



National Council of Women of Victoria Inc.

118th Annual Report
2020-2021

National Council of Women of Victoria Inc.

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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.

Patron in Chief: Her Excellency the Honourable Linda Dessau AC, Governor of Victoria
Patron: The Right Honourable the Lord Mayor of Melbourne, Sally Capp

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-six 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: their right to physical safety, to education at all levels, and to receive equal pay for equal work. It is agreed that violence in the home and public places is a crime, as is discrimination on the basis of gender, race, or marital status. The Council partners with professionals, policy makers and the community, to become more informed on issues of the day and to take action where appropriate, including making submissions to Government, to Parliamentary Committees and other inquiries and bodies.

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. [**Click here to download the brochure.**](#)



2020-2021 Committee: Dr Deborah Towns OAM, Elida Brereton, Pam Hammond, Ronniet Milliken, Beverley Kannegiesser, Elisabeth Newman AM, Speaker, Prof Susan Sawyer, June Anderson. Hean Bee Wee, Alexandra Jeffrey missing.

PRESIDENTS REPORT- Ronniet Milliken

“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 118th Annual Report of the National Council of Women of Victoria, reflecting the work and activities of the Council over the past year, 2020-2021. I commend the reports within this document to you our members.

Committee changes in 2020/21

Until COVID delayed 2020 AGM, our organisation was led by then President and Honorary Life Member Elisabeth Newman AM. Elisabeth never aspired to be President but took up the role when asked three months before the 2017 AGM and stayed on after September 2020 as COVID forced the delay of the AGM to 3rd December 2020. Elisabeth reported that she enjoyed the role, even with the workload, but not the public speaking and organising the ZOOM meetings!

After the 2020 AGM, at the initial Committee Meeting, we co-opted our esteemed Immediate Past President as an ex-officio member of the Committee and have greatly appreciated her mentorship during the year – especially me as the incoming President and Dr Deborah Towns OAM, the NCWA National Adviser Women and Employment - as the incoming State Co-ordinator Standing Committees.

Likewise, our Honorary Treasurer Sheridan Ingram has appreciated the guidance of Hean Bee Wee AM, whom we thank for her excellent work as honorary Treasurer. Pending the election of an Honorary Secretary, Pam Hammond has continued as Public Officer – and stalwart on the Committee – organising 2020 COVID abandoned MVMV and 60th Annual Australia Day Pioneer Women’s Ceremony and as Editor extraordinaire of the monthly Newsletter. Many thanks for your fine work Pam!

Our thanks to two Committee Members who stepped down at the 2020 AGM:

- **the gracious Freda Kaufman as Vice President** – continuing to make a strong contribution as the NCWV Health and Nutrition Adviser who organised Janet Michelmore of the Jean Hailes Foundation as key-note speaker at our September 2020 Council Meeting. In 2018, recognising the lack of knowledge in women’s heart health and the gender based differences that may occur during a heart attack, Freda led the compilation and distribution of a single page flyer that offers a Heart Healthcare Guide for Women.
Share this mission with all your heart! <https://ncwvic.org.au/files/Heartcare%20Guide.pdf>
- **State Co-ordinator of Standing Committees - May Hu OAM JP** who led the NCWV Standing Committees very successfully over six years from 2014 - in 2020 via ZOOM; and who continues to contribute as the NCWA National Co-ordinator Communications.

Communications with our Patron in Chief

In July 2020, we wrote to Her Excellency the Honourable Linda Dessau AC, Governor of Victoria about NCWV concerns for health, particularly the mental health of those affected by the pandemic restrictions, and the social issues resulting from the economic crisis leading to many becoming jobless – enclosing two COVID-19 briefings:

- *Women in lockdown - inequality and domestic violence*, prepared by Dr Deborah Towns OAM, NCWV Advisor for Women and Employment, and Elisabeth Newman AM President; and
- *The relationship with the environment* prepared by Dr Pat Phair OAM, NCWV Adviser for Environment and Habitat.

In August 2020, we received a message from Her Excellency to all Victorians to share amongst our community, hoping that all are well cared for and safe during this time of uncertainty.

