NCWV Newsletter has been lodged for Legal Deposit as required.

NCW Victoria is to be commended on having an active program for Individual Members (formerly Associates) as 2020 is a celebration of 60 years of bi-monthly meetings, initiated by Minnie Peden who arranged visits to places of cultural and educational interest for NCWV members, and donations to NCWV for payment of items such as the post office box, storage space, rent for meeting venues. Mrs. Peden would be delighted that from her initiative in bringing Associates - now Individual Members – together, has furthered Individual Members role in NCW Victoria

Congratulations to NCWV on a wonderful achievement of commitment by past and present Individual Members. I have urged members, over many years, to write their own personal story and achievements in their life. There has been ample opportunity to do so in the past few months. It is an experience of usually pleasant memories and of great importance in putting together a valuable document, which will be an accurate history of your life.

Regrettably over the past months, it has not been possible for me to be present at NCWV Individual and Council Meetings due to unforeseen circumstances which are unknown into the future.

The Honorary Archivist may be contacted through NCWV office if you are seeking information relevant to NCWV. My greetings to all members and may NCWV continue well into the future.

### **YOUNGNCWVIC:** Acting Convenor Sarah Morgan

At the end of 2019, Elisabeth Newman and I were invited to the Regent Theatre for the Melbourne Girls' College Richmond End of Year Assembly. After the event we had a chat with Lucy Skelton about the Student Voice Network linking in/partnering with NCWV. There has been growing interest in YoungNCWVic from students at other schools. Contact has been made by phone and email.

These students are currently Year 12 students. Unfortunately, their final year of schooling has been disrupted due to the COVID-19 restrictions. We wish them well with their final exams later in the year.



I would like to acknowledge and thank other members of the YoungNCWVic: Emma Fu as Economics Adviser and Rachel Prince as Arts, Letters and Music Adviser. Congratulations to Zam Zam Aden on the birth of a son. Thank you to Guosheng Chen for willingness in seeking a room at RMIT for a meeting at the end of March but was cancelled because of the COVID-19 restrictions. Due to the ongoing COVID-19 lockdown and restrictions in Melbourne since mid-March, all planned YoungNCWVic meetings have had to be postponed to later in the year if COVID-19 restrictions allow.



Sarah Morgan, Ms Morgan, Sheila Byard at End of Year Luncheon



Beverley Kannegiesser

**INDIVIDUAL MEMBERS:** Beverley Kannegiesser, Representative NCWV Committee.

The last twelve months have been momentous for Individual Members (IM). In the Australia Day Honours, Elisabeth Newman our Convenor, was made an Honorary Member (AM) of the Order of Australia for 'significant service to women at the national and international level'. By March we were in isolation due to COVID-19, but Individual Members showed amazing resilience and adaptation to new ways of operating.

The Individual Members wish to acknowledge the outstanding contribution of Janet Galley OAM to its long-time success. Janet steps down from the Individual Members' Committee after 42 years of continuous service in several main roles. In 1978, she became the 2<sup>nd</sup> Delegate for the Associates and Minute Taker. Then from 1980 to 2013, Janet held the position of 1st Delegate/Convenor of the Associates, and Representative on the Executive (Committee). From 2013 to 2020 Janet was our very diligent Note Taker. As Representative on the Executive (Committee), Janet held many leading roles for NCWV. Thank you Janet for your tireless work.

Beryle Foster OAM passed away during 2019. Beryle was a member of the NCWV Murray Valley Branch, who later moved to Melbourne, and in 1986 became an Associate. Her roles included Delegate to the Executive, Note Taker and Convenor. Vale Beryle.

At the Individual Members' Annual Meeting in August 2019, the following Individual Members were elected as Committee Members:

Elisabeth Newman AM as Convenor

Barbara Joyce as Deputy Convenor

Janet Galley OAM as Note Taker

Beverley Kannegiesser for Finance and as the Individual Members' Representative on the NCWV Committee.

Thank you to these Committee Members who have kept the Individual Members functioning during these difficult times.

Individual Members' meetings were held at Ross House and the RMIT, thereafter COVID-19 lockdown interrupted the meetings. We met via email in April and the June meeting was combined with the Council Meeting via Zoom. Individual Member numbers at the virtual meetings have held up very well.

The speaker at the 2019 October IM Meeting was Rosemary Cameron, CEO of the Royal Historical Society of Victoria. Rosemary spoke about the founding of the Society in 1909 to help preserve Victoria's history from 1835 onwards. Alfred Deakin became the first President of the RHSV. Members of the Society are very active in the work being done by the Society.

In February, Beverley Kannegiesser spoke about the Austral Salon of Music which was celebrating its 130<sup>th</sup> Anniversary. She spoke about the close link between the Austral Salon and the NCWV in its formative years including being one of NCWV's founding members.

By April, Melbourne was in lockdown and Elisabeth used email to keep the Individual Members up to date.

In June, the combined Individual Members and Council Meeting via Zoom was very successful, with the speaker being Julie Kun CEO of WIRE. Julie spoke about the impact of COVID-19 on women and of how WIRE is remotely supporting and emboldening them. Julie noted that as at June 2020, 320,000 women had lost their jobs through COVID-19 and face financial hardship and stress.

During the past year the Individual Members have provided ongoing support to My Voice, My Vote with a donation of \$125. We donated \$80 to pay the NCWV affiliation fees for the Royal Historical Society of Victoria and \$100 was sent to the ICW-CIF for their Small Development Grants. Many thanks to Janet Galley OAM and Hean Bee Wee AM for a very successful Silent Auction which raised \$501 for NCWV funds plus a further \$155 in donations.

Thank you to all Individual Members, who have continued to support the NCWV in their efforts to provide a strong voice for women and families during these very challenging times.

### **GEELONG REGIONAL BRANCH NCWV:** President Marita Fitzpatrick

**President's Report 2019- 2020:** The Geelong Branch was founded in 1944.

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

The Branch consists of – 11 Individual/Associate members, 10 Affiliates, each with 2 delegates. The Affiliated organisations are:

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

I have much pleasure in presenting the 76th Annual Report of the Geelong Branch of National Council of Women of Victoria.

The 2019 Annual General Meeting was held in the Reception Parlour, Sacred Heart College, Newtown on 19<sup>th</sup> August 2019. Vice-President Janet Park, NCWV attended on behalf of the NCWV Committee.

Monthly meetings, 3<sup>rd</sup> Monday of the month are held in the Reception Parlour, Sacred Heart College, Newton, or in the Hall St David's Uniting Church, Newtown. Two Committee meetings have been held during the year.

#### ***Geelong Branch is a member of:***

- The National Pioneer Women's Hall of Fame
- The Geelong Historical Society
- Osborne Park Association
- Anam Cara
- The Heritage Centre within the Geelong Library & Heritage Centre Geelong



Jan Kinlock OAM and Helen Rodd



Marita Fitzpatrick and Anne Parton

**Guest speakers:**

September 2019: Cheryl Scott gave an historical account of Osborne House Geelong

October 2019: Our outside meeting was to Epworth Hospital Geelong, where we were given a presentation on the work of the hospital and a tour.

November 2019: Elizabeth McCarthy, artist and author, gave us a fascinating presentation. Elisabeth Newman, President and Pam Hammond, Secretary, NCWV were guests. We enjoyed a festive afternoon tea.

February 2020: Our member, Raima Ash, gave an insightful presentation on the work of the group, The Outpost, in Geelong

March 2020: Our March meeting did not occur due to the imposition of restrictions surrounding the Coronavirus pandemic. Several of us gathered on the day for an informal cup of tea and chat at St David's Church Hall

Committee members have attended the following:

- Australia Day Ceremony at the Women's Peace Garden
- My Vote My Voice
- NCWV Monthly meetings
- NCWV Committee meetings

**Geelong Branch donated to:**

- \$300 NCWV Presidents Discretionary Fund
- \$300 Sacred Heart Family Support
- \$250 My Vote My Voice – Elva Carland
- \$250 Young National Council of Women of Victoria

Four trading tables were conducted at monthly meetings.

To all members and delegates, thank you for your support.

**CIVICS AND CITIZENSHIP PROGRAMME: 'MY VOTE MY VOICE' STUDENT EVENT 2019 -**

Report by Pam Hammond, Convenor NCWV Civics and Citizenship Program and Education Adviser.

The 'My Vote My Voice' 2019 event was held in the Legislative Council Chamber, Parliament of Victoria, 19 August. The theme was: *Male and Female Youth as Future Voters*, drawing on the NCWV's partnership with the Australian Local Government Women's Association, Victorian Electoral Commission and the League of Women Voters' Bessie Rischbieth Trust. Students were invited to make group presentations on this theme to an audience of students, community members, Parliamentarians and a panel of eminent people. We were welcomed by the Hon Gabrielle Williams, Minister for Women, Youth and Prevention of Domestic Violence. The Keynote speaker was Ms Amy Carpenter, Education Coordinator, Victorian Electoral Commission. She stated how annoyed she gets when hearing people say that young people are apathetic and not interested in what is going on beyond their world. There is passionate action occurring all around, but attitudes towards political processes are reducing.



Ms Amy Carpenter



Legislative Council Chamber

We had groups of speakers from Al Siraat College; Coburg High School; Fintona Girls' School; Genazzano College; Ivanhoe Girls' Grammar; Kingswood College; Melbourne Girls' College; Methodist Ladies College; Nth Geelong Sec College; Oberon High School; Westall Sec College and University High School. All teams had researched peer attitudes and spoke confidently on the topic, with different perspectives taken by each school. There were personal anecdotes, passion and humour in the presentations. One common element was that there needs to be more 'Civics and Citizenship' content in the core curriculum. Schools also brought students as observers and some parents attended, as well as some Parliamentarians and many NCWV members and their guests.

An evaluation sheet was completed by panel members Cr Coral Ross OAM, Mayor of Boroondara and President of MAV; Cr Sandra Wilson, past Mayor of Hobsons Bay; Cr Trent McCarthy, Darebin Council, with Dr Deborah Towns OAM chairing. In addition, we had audio of the event provided by the Hansard staff at the Parliament. The following schools received awards:

- Pat Goble Individual Award, donated by Ann Jackson, to Mai Kassis, Coburg High School
- Beryle Foster OAM Group Award, donated by NCWV Individual Members and NACWA, shared between Fintona Girls' School and Kingswood College
- Marion Lau OAM Group Award, donated by AABCA, shared between Westall SC and Nth Geelong HS
- Marie Kirk Group Award, donated by WCTU-Drug-Free Lifestyle, to Methodist Ladies College
- Elva Carland Group Award, donated by NCWV Geelong Branch, to Oberon HS, Geelong
- Sylvia Gelman Group Award, donated by Eleanor Sumner, to Melbourne Girls' College, Richmond.



Methodist Ladies College



Westall Secondary. College



Fintona Girls' School



Oberon High School



Nth Geelong Secondary College



Mai Kassis, Coburg High School



Kingswood College



Melbourne Girls' College

**MAY FORUM, A STANDING COMMITTEES' INITIATIVE:** report compiled by Elisabeth Newman AM

It was with much regret that we had to cancel this year's Forum, with the theme "Gender Equity and Sexual Harassment in the Workplace", due to the lockdown restrictions caused by COVID-19. Sincere thanks to Dr Deborah Towns OAM, Advisor for Women and Employment assisted by Emma Fu, Advisor for Economics for all the preparation they undertook much of which was valuable for the May virtual Council meeting.

Dr Deborah Towns OAM and Prof. Beth Gaze gave presentations on "Gender Equity in the Workplace". Prof Gaze, who was to have been one of the panellists at the Forum, teaches Equality and Discrimination Law and Administrative Law at Melbourne University Law School. Beth spoke about the new Victorian Government *Gender Equality Act 2020* which became law on 31st March 2020. In introducing Beth, Deborah reminded the members present that the *Equal Opportunity Act* was legislated in 1977 and that this year, 2020, is the 40<sup>th</sup> anniversary of the pioneering success of Deborah Wardley in gaining the right to be employed as a pilot by a major Australian airline. In outlining the *Gender Equality Act 2020*, Beth said it seeks to promote and improve gender equality across the Victorian public sector, local councils and universities. It aims to take necessary and proportionate action towards achieving gender equality by developing policies and programmes and delivering public services. Organisations will need to undertake *workplace gender audits* and will need to develop and implement *Gender Equality Action Plans* during 2021 which are to be updated every four years. Progress is to be measured every two years against gender equality indicators. The Minister is required to develop a *State Gender Equality Action Plan* to be renewed every four years.

Deborah spoke on other Gender Equity issues saying the private sector is covered nationally by the *Workplace Gender Equality Act 2012*. Businesses which employ 100 staff or more, are required to provide annual reports to the Workplace Gender Equality Agency (WGEA). The Australian *Sex Discrimination Act 1984* and other State and Federal legislation followed and, in 1986, the Australian Human Rights Commission came into being.

Equal pay has a long history. It was on the 1903 agenda of the first NCWV's Congress. It was endorsed in 1969 but the wage gap still exists with the overall gender pay gap of 13.9% in Australia for full-time workers. The Male Champions of Change was established in 2010 to lead action on gender equality in workplaces but there has been little to no change.

We are all experiencing difficulties due to COVID-19. Recent articles describe how some are having a particularly difficult time, with many women suffering gender discrimination. Recent international research by Dr Heejung Chung about working flexibly and working from home showed the experience to be different for men and women; women are still doing most of the housework and childcare. Many jobs that cannot be done from home are usually held by women. Teaching, an essential job, is adapting to virtual learning. About 70% of teachers are women, many of whom undertaking virtual teaching, also have their own young families to help with home-schooling. Looks like the usual double-bind for women with or without COVID-19.



Dr Deborah Towns OAM



Professor Beth Gaze

### **RESPECT PROGRAM:** - report by Elisabeth Newman AM

In my President's report of last year, I mentioned I would like to see more advocacy undertaken with the Respect Program. This has occurred with the Program re-gaining strength through being informed of programs supporting youth, particularly those of refugee and migrant backgrounds. These assist those who have run foul of the law, which teach leadership skills and what it takes to be a good citizen. After learning of such work undertaken in the Dandenong area by Afri-Aus Care in supporting Sudanese youth and others of CALD background, NCWV welcomed Afri-Aus Care as a member. Together with June Anderson, I visited the Dandenong headquarters to learn more about the programmes from Selba Gondoza Luka and how NCWV can offer support. Unfortunately, the COVID-19 restrictions have put that possible initiative on hold as it has with supporting programmes within the City of Melbourne giving assistance to the homeless, particularly older women.

NCWV continues to be concerned about the quality and level of support and care given to children from dysfunctional families. NCWV has given support to Grandparents Victoria and Kinship Carers with their issues about the care of such children. Contact has been made with the Commissioner for Children and Young People of our concerns about the noticeable increase in abuse of children since the commencement of the first lockdown in March 2020 due to COVID-19. The lockdown with its various restrictions has not been good for women who live with abusive partners. Various reports from the NCWV Advisers and the briefing paper highlight the situation many women find themselves in. The flow-on effects of COVID-19 in relation to the Respect Program are many: there is much advocacy work for NCWV to undertake in its own right and in conjunction with its associated organisation.

## STANDING COMMITTEE REPORTS 2019 – 2020

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

2019/20 has been a very difficult year for all of us due to the COVID-19 pandemic. Many conferences and activities were cancelled or postponed because of the social distancing and various restrictions in order to control the highly infectious disease spreading. However, I am very glad to say that the work of the NCWV Standing Committees has not been affected. We have continued to hold bi-monthly meetings throughout the year, latterly via Zoom. I continue to receive the monthly, quarterly and annual reports from our Convenors and Advisers as in previous years. I sincerely thank all the Advisers/Convenors who worked hard and provided reports in their field of expertise within the five Standing Committees, viz. Status of Women, Sustainable Development, General Well-Being, Communication and Social Issues.

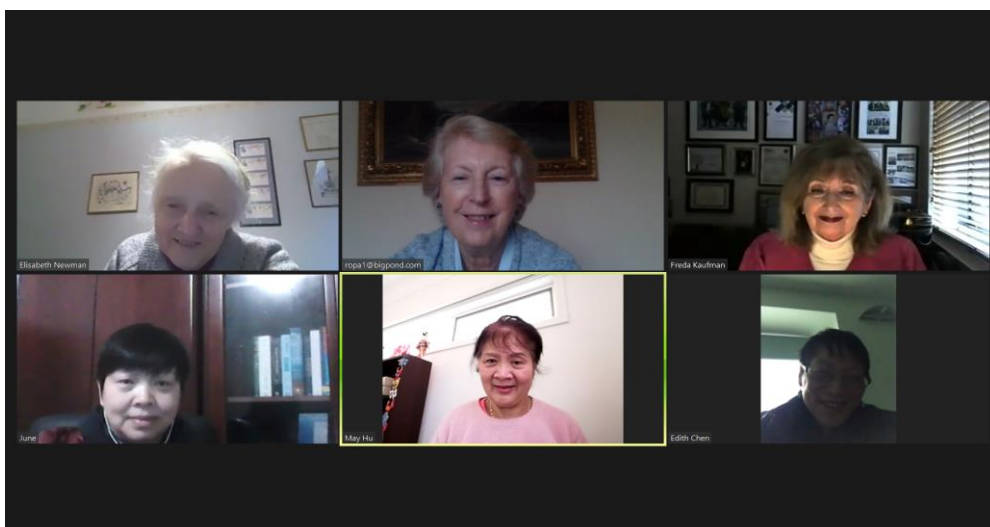
Despite a lack of face to face activities, we submitted three formal letters to the Victorian Premier and the responsible ministers on behalf of NCWV, led by President Elisabeth Newman. They are:

- A letter to the Minister for Planning and Housing, Richard Wynne, regarding the Combustible Cladding Actions by the Victorian State Government, contributed by Birute Don;
- A letter to the Minister for Local Government, requesting consideration be given to deferring the Victorian 2020 Local Government Elections, contributed by Sheila Byard OAM;
- A letter to the Premier and Minister for Education, James Merlino, regarding the effects of COVID-19, with changing restrictions, is having on education, teachers and school principals, contributed by Pam Hammond.

With the strong leadership of NCWV President, Elisabeth Newman AM, we have prepared and distributed Briefings, including, *COVID-19: Highlighting the Gender Pay Gap in the Nursing Profession*, contributed by Elisabeth Newman AM and Dr Deborah Towns OAM; *COVID-19: Mental Health*, contributed by Freda Kaufman. Two further briefings relating to Women in lockdown and the Environment, to be released in July.

It has been my privilege to work as the NCWV Co-ordinator of Standing Committees since 2014. It has helped me to build up priceless experience through working with all of the Convenors and Advisers. Especially, many thanks go to Elisabeth Newman, Pam Hammond and Deborah Towns for their guidance and the massive quality work!

I wish this most difficult period ends soon and we can look forward to this coming year bringing a new future.



Standing Committee meeting held via ZOOM: Elisabeth, Pam, Freda, June, May, Edith

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## STATUS OF WOMEN STANDING COMMITTEE

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

*The Committee on the Elimination of Discrimination Against Women is instrumental in implementing the Convention on the Elimination of All Forms of Discrimination Against Women. 'It's really important for Australia and our region to be reflected and represented on this Committee, ...It's a powerful tool. It's resulted in legislative and policy change all over the world. It gives guidance to States Parties and hopefully will result in a world in which men and women are more equal.'* <https://www.pmc.gov.au/news-centre/office-women/natasha-stott-despojas-cedaw-campaign-goes-virtual>

The NCWV Status of Women Standing Committee works, as do the other Standing Committees, to assist in the development of policies and responses on behalf of girls and women on the State level. It also aims to assist the Council to make contributions to the formation of policies for an NCW Australian framework for policy development as established by the International Council of Women from its early years. It has been a pleasure to work with many members and delegates who have provided me with input on the matters covered in this report and I thank them for their contributions.

During the past year we have had to come to terms with COVID-19 pandemic, restrictions on large gatherings and cessation of international travel. We are reminded of earlier times when few women could travel easily within a given country, much less internationally. More than 120 years ago, in the lead up to the creation of the Australian Federation, despite the tyranny of distance Australian women, using the power of the pen and postage stamp, lobbied effectively not only to be able to vote in the new Australian Parliament, but also to have the right to stand for election – a world first.

During subsequent periods of limitation on social gatherings, during the two world wars, the Spanish flu epidemic and the Great Depression, women reviewing existing public policies found creative solutions to pressing social needs, ranging from the creation of Maternal & Child Health Centres in Victoria from 1917 to the introduction of child endowment by the Commonwealth for children under 16 years payable to the mother's bank account. Not long after this, the right for a woman to maintain her citizenship, even if married to a foreign national, became law. Australian women and their organisations played a significant role in the emergence of the United Nations (UN) organisation, 75 years ago, and support for funding of entities such as the UN Refugee Agency and UNICEF.

At times in the 2019-2020 reporting period, there was a view being put that Australia should pull back from support of the UN. Prime Minister Morrison at the Lowy Institute in October 2019 spoke about a negative globalism which coercively tries to impose on nation states a mandate from an ill-defined borderless global community. The suggestion was that Australia's interests were not well served by seeking to elevate views expressed by global institutions, above the authority of nation States to direct national policies.

Nonetheless, just as UN Women, one of the newer structures of the UN bureaucracy, celebrates its 10th anniversary, in the middle of the pandemic, there is renewed interest in Australia in the way that UN member States, civil society organisations and other humanitarian partners, work together to make women's rights visible in key global agendas such as the flow on from the 2012 UN Conference on Sustainable Development in Rio de Janeiro, the Global Compact for Migration and the 2030 Development Goals where Goal #5 on achieving gender equality underpins all of the goals.

Australia's commitment to eliminating discrimination against women and girls in Australia, the Indo-Pacific Region and globally has been reinforced by the announcement in March 2020 by Senator the Hon. Marisa Payne, Minister for Foreign Affairs and Minister for Women, that former Senator the Hon. Natasha Stott Despoja AO had been appointed as Australia's candidate for the 2020 election for members of the UN Committee on the Elimination of Discrimination Against Women.



Due to the pandemic election was deferred from June to September 2020. Australia has not had an expert on the Committee since the Hon. Elizabeth Evatt AC who served from 1984-1992 and as Chair 1989-1990.

The Australian National Committee for UN Women has been working closely with Pacific Women. An Australian Government funded (AusAid) Program continues to work with regional and national partners to address gender equality in the light of intersecting crises for women in our region, including global economic downturn, natural disasters including Tropical Cyclone Harold, travel restrictions and a decline in tourism, loss of jobs and decline in remittances from family overseas.

In another March 2020 development, the Australian government replaced the COAG annual forum of Women's Safety Ministers, with the Women's Safety Council (WSC), enabling special additional measures to be taken during the COVID-19 period. The WSC will oversee the final stage of the Fourth Action Plan to reduce violence against Women and their Children expiring in 2022 and develop the next National Action Plan (NAP) and consider other necessary actions. Victoria's *Family Violence Reform Implementation Monitor* is tasked under the 2016 Act with reviewing the work of the government and its agencies in delivering state-wide family violence reform. The fourth and final report is due to be tabled in the Parliament in May 2021 with the consultation period set as 1 June and 26 July 2020.

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### **Women and Employment: Adviser Dr Deborah Towns OAM**

At the time of writing we are all experiencing difficulties due to the COVID-19 pandemic and it is very depressing that we are now experiencing a second lock-down. Research and anecdotal information show that women are experiencing many difficulties as old structures and attitudes about gender equality in the home and workplaces have not changed. Working flexibly and working from home are not the same for men and women, as women are still expected to do most of the housework, as well as supervising distance learning and child wrangling. The jobs lost because of COVID-19 are mainly in caring, cleaning, catering, retail, and these are jobs usually done by women. Many of the jobs that cannot be done from home are in the health care industry and they are usually women workers, which can be dangerous, having to travel on public transport and working closely with other people. Casual work has disappeared too, and women often worked in these jobs as it fitted around their 'home and caring duties'. Job-keeper is not available to everyone who lost work, especially casual work. Teaching is another job that is essential and not easily done from home. As 70 per cent of teachers are women, many of them are teaching via ZOOM and in other ways and could have young families. Child-care businesses are undergoing challenges. Women's safety and mental health, due to increasing stressful home conditions, needs to be recognised as a serious community and government responsibility as it could lead to domestic violence.

The Global Institute for Women's Leadership recently published an essay which shows how pre-existing gender disadvantages in Australia and globally are compounded by the COVID-19 pandemic: <https://www.kcl.ac.uk/giwl/assets/essays-on-equality-2020.pdf> <https://www.kcl.ac.uk/giwl/assets/essays-on-equality-2020.pdf>

### ***Sexual Harassment in Workplaces***

The Human Rights Commission published its sexual harassment report earlier this year finding that sexual harassment occurred in every industry and prevented gender equity in workplaces across Australia: <https://www.humanrights.gov.au/our-work/sexdiscrimination/publications/respectwork-sexual-harassment-national-inquiry-report-2020>. Victoria's Equal Opportunity and Human Rights Commission released its 'Raise it' program which is designed to equip and support workers to have safe conversations about sexual harassment and gender equity in workplaces: <https://www.humanrights.vic.gov.au/education/raise-it/>

### ***Victoria's Gender Equality Legislation***

In early 2020, the Parliament of Victoria passed the *Gender Equality Act 2020*, the first of its kind in Australia <https://www.legislation.vic.gov.au/as-made/acts/gender-equality-act-2020>. No other State or Territory has such radical legislation. It is designed to bring about gender equality in Victorian workplaces in the public service, local government, universities and other places, but not the private sector. Each public sector workplace must provide a Gender Equality Action Plan every four years, including targets and quotas. Progress towards equity in these workplaces will be monitored in various ways. Private sector workplaces in every State and Territory are already covered by similar national legislation, the *Workplace Gender Equality Act 2012*, that does not include compulsory targets and quotas. In Victoria, the government has advertised for the first Public Sector Gender Equality Commissioner. The role includes responsibility for education, compliance, and enforcement under the *Gender Equality Act 2020*.

### ***Activities***

During the previous 12 months, I have participated in and organised activities concerning gender equity and women's employment. These included coordinating the discussion at the virtual May Council meeting, in lieu of the May Forum, on the topic – "Gender Equity in the Workplace" - with guest speaker Professor Beth Gaze, an expert on gender equity legislation; chairing a workshop at the Gender & Sexuality in Workplaces Conference, University of Melbourne (12 February, 2020); authoring discussion and briefing papers; guest speaker, UNAA-Status of Women Committee, and awarded the OAM for education and gender equity.

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### **Economics: Adviser Emma Fu**

#### ***Current Economic crisis***

The ongoing COVID-19 crisis has inevitably affected the Australian economy by job losses, business closures as well as shifts in the ways we live, work and play. "In August 2020, the Reserve Bank of Australia (RBA) forecast its figures for the quarter ending in December 2020: an unemployment rate of about 10 percent, GDP contraction of around 6 percent, decline in household consumption of approximately 7 percent, and a 17 percent decline in business investment. And the RBA acknowledged extensive uncertainty on all four indicators". (*McKinsey Article: The next normal for Australian Industries and workforces, August 9, 2020*).

Across all industries, lower income earners and 15 to 19-year-olds are expected to be twice as likely to lose their jobs compared to high-income earners as well as 40 to 49-year-olds. While casual workers make up around 20 percent of the total workforce, they constitute 40 percent of the workforce in the most vulnerable industries including accommodation and food services, healthcare and social assistance, as well as education and training – these were the top three industries that were most affected by initial restrictions from March to June 2020 in terms of job losses (*McKinsey Article: The next normal for Australian Industries and workforces, August 9, 2020*). Going forward, we expect to see a rise in unemployment in accommodation and food services, followed by construction, retail trade as well as professional, scientific and technical services. Most of these hard-hit demographics and industries consist of large female workforce which is concerning as women still need to take care of most of the domestic housework.

#### ***Recommendations going forward***

As COVID-19 continues to change the ways we work and thus the distribution of economy, businesses as well as workers need to quickly adapt to new ways of working so as to differentiate themselves from their competitors to survive in the tough business environment. The Government will no doubt need to place more emphasis on upskilling workers in areas such as automation and technology, as well as provide targeted support to people and businesses in industries that are most affected by the pandemic.

### ***Post-COVID-19 world***

I recently came up with three ideas at work where Melbourne can enhance its connectiveness to encourage people to return to the city and facilitate changes of the ways we work, live and play.

**Live** (August - December 2020): Balcony choirs – Set up e-registrations for city apartment residents to take part in for set times where they can rejoice and connect in music with their neighbours who they normally don't get to meet, and to create a channel where residents in Melbourne city can socialise with each other now that public facilities aren't permitted to be used anymore.

**Work** (October 2020 and beyond): Encouraging alternative forms of green private transport which includes electric bikes, electric scooters, skateboards, cycling etc. It would be helpful for the City of Melbourne to introduce training sessions as well as incentives such as restaurant vouchers to encourage people to commute to the city with new private forms of transport which decreases the risk of social transmission as well as pollution.

**Play** (January 2021 - June 2022): No touching "Maskerade" outdoor art show at Federation Square – with social distancing in place and the fear of social transmission, an outdoor art show in the open space at Federation Square in the CBD will serve as the perfect location to invite people back into the city. The rule is – no touching once you enter the art show and everyone must wear a mask to enter. It serves as an alternative version of a masquerade ball where people have to dress up but this time with their unique masks. It is an opportunity for artists and musicians who don't have the opportunity to perform during COVID-19 to spice up Melburnians' lives with creativity. A social event will follow afterwards where people can get to meet strangers with one rule – no touching, no hands-shaking, no hugging. This aims to promote deeper spiritual connection for people who return to Melbourne city to socialise.

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### **Consumer Affairs: Adviser Edith Cheng**

#### ***Stay at Home during Coronavirus Pandemic***

During the restriction period in Victoria, apart from social distancing of 1.5 m, washing hands, using sanitizer, and services, lockdown measures caused a big shift in spending patterns from March onwards. Official figures had e-commerce sales soaring 26.4% to \$2.7 billion in April.

#### ***Scams***

Since the start of the COVID-19 crisis on-line scams have increased with, unfortunately, many consumers being caught. Consumers need to be ever vigilant and delete any suspicious emails from their computers. Consumer Affairs will offer advice on how to deal with scams.

#### ***Health Insurance***

There was a period when all hospital energy was put into the preparation of fighting COVID-19 so elective surgery was suspended. Consumers are questioning health insurance and are leaving feeling they are not getting value for money. Thus, the public health care system is at risk of being overburdened. Premiums either have risen or remained the same but with coverage reduced. COVID-19 crisis has seen telehealth develop with it being funded, in most instances, by insurance agencies and the expansion of Medicare. This has highlighted the need to examine the way health care is insured into the future.

#### ***Impact of COVID-19***

While forced to stay home during lockdown, women are likely to increase their caring responsibilities, have no opportunity to socialise, have limits on economic opportunities and face a higher risk of domestic violence

and mental stress. Journalist Annabel Crabb summed up the situation as “Coronavirus has left Australian women anxious, overworked, insecure – and worse off than men again”.

COVID-19 Pandemic tracing software, COVIDSafe, was downloaded by over six-million people. Why do we allow ourselves to be monitored? The impacts on privacy protection law, human rights law and consumer protection laws have on such digital data collection are still under discussion. As the crisis increases so does the potential of having our privacy taken over by technology.

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### **Rural and Urban:** Adviser Janice Latham

Land management, habitat protection and human resilience in Victoria has never faced a bigger challenge than over the past 12 months which has seen drought, fire and now COVID-19. The powerhouse of work to recovery has come about largely by the cohesive actions of each community to look out for the needs of each other.

#### ***Victorian Rural Women’s Network***

A network of programs has been well utilised by rural women in personal development, leadership, mentoring, farming diversity, business and marketing over the past 4 years

Of the rural and regional population of 1,410,079 in Victoria, 722,576 are women. In education, 109,284 of these have tertiary education, 53% post-graduate, 63% degrees and 41% tertiary certificates and diplomas. Victorian rural and regional women, 45% provide unpaid care, 20% work full-time and 26% work part-time.

There is a gender pay gap for rural women, with a lower percentage of rural and regional women earning medium to high income.

Lower income band - rural women 57%, men 45%

Medium income band – rural women 38%, men 62%

Higher income band – rural women 23%, men 77%

The Victorian Rural Women’s Network website is accessed by 15,000 people per annum; 76% of users are women. The website has more than 45,000 pages. Posts about events, people and personal development programs are most popular.

Health management, from consultations to hospitalisation remains one of the biggest concerns for families in rural Victoria.

#### ***Trust for Nature***

Conservation covenants are increasing across private land. This is a protection for endangered species. The project also aims to protect endangered ecological communities – Box Gum Grassy Woodland and Grey Box Grassy Woodland – the key habitat for the endangered Swift Parrot and Regent Honeyeater. Over the next 4 years a further 500ha of habitat for the Honeyeater will be protected. The project will be funded by the Australian Government’s National Landcare Program. Paddock trees, some 75% of which were cleared away in the past 50 years, are being replaced throughout North Eastern Victoria.

Through crowd funding, \$53,000 has been raised to be used at Ned’s Corner Station – a 500ha predator free enclosure. Currently, ongoing weed clearance, fencing and fox control is being carried out. Small mammals will benefit and bandicoots have already mounted a comeback; 250 tonnes of logs have also been delivered for progressive distribution within the habitat.

Native plants and wildlife, not often seen in other parts of the State, are also making a comeback.

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## GENERAL WELL-BEING STANDING COMMITTEE

### **Health and Nutrition:** Adviser Freda Kaufman

This year the Standing Committee reported on various issues: Linking Hormones to Mental Health, Memory Loss and Ageing, Walk Away from a Killer and Heart Healthcare Guide Update. Additionally, under the umbrella of the NCWV Committee, I prepared a statement on Mental Health that has been distributed to appropriate locations.

#### ***Linking Hormones to Mental Health***

“Mental Health” is a phrase that has figured prominently in the Australian press and media over many months. A rarely discussed aspect regarding the mental health of women that was raised during the Jean Haile’s Women’s Health Week in September 2019 was the correlation between hormones and women’s mental health. The female hormones such as oestrogen and progesterone are known to play a part in women’s reproductive health but it is now revealed that they also impact mental health. Professor Jayashri Kulkarni AM, Professor of Psychiatry and Director of the Monash Alfred Psychiatry Research Centre, spoke on this topic to Jo Roberts of Jean Hailes. “The point to make,” she said, “is that even though we tend to think of these hormones as the reproductive hormones, they also have a really, really big impact in the brain”.

Premenstrual Syndrome, PMS, is a common syndrome that is linked to these changing hormone levels. Some symptoms include bloating, headaches, breast tenderness and emotional symptoms such as irritability. Research reveals that for a small 3.8% of menstruating women the sensitivity to those hormonal fluxes can be so great that there are severe effects on their emotional and mental health. This becomes a separate condition known as Premenstrual Dysphoric Disorder (PMDD) that comes on suddenly premenstrually and presents a real challenge for women to get out of bed and have a normal day. To manage the condition hormone treatments are generally required and it is therefore important for women with PMDD or suspected PMDD to talk to their doctor for management and other support that may be required.

#### ***Memory Loss and Ageing***

An occasional senior moment or forgetfulness is normal in older people. With ageing, memory gets less efficient and less rapid. A conclusion takes longer to reach conscious awareness. We are born with the greatest number of brain cells, which can only decline. After the age of 40 we lose 10,000 braincells a day. The term ‘dementia’ covers 100 and more conditions and Alzheimer’s Disease also covers a number of conditions. For most people, occasional lapses in memory are a normal part of the ageing process, not a warning sign of serious mental deterioration or the onset of dementia. It is not the number of brain cells but the connection with their neighbouring brain cells that is of the essence. Do mental tasks, but not ones that are too easy! By so doing, one can delay the onset of Alzheimer’s Disease by one third. Physical action is important, but this interaction of brain cells is an essential feature. A new drug has come to light that targets specific receptors on neurones in key parts of the brain involved in cognition. The new drug is a derivative of benzodiazepine, a family of medicines that includes the anti-anxiety pills Valium and Xanax. The changes that the drug brings about in the brain suggest it could prevent memory loss at the beginning of Alzheimer’s and potentially delay its onset. It has raised hopes of a treatment for memory loss, poor decision making and other mental impairments that often strike in old age.

#### ***Walk Away from a Killer!***

A nationwide campaign was recently waged by the National Heart Foundation of Australia in a dramatic move to save Australian lives. It is a sad reality that more than half the population is too sedentary, living desk-bound and screen dominated lives that are linked to coronary heart disease, diabetes, osteoporosis, obesity and depression. Walking helps to fight these diseases for people of all ages and fitness levels. Walking for an average of 30 minutes a day can lower the risk of heart disease and stroke by 35%.

Walking for 2½ hours a week has been linked to a 30% decrease in the risk of death from type 2 diabetes and a 20% reduced risk of death from breast cancer and colon cancer. Walking helps to maintain bone density, reducing the risk of osteoporosis and fractures and also improves balance and coordination. Brisk walking reduces blood pressure, improves mental health and helps with weight management.

Walking has also been shown to stave off a decline in memory and the planning and thinking skills that often occur with ageing, thus becoming a factor in fighting dementia and Alzheimer's Disease. In addition to the physical benefits, there is evidence that walking is known to ease sorrowful feelings and diminish loneliness through social interaction.

Download the app: [walking.org.au](http://walking.org.au) for information on heart health and tracking your progress.

Visit <https://walking.heartfoundation.org.au/walking> to find a walking group near you.

Register with the Heart Foundation to be a walking member.

### ***Heart Healthcare Guide Update***

Towards the end of 2018 the NCWV, under the direction of the Well-Being Standing Committee, undertook to focus on Women's Heart Health and promote awareness of the essential facts to the women of Victoria. The Health and Nutrition Committee initiated the project and since that time, Committee members of the NCWV, together with delegates, have distributed hundreds of *Heart Healthcare Guide for Women* to their organisations and friends. The contents of the *Heart Healthcare Guide* include clear directions concerning:

- The symptoms of a heart attack, specifically those that are different from the symptoms in men.
- What to do if you think you are experiencing a heart attack.
- How to maintain a healthy heart.

The clear pointers to a healthy heart are also preventatives to stroke and diabetes 2 for both men and women and following this sensible lifestyle can prevent up to 60% of heart attacks and cardiovascular disease from occurring altogether! As NCWV Health Adviser, I see the distribution of the *Heart Healthcare Guide* as an important mission that supports the work of the National Heart Foundation of Australia and I have distributed 2500 guides on behalf of NCWV to health professionals, shops, restaurants and more! Copies of the single-sheet colourful Guide are readily available from the website: <http://www.ncwvic.org.au/publications.html>

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### **Environment: Adviser Pat Phair OAM**

Twelve months ago "Climate Emergency" was used to describe the state of the global environment. The world was experiencing increasingly violent storms, droughts, heat waves and wild-fires, at great cost to human lives and living conditions. Global scientists had established that the abnormal changes in the world's climate were due to increased concentrations of "greenhouse gases" (GHG) such as CO<sub>2</sub>, methane etc. in the atmosphere generated when fossil fuels are burnt for energy, as well as methane released from melting permafrost in the Arctic soils and vehicle emissions. At the UN Climate conference in Paris in 2015, it was agreed that these GHG emissions must be reduced to zero by 2050 if we are to keep the average global temperature in range 1.0 to 2.5 C above pre-industrial levels, considered to be the optimum range for sustainable human life and well-being.

In Greenland, the ice cover can exceed 3km, but is much thinner in Siberia. In both cases, ice covers a layer of frozen plant life (peat) and as temperatures rise ice melts and peat decomposes, releasing highly flammable methane which catches fire and burns ferociously on the surface. In Siberia, methane from peat often accumulates underground, and as the pressure builds, may explode, forming a huge crater on the surface with a hole 70m or more. Continued inaction by leaders raises anxiety among many people, especially the youth who fear for their future in an overheated world. Inspired by youthful Swedish activist, Greta Thunberg, protest groups rapidly formed all over the world and in September 2019, 155,000 young people and their supporters, including myself and our President, joined a World-Wide Protest March in Melbourne.

“I don’t want you to hope, I want you to panic!” (G. Thunberg.)

In March 2020, Antonio Guterres, the UN Secretary General, announced it was vital that the world stop using fossil fuels immediately, whilst Christiana Figueres, Head of the 2015 UN Climate Meeting in Paris, wrote: “this decade is the most consequential in human history... it is the decade in which, contrary to everything humanity has experienced before, we have everything in our power. We have the capital, the technology, the policies. And we have the scientific knowledge to understand we have to reach zero emissions by 2050. ...If we continue as now, we are going to be irreparably going down a course of constant destruction with much human pain and biodiversity loss...”

Now, in the middle of an environmental crisis to which our global leaders appear to be almost indifferent, we are faced with a global pandemic – the COVID-19 virus. Furthermore, there is the serious possibility that similar pandemics involving new viruses will occur in the future and we are still struggling to find the best way to minimize the spread of infection by this current virus and how best to treat it – by vaccine, medication? However, unlike with the climate emergency, our Leaders have sprung into action and are leading the struggle but, unfortunately, there is no silver bullet in sight yet. The number of deaths has been horrendous and is rising and we are still struggling to control the spread of the virus. Meanwhile, in the Northern Hemisphere, the summer months have rekindled the fires still smoldering from last year and record heat waves once more are occurring. There is no diminution of the climate crisis.

The current pandemic has also resulted in massive unemployment, but “Beyond Zero Emission” has presented a detailed and well-costed program to the Government for development of wind farms and solar installations, coupled with battery storage systems, that would reliably provide cheap, emission-free power, and we have the expertise and the experience to start this work immediately. They have also proposed construction of green social housing (double-glazed, well-insulated, with solar panels etc.) which would help alleviate our massive housing shortage. These programs which are currently under consideration will provide much needed employment to a large proportion of those currently unemployed.

The pandemic has also had a major impact on education, both in schools and at Universities, with dislocation to conventional face-to-face teaching and development of innovative methods of virtual instruction. This has great potential - it may allow students to select from a wider range of subjects or even choose courses from more than one University or College.

This Report has been written with the hope that global Leaders with inspiration and energy will resolve some of these issues which currently cloud the future of life on our Planet.

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**Habitat:** Adviser Dr Pat Phair OAM

### ***The Need for Improved Social Housing***

In Australia, following World War II, there was an acute shortage of housing, due to the influx of refugees and migrants. A Royal Commission was set up to plan for the construction of an estimated 300,000 houses. One, two and multi-storey blocks were built out of whatever building materials were available – bricks, concrete slabs etc. – but supervision was not very strict and the quality was often poor This post-war building boom helped relieve the immediate problem and in the next two-three decades the State Housing Commission continued to build more multi-storey blocks to provide adequate housing for the poorly paid or unemployed. Many are still standing but need upgrading as they provide a low standard of living - very hot in summer, (in fact a health hazard), whilst in winter these “leaky” buildings are very expensive to heat: it has been estimated that, on average, low income families spend 6.4% of their meagre income on heating.

For some time, it has been recognised that change was urgently needed as the population was increasing rapidly. At the latest census, there were 1618 homeless and 359 “sleeping rough” in the CBD - although Victorian Health and Human Services estimated there were closer to 25,000 homeless in Melbourne. Much of the “affordable” accommodation currently is below any civilised standard of living. Victoria has the lowest proportion of public housing in Australia – 1.8%, whilst in the OECD countries the average is 4.6%. Since 2014, expenditure on public housing had been falling and some housing estates had a dreadful reputation for drugs and petty crime. Thus, the Government drew up plans to transform some of the oldest housing areas into estates of comfortable, modern, energy efficient homes, well-spaced and in a green setting (trees!) and with a strong community feeling. The highest standard of construction is mandatory and follows the “Australian Sustainable Built Environment Council Rules”, which means that the houses are well insulated, double glazed, well lit with LED lights, high quality energy efficient appliances throughout – 7 star rating, expensive perhaps but set for a long life! Provision for those with special needs such as homelessness due to domestic violence, physical disability or long-term unemployment is a high priority in the planning. There also are proposals for organised domestic waste separation and collection and a composting facility. It is hoped that if these plans are carefully enacted and the tenants encouraged to take an active role in the maintenance and in communal gardens, the estates should provide the environment for a most desirable lifestyle. For new developments further out from the CBD, choice of location is important, close to public transport, medical facilities, shopping and schools as well as sport and recreation opportunities.

In recent years there has been a strong movement in the Community to move away from high blocks of flats with hundreds of apartments **BUT** many of the long term residents in the existing blocks, especially the elderly, didn’t want the society they had built up destroyed, their neighborhood and their feeling of security lost. They just wanted a few repairs, a tidy-up and did not want to move. The Government proceeded with their plans and also decided there should be a social mix in all new developments, with cheap government owned rental properties (“Public housing”) next to subsidised community and privately owned residences. One displaced resident commented “... it’s a slum clearance – we’re being cleansed by living next to yuppies.”

Things were just getting started, quite a few new buildings finished, but then came the pandemic. Several cases of COVID-19 were found in one older block which was immediately put into total isolation, no-one could leave the building and food was brought to the residents by courier, then other nearby blocks were also locked down. Nine towers in Flemington and North Melbourne were affected but they have now been deep-cleansed and the virus-free residents allowed to return to their apartments. However, this experience has made it clear that all future developments must be more spacious and allow easier access and movement – it is very likely that there will be more pandemics due to human impacts on the natural environment and we must be prepared.

The COVID-19 pandemic has had a particularly serious impact on women. There has been a large surge in domestic violence leading to an urgent call on emergency accommodation, an especially great problem for women with children, suffering from the trauma of their abuse. Furthermore, four times as many women as men lost their jobs so they also had financial problems. Finally, there has not been much progress in construction recently although there is abundant labour, great plans but problems with financing big new programs. Meanwhile the State Government has leased 1000 private properties for emergency housing. However, it is hoped that a satisfactory long-term solution for much needed attractive public housing will be found in the near future.

Concerned with the increasing number of homeless, particularly older women, NCWV has continued to monitor the provision of suitable low-cost housing and has urged the State Government to provide more. Now, with the present economic crisis and thousands unemployed, the shortage is only going to increase. Our advocacy will continue.

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## COMMUNICATIONS STANDING COMMITTEE:

**Education:** Adviser Pam Hammond

### ***COVID-19 Effect on Education***

There have been many ramifications of the COVID-19 pandemic, but the lockdown of people in their homes had the most impact. There was the impact on jobs, businesses, hospitality, tourism, family relationships and health, but also on education.

School closures have highlighted the vital and multiple roles schools play in students' lives, including being a safe haven for many, subsidising meals, mental health support, counselling and developing wellbeing and resilience. Teachers are educators first, but also social workers, counsellors, outreach workers, case managers and arbiters, being committed to their students' learning and welfare.

The disruption to the school year has affected all students, especially Year 12s who look forward to being 'top of the tree' with all that happens in their final year, in addition to the implication on their final results. But there also may be long-term effects on the very young, just starting school and developing the foundation learning on which future learning depends. Extra support may be needed on return to classrooms.

The requirement for children and youth to stay at home, meant that lessons were delivered online in the majority of cases, with parents and carers assisting/supervising. From personal contact and anecdotal evidence, teachers have risen to this challenge exceedingly well, adapting curriculum materials to online learning and developing structures and processes to maintain student engagement. One School Council President of a large secondary college reported on survey results of 1000 students, which confirmed the community's confidence in the teaching staff. The vast majority, while missing friends, agreed that their learning had not been interrupted. A school teacher stated in an article in *The Age* (16/05/2020) "I'm so impressed by the way we have been able to be flexible. We know now that whatever adversity comes in society that teachers are the people who can roll with the punches."

With their children learning remotely, parents and carers have become very aware of the complex role of teachers and the difficulties that can arise in educating children. Many parents have taken to the print and social media praising teachers and expressing how deeply appreciative they are of their work and how they should be better paid. There is a need to acknowledge the professionalism and dedication of our teachers, so that we can reverse the *Teaching and Learning International Survey (TALIS) 2018* data where 55 per cent of teachers felt undervalued:

[http://www.oecd.org/education/talis/TALIS2018\\_insights\\_and\\_interpretations.pdf](http://www.oecd.org/education/talis/TALIS2018_insights_and_interpretations.pdf).

This reversal can occur through teachers and principals being respected and valued by the community for their knowledge and skills, as are other professions. This is certainly the case in Asian and Scandinavian countries, where they are held in high esteem. Part of this valuing is in their remuneration.

The recently released 2019 Principal Occupational Health, Safety and Wellbeing survey, authored by Professor Phil Riley of Deakin University, has revealed that principals were subject to violence, threats, bullying and conflict at a far greater rate than the general public, with 42.2 per cent of the 2385 principals surveyed experiencing physical violence, with this increasing each year that the survey has been conducted. Professor Riley hoped that an improved respect for educators that has emerged from the COVID-19 pandemic will be a lasting change, with greater awareness of the stresses and challenges that principals regularly face. "One of the things that's happened is people have had their eyes opened about how difficult (a principal's job is) ... a very complicated job and people do have a new respect." One primary school principal hopes that people will treat her high-pressure profession with more respect after the COVID-19 pandemic.

NCWV has encouraged the Department of Education and Training and the State Government to use this increased awareness of the complex and vital roles of teachers and principals to promote them as true professionals. Hopefully, this will make a lasting, positive difference to the community attitude and respect and encourage our top students to consider teaching as a profession. As found in the latest PISA study *Effective Teacher Policies, OECD 2018* "While intrinsic factors are no doubt important for current teachers, PISA studies do not explain why other 'potential teachers' elected alternative careers instead of teaching, or quit teaching after a while. In fact, studies that survey a larger pool of graduates about their career choices show that the relative salaries of graduate occupations do play a role in these choices: had teachers' salaries been higher, more "potential teachers" would have seriously considered a career in teaching." P.15

This is an issue of national importance and should be also raised by NCWA.

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### **Arts, Letters and Music:** Adviser Rachel Prince

Amongst the challenges that restrictions have brought to the Arts Community, the pandemic has allowed the arts to crack through the surface in new and inventive waves.

'Space-2-be' located in St Kilda, is a design social enterprise whose main aim is to support people seeking asylum, refugees and newly arrived migrants to learn skills to become financially independent and included within the community. They achieve this through a solid focus on workplace training and business mentoring. Before COVID-19 on an average day you might find the shop/studio abuzz with creativity as newly arrived migrants are flourishing in their design skills with mentoring that will allow them to sell their wares. During the restrictions this is all obviously limited, however they have found a way to keep active through the making of face masks selling for only \$15 each with all money funnelled back through the social enterprise.

Whilst Broadway shows, choirs and art exhibitions amongst other things have come to a halt, online live performances have found a way to bring joy and entertainment to those isolating at home. In particular a non-for-profit organisation 'Marian Street Theatre for Young People' is currently running an online art campaign that inspires young people to make art at home whether that be drawings, poems, scripts, or even dance – then to send this through to them as they endeavour to document the experiences of young people in this immense period of change.

Amongst this pause in the Arts, comes the pause of income for Australian performing artists and tutors of the Arts. 'Riverboats Music Festival' seeks to help put money directly into the hands of the Arts Community through their new online platform called 'The Lounge Room Sessions". Each night an Australian solo artist or band performs a 20-minute segment from their lounge rooms which is broadcasted live. Alongside each session a link is posted where viewers can make an optional contribution to the artist via a dedicated fundraising page where 100% of all the funds is directly paid to the artist.

During this significant time of change, the Arts Community has maintained a steady sense of strength, creativity and resilience and has found multiple ways to shine through amidst the chaos.

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### **Mass Media:** Adviser May Hu OAM JP

In the first half year of 2020, the corona virus pandemic has dominated all platforms of media, the mainstream media and various social media. The scary accumulated data of COVID-19 cases has attracted the eyeballs of the people in Australia and around the World since the beginning of this year.

### ***Social Media***

World leaders frequently use social media, such as Facebook, Twitter, WeChat, YouTube, WhatsApp...They are not only used by Donald Trump in USA, Boris Johnson in UK, but also by our Prime Minister, Scott Morrison. Social media plays important roles in providing handy tools of communication and information which are essential during the pandemic, due to the restrictions imposing self-isolation, social distancing and border control. The Federal Government introduced the COVIDSafe app as a public health tool to help stop the spread of COVID-19. The Federal and State Governments also use smart phone apps to inform and educate the public about measures to prevent catching COVID-19 and to provide COVID-19 updates.

### ***Mainstream Media***

Due to the corona virus pandemic, the Australian economy has been hurt badly. The Federal government announced many stimulating measures with tens of billions of dollars, including, in April 2020, announcing a \$50 million package to support media across TV, newspapers and radio in regional and remote Australia.

Meanwhile, Australia's media industry has experienced significant turmoil in recent years, and the situation was exacerbated in recent months by sharp drops in advertising revenue, prompted by the corona virus-fueled economic downturn.

The ABC made 250 staff redundant, slashed its independent production budget, axed the controversial ABC Life platform, rebranded ABC Comedy and cut single-medium-focused news to create more cross-platform services to save \$40 million in 2020-2021, saving taxpayers about \$84 million over three years.

After 85 years of operation, the national news agency, Australian Associated Press (AAP), survived closure but is being significantly downsized after the sale of the Company in late June. Unfortunately, job losses cannot be avoided with only 85 to 95 jobs likely to be offered to current AAP staff. The new owners who purchased AAP are a consortium of philanthropists and investors including Channel Nine and News Corp.

### ***Warning on COVID-19 Scams***

The Australian Competition and Consumer Commission (ACCC) has received more than 2,000 corona virus-related scam reports since its outbreak, with more than \$700,000 in reported losses till May 2020.

Australian Cyber Security Centre (ACSC) warned, in March, that cyber criminals are using the corona virus pandemic as a "weapon". It has found that almost 100 new scams related to the pandemic have been reported since early 2020 with many scams closely mimicking official government communications. The Federal Government estimates that cyber security incidents cost Australian businesses \$29 billion in the past year. People lost an average of \$700 to cybercrimes, according to survey results released late 2019.

Internationally, the United Nations (UN) disarmament chief has warned that cybercrime is increasing, with a 600 per cent rise in malicious emails during the COVID-19 pandemic. Izumi Nakamitsu told an informal meeting of the UN Security Council that, according to the International Telecommunication Union, there have been worrying reports of cyber-attacks against health care organisations and medical research facilities worldwide. It is estimated that one such attack takes place every 39 seconds.

More information about corona virus scams is available on the website: <https://www.scamwatch.gov.au/> including how to make a report and where to get help.

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## SOCIAL ISSUES STANDING COMMITTEE

**Convenor:** Elisabeth Newman AM

I thank May Hu OAM JP, the State Co-ordinator of Standing Committees, for her ongoing contribution to the Standing Committee system, including encouragement given to Standing Committee members. Thanks, too, to the Advisers of the Standing Committee for the work they undertake on behalf of NCWV. Between us, our work has covered several of the recommended points for action in the ICW-CIF Plan of Action. 2018-2021.

At the commencement of the year, NCWV lodged a submission with the Federal Government's Royal Commission inquiry into Aged Care Quality and Safety. Although a Federal Government matter, NCWA encouraged Constituent Councils to make their own submissions as issues vary from State to State and Territory. As highlighted by the corona virus crisis, there may well be a State Inquiry into Aged Care. NCWV also made comment to the Victorian Government's Royal Commission on Mental Health. The increased pressures on women and families to make ends meet, exasperated by the present corona virus crisis and restrictions to curb the spread of this highly contagious virus has not only caused a rise in mental health issues as Sarah Morgan points out in the Youth report but an alarming increase in family violence, as June Anderson highlights in her Child and Family report. Nurcihan Ozturk and Edith Chen also mention the effect COVID-19 is having on people.

Homelessness and low-cost housing are also social issues touched upon during the year. The State Government is to be applauded for providing funds for Melbourne's homeless to have health checks and be housed during the restrictions due to COVID-19. But what will happen to them when the restrictions end?

We are living in unprecedented times due to the health and economic crises caused by COVID-19. The health and social welfare issues are enormous and will be with us for some years while recovery and a new "norm" occur. There is optimism that the world will be a better place.

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**Child and Family:** Adviser June Anderson

The COVID-19 pandemic has created devastating consequences for women and children. The economic difficulties brought about by the COVID-19 are impacting on women more than men. Financy *Women's Index*, which measures women's financial progress in Australia, reveals that women's financial progress is developing at a slower rate than any other time since 2015, and that economic equality is now likely to be set back at least 32 years. The *Index* revealed a slowdown in female employment growth as full-time job numbers have increased only by 0.1 per cent to 3.35 million over the March quarter compared to the figures for male full-time employment which rose by 0.9 per cent to 5.49 million. This was contrary to the situation before the pandemic which showed greater female employment compared to men.

"For women, the risk is that some of the recent economic progress slides backwards," Joanna Masters, Chief Economist Ernst & Young Oceania, said. "This is not because we care less about gender equality but reflects economic consequences and perhaps diverted focus." The research also flagged the risk that the gender gap in unpaid work could get worse in light of isolation, home-schooling, and fewer women in paid work.

COVID-19 and its consequences – such as isolation, stress and anxiety, unemployment, poverty, and ill-health – can combine to intensify the risk of family violence. As self-isolation becomes the norm, Dr Merrindahl Andrew, Program Manager for Australian Women against Violence Alliance, highlights how this will leave many women and children in danger.

In a time where staying at home is the best way to limit the spread of COVID-19, we need to remember that for many women and children that will mean being self-isolated at home with their abuser.

Melbourne's St Vincent's Hospital has recorded a significant increase in the number of people experiencing family violence presenting to its emergency department. The hospital's chief social worker, Lisa Braddy, said presentations to the hospital related to family violence had more than doubled in the first quarter of 2020 compared to 2019.

All the evidence tells us that as the COVID-19 pandemic continues, more women and children will face increasing threats to their safety, as abusers' use of violence escalates with increased isolation, stress and lack of community accountability – a pattern we know from natural disasters in Australia and worldwide. Across Australia, in June 2020, it is devastating to know that 21 women have died due to violence, since January this year, and four women have lost their lives in Victoria, as a result of male violence. People who choose to use violence against their partners and family members often have a pattern of abuse. This typically involves coercion, surveillance and cutting off their partner's relationships with co-workers, friends and family. Isolation due to COVID-19 will intensify this kind of coercive control by abusers.

With more people staying at home to reduce the spread of coronavirus, there will be less access to friends, family and community-based networks. This can significantly limit a person's opportunities to get help and support. Children, young people and elderly people, people with health conditions, disabilities or additional communication needs are at the increased risk during isolation, and from reduced access to supports.

Social isolation and physical distancing are extremely difficult for families, but we want to send a clear message it is not an excuse for family violence.

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### **Youth and Sport:** Adviser Sarah Morgan

Over the past year I continued to look at diversity and inclusion in the AFL, with my report on Beyond the Boundary: Different Colours. One Goal. This report not only looked at gender and the impact the women's competition has had on the AFL brand, but also the positive impact on the multicultural community focusing on the development programs to increase engagement and participation of different race, colour and religions at grassroots, junior and senior levels, as well as the elite.

#### ***The impacts of COVID-19 on young people***

The COVID-19 crisis will be one of the formative experiences of most young people's lives. They are watching how their parents, schools, cities and governments act. Big issues for younger people during COVID-19 are:

- the economic impact
- the social impact

The impact of family violence due to the added stress of staying at home during the lockdown period has direct effects and impacts on children. In a country where one woman a week dies from male violence, and where one child a fortnight is killed by a parent, we cannot underestimate the combined risks of social isolation, financial stress and family violence during the pandemic:

- the physical impact (such as youth sports)
- the impact on education.

For our Foundation (Prep) and VCE students, having a face to face classroom environment is very important due to their stages of development and preparation for the world beyond the classroom whether it be moving on to an apprenticeship, university or work.

The school environment plays an important part in a child's life, sometimes being the only place of support, predictable routines and above all a safe place. Educating the 'at risk' and most vulnerable children such as those with physical learning disabilities e.g., Dyslexia, ADD, ADHD, Autism can be challenging; also poverty and the lack of resources at home can contribute to the need for additional educational support through school and other organisations.

### ***Youth and mental health: Support without the stigma***

The mental health crisis will be severe and prolonged and is going to affect a very large number of people. Professionals, who work with young people on their mental health issues, continue to provide support where they can. In any given year world-wide, 10-20% of children and adolescents experience mental disorders. Half of all mental illness begins by the age of 14 and three-quarters by mid 20s. Perceived barriers to mental health care include anxiety and depression with reasons for not seeking help being confidentiality and lack of trust, also difficulty in identifying the symptoms of mental illness.

Mental health, particularly in our young people, needs to be de-stigmatised with professionals, who not only understand mental health but also understand the needs of young people, creating support teams that also include social workers and school representatives, meeting in a safe space which will differ depending on the circumstances and needs of the young person.

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### **Ageing: Adviser Edith Chen**

#### ***The Royal Commission***

The Royal Commission into the Aged Care Quality and Safety started in October 2018. The published interim report (October 2019) entitled ***Neglect*** has found the aged care system fails to meet the needs of its older-vulnerable citizens and exposed shocking instances of aged care abuses which according to the Commissioner "... degrades and diminishes Australia as a nation". Three immediate areas of concern are for:

- 1 More Home care packages for higher level care at home to reduce the waiting time
- 2 Reducing over-reliance on chemical restraint (or not to care by over drugging)
- 3 Stopping the flow of younger disabled people into aged care.

I attended an information session organised by the Commission and subsequently prepared points sent by NCWV to NCWA for a submission and, as suggested by NCWA, NCWV lodged a submission to the Royal Commission. The final report will be due on 12 November 2020.

Instead of waiting for government action, many initiatives happen at the grassroots level such as:

- 1 ONE GOOD STREET – neighbourhood support from community volunteers around Melbourne, with a lead organisation, Bolton Clark to manage.
- 2 COMPASSIONATE HEART – non-technical and non-medical community volunteer support for Palliative Care at home in the Bellarine region which is to be the first 'Compassionate City' in Australia.
- 3 SEE ME KNOW ME – regards older people as human beings, thus gives a form of empowerment to Seniors, while service providers get to know who they are, what they like, how they wish to be treated. The lead organisation is 'Meaningful Ageing Australia'.

#### ***COVID-19 Impact***

According to the Victorian Department of Health and Human Services (DHHS) advice, people aged over 70 years have the highest risk of being affected by the corona virus, thus should self-isolate. Many organisations offering services and programs to Senior Citizens are offering limited programs online or are closed, such as seniors' clubs, U3A and, most importantly, concerned for their safety, many volunteers are unable to work. Professor Nicholas Biddle, from the Australian National University said that the decline in volunteers will reduce the amount and quality of services that many Australians rely on.

## **Membership**

I am a member of COTA and am involved with the Moonee Valley Golden Aged Women's Network.

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## **Multicultural & Migration: Adviser Nurcihan Ozturk**

Please find below my activities and information pertaining to my portfolio over the past year.

### ***Translating – Checking Community Language (Turkish)***

As I have previously reported to NCWV, I was asked by an organisation to check material that has been translated into Turkish. Various organisations, who produce material in different languages, have needed to gauge whether the language is correct and the material giving information of Australia's health, welfare or legal systems can be easily understood and is sensitive to the needs of the community to which it is aimed.

I was asked to check the community information material translated into Turkish and gauge whether:

- material presented is in a way that is culturally appropriate;
- does it take into account your community's level of literacy?
- also does the material consider the Turkish community's familiarity with Australian systems, concepts and ideas?

### ***Coronavirus Hotline***

The State government introduced the Coronavirus hotline: 1800 675 398 (24 Hours).

Interpreting service: If you need an interpreter, call TIS National on 131 450.

Triple Zero: Please keep Triple Zero (000) for emergencies only.

### ***Safecare Victoria (SCV)***

Partnering in Healthcare Summit – 2019: I attended the summit as a Patient and Family Council member. Prior to the summit there were many consultations on developing the partnering in healthcare framework. Unfortunately, due to the COVID-19, the 2020 summit was cancelled to a future date.

### ***Turkish Women's Recreational Group***

Like NCWV many of the meetings that I usually attend have been postponed or other arrangements have been made. The Turkish Women's Recreational Group (TWRG) took the step to inform members that they would not be meeting as a result of the COVID-19. As most of our members are over 55 years of age, we decided to cease meetings. We have not met since March and it is unlikely we will meet for the rest of year. The TWRG has a Facebook page and updates its members with any news and developments so that they are kept up to date with what's happening.

### ***Religious Matters***

All mosques around Australia have stopped their prayer times to the community however, the 'call to prayer' is still continuing at the majority of mosques. Some Local Councils have allowed some mosques to have the 'call for prayer' on loud speaker, particularly where there is a prominence of Muslims; this was welcomed by the Muslim community particularly at this time when people are being told to stay away from one another. The isolation is proving to be very difficult for some cultural groups where they rely on that daily family contact. As you may know, some CALD communities live as extended families and living in isolation from them is proving to be very emotionally difficult.

### ***Information in languages***

Many Government departments are providing information in CALD community languages about the COVID-19 virus. Ethnic media outlets are also doing everything possible via newspapers, radio and social media to keep their communities informed and up to date with developments pertaining to the virus.

**Doctor visits over the phone**

Some doctors are providing telephone services to their patients, which alleviates the need for people to wait in the doctor’s offices and run the risk of infection.

**Brotherhood of St Laurence (BSL)**

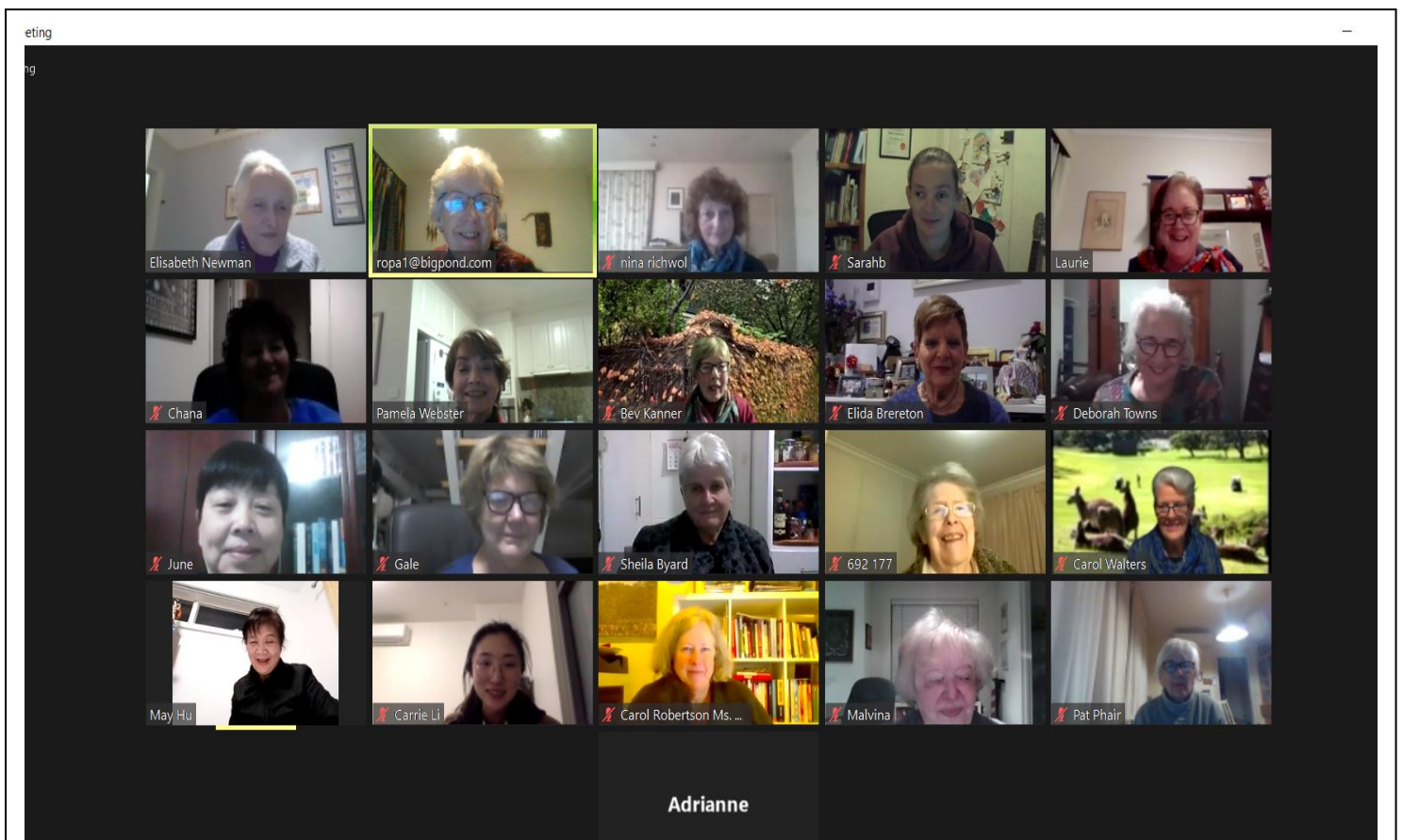
As most of you may know I am one of the Cross-Cultural Responsive Trainers with the BSL. Throughout the year I have provided many interactive training workshops that build the skills and confidence of staff and volunteers working with people of culturally and linguistically diverse (CALD) backgrounds; working with people with disability and the NDIS; working with young people; and the trade union movement.

**Better Care Victoria (BCV) - Innovation Fund**

The BCV Innovation Fund is a platform for supporting sector led innovation and improvement projects in the Victorian health sector. Established in 2016, the fund has delivered 42 projects to date. As a member of the Community Advisory Committee, my role is to ensure that, in particular, the needs of migrant patients, families and carers are met throughout the funding process.

I am concerned with the mental health issues that may arise as a result of isolation and the traumas that people face world-wide. I believe that the health effects of the corona virus will live with us for many years to come.

I wish everyone good health and hope that a cure is found for the corona virus and people all over the world get some normality back into their lives.



Council meeting held via ZOOM.



## **FINANCIAL REPORT**

### **For the Year Ended 30 June 2020**

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 2020.

#### **Committee Members**

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

- Elisabeth Newman AM
- Hean Bee Wee AM

#### **Principal Activities**

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

#### **Significant Changes**

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

#### **Operation Results**

The operating surplus amounted to \$2,485. (2018/19 surplus \$485)

**Schedule 1**

**Regulation 15**

**Form 1**

Associations Incorporation Reform Act 2012

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

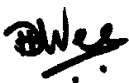
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**Annual statements give a true and fair view of financial performance and position of incorporated association**

We, Elisabeth Newman AM 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 2020”

Signed:



Hean Bee Wee AM

Date: 14 July 2020

Signed:



Elisabeth Newman AM

Date: 14 July 2020

## Balance Sheet

### National Council of Women Victoria Inc

30 June 2020

ABN: 18227073059

Reg Number: A0004465H

		<b>2019</b>	<b>2020</b>
<b>Assets</b>			
<b>Current Assets</b>			
	Westpac Cheque Account	167,200.79	9,243.93
	Bendigo Acc 146712401	4,984.00	Closed
	Westpac Term Deposit	25,000.00	30,000.00
	Westpac Cheque Account SG		426.32
	Westpac Term Deposit SG		160,000.00
<b>Total Current Assets</b>		<b>197,184.79</b>	<b>199,670.25</b>
<b>Total Assets</b>		<b>197,184.79</b>	<b>199,670.25</b>
<b>Liabilities</b>			
<b>Total Liabilities</b>		<b>0</b>	<b>0</b>
<b>Net Assets</b>		<b>197,184.79</b>	<b>199,670.25</b>
<b>Equity</b>			
	Members Equity	197,184.79	199,670.25
<b>Total Equity</b>		<b>197,184.79</b>	<b>199,670.25</b>

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

01 Jul 2019 - 30 June 2020

ABN: 18227073059

Reg Number: A0004465H

			<b>2019</b>	<b>2020</b>
<b>INCOME</b>				
	Membership			
		Organisational Membership	3,040	4,560
		Individual Membership	2,800	2,640
	Interest Income		1,225	610
	Function Income		5,093	4,847
	Grant		1,500	1,500
	Donations Awards		1,785	2,186
				1,170
	Other Income		3,687	1,291
<b>Total Income</b>			<b>19,130</b>	<b>18 804</b>
<b>OVERHEADS</b>				
	Rental		3,975	3,353
	NCWA Affiliation		2,089	2,005
	Insurance		1,174	1,206
	Office Costs		2,736	3,314
	Functions		4,966	4,556
	Awards		1,900	1,075
	Donations		650	500
	Other Outflows		1,155	310
<b>Total Expense</b>			<b>18,645</b>	<b>16,319</b>
<b>Operating Surplus (- Loss)</b>			<b>485</b>	<b>2,485</b>
<b>Members Funds B/F</b>			<b>36,274</b>	<b>197,185</b>
<b>Bequest</b>			<b>160,426</b>	
<b>Members Funds C/F</b>			<b>197,185</b>	<b>199,670</b>

**Cash Flow**  
**National Council of Women Victoria Inc**

01 Jul 2019 - 30 Jun 2020  
ABN: 18227073059  
Reg Number: A0004465H

		<b>2019</b>	<b>2020</b>			
		<b>Total</b>	<b>Total</b>			
<b>INFLOWS</b>						
<b>Functions</b>						
	End of Year Lunch	2,506	2,700			
	Parliament Events	1,797	2,147			
	May Forum	790	-----			
<b>Total Functions</b>		<b>5,093</b>	<b>4,847</b>			
<b>Membership</b>						
	Individual Membership	2,800	2,640			
	Organisational Membership	3,040	4,560			
<b>Total Membership</b>		<b>5,840</b>	<b>7,200</b>			
<b>Other Income</b>						
	Coin Collection	984	521			
	Donations	2,239	2,186			
	Awards	1,785	1,170			
	Grants	1,500	1,500			
	Trading Table	464	169			
	Other	-----	601			
<b>Total Other Income</b>		<b>6,972</b>	<b>6,147</b>			
<b>Interest</b>						
	Interest Income	1,225	610			
<b>Total Interest</b>		<b>1,225</b>	<b>610</b>			
<b>Total Income</b>		<b>19,130</b>	<b>18,804</b>			

**OUTFLOWS**

<b>Other</b>					
	Gifts				
	Donation Expenses	650	500		
	Awards - Citizenship	1,900	1,075		
<b>Total Other</b>		<b>2,550</b>	<b>1,575</b>		

<b>Function Expenses</b>			
	Parliament	1,668	1,658
	Christmas Lunch	1,640	2,126
	Pioneer Women's Garden	1,658	771
<b>Total Function</b>		<b>4,966</b>	<b>4,555</b>
<b>Insurance</b>		<b>1,174</b>	<b>1,174</b>
<b>NCWA</b>		<b>2,089</b>	<b>2,005</b>
<b>Office Expenses</b>			
	Printing & stationery	1,624	1,408
	Postage & courier	8	-----
	Website	-----	426
	Office supplies	-----	-----
	Telephone and Internet	468	619
	Other Expense	541	-----
	Computers	636	861
<b>Total Office</b>		<b>3,277</b>	<b>3,314</b>
<b>Rent</b>		<b>3,975</b>	<b>3,353</b>
<b>Interest</b>	Adjustment	614	343
<b>Total Expenses</b>		<b>18,645</b>	<b>16,319</b>