Patron as Keynote Speaker



On 3rd December - we were honoured that our Patron the Rt. Hon. the Lord Mayor of Melbourne Sally Capp spoke at the delayed AGM about inspiring women and City Council plans to re-invigorate Melbourne. Our Patron is the first woman elected as Lord Mayor of Melbourne and now the first woman to serve two terms in this role. When asked to share her journey, Sally speaks of her many career changes, surprises, stumbles, and opportunities along the way, learning from mistakes. This has built resilience and the ability to maintain high levels of enthusiasm.

Sally acknowledged Barbara Abley, AM, who was the first female Mayor of the City of Geelong in 2002 and Gracia Baylor, AM, who was one of the first two women elected to the Victorian Legislative Council in 1979, after she had been Healesville Shire Council President in 1977, the first female Victorian Shire President. Sally noted that at the 2020 Council elections, 34 women became mayors, 30 were elected deputy mayors, overall, 45% of councillors are women, the highest level ever, and expressed her delight that Kylie Spears, CEO of ALGWA, has been elected Mayor of Maroondah City Council.

Sally has initiated a 'Truth Telling' program at the Town Hall to encourage and inspire more women to become involved in public life. Sally aims to have women's achievements valued and recorded in tangible ways. She thanked NCWV for their ongoing advocacy for women.

'Outstanding Women' is a series of interviews recorded for the National Ethnic and Multicultural Broadcaster's Council [NEMBC] with women from culturally and professionally diverse backgrounds covering remarkable journeys of resilience, courage, determination, and celebration of human spirit. One such woman is our **Multicultural & Migration Adviser Nurcihan Ozturk** a Delegate of the Turkish Women's Recreational Club Inc. A longstanding volunteer assisting the Turkish community, Nurcihan rose to prominence in the Union Movement as a State and Federal Representative. In 2020 Nurcihan received a Community Award from Northern Health celebrating her passion for community development and for highlighting the needs of culturally and linguistically diverse communities.

60th Annual Australia Day Pioneer Women's Ceremony

This was held in January 2021, rather topically honouring 100 years of **Women Pioneers in Medical Research**; and this special event enabled us to hear about the recent development of adolescent medicine. After months of lockdown, we were delighted to meet in person at the Women's Peace Garden, Kensington and celebrate with Girl Guides Victoria. Guest Speaker, Professor Susan Sawyer, Chair of Adolescent Health, Department of Paediatrics at the University of Melbourne, spoke on three themes including the importance of investing in medical research, and the value of evidence-informed public health policies, reminding us of some of the highlights of our 2020 pandemic year.



Afterwards Elisabeth Newman AM, as Immediate Past President, Pamela Webster a Delegate of the Returned and Services Nurses Club of Victoria, my sister and I went to the Pioneer Women's Garden in the Domain to lay a floral tribute in front of the dedication plaque.

Learning the Ropes

As well as familiarising myself with such occasions, time has been spent this year learning more about National Council of Women policies and procedures – the 2019 Constitution, the Blue Book, Red Book, and Yellow Book and NCWA Triennials and Resolutions. While the paperwork is important – it is the passionate knowledgeable volunteer members of the Committee and Victorian Standing Committee, who are the influencers – in person and through research, briefings and submissions that are prepared.

Advocacy

During 2020 four COVID 19 Briefings were published regarding:

- the relationship with the environment
- women in lockdown – inequality and domestic violence
- mental health and
- the gender pay gap in the nursing profession.

In 2021 we have advocated for free universal Kindergarten for 3-year-old Victorian children and increased resourcing and professional development of teachers as essential for effective implementation of Respectful Relationships Education.

'Shadow pandemic'

The Executive Director of UN Women has labelled violence against women the 'shadow pandemic'. Data released by the United Nations Population Fund (UNFPA) predicts that for every three months the lockdowns continue an additional 15million cases of domestic violence will occur worldwide. As reported in last year's Annual Report, domestic violence escalated during lockdown periods, with an increase in reporting post lockdown. This situation has not improved with time.

Council Meeting and Newsletters

We hope members, delegates and friends attracted by specific topics have had an opportunity to join us at a ZOOM Council meeting or read in our jam-packed Newsletter about our program of topical briefings by eminent women speakers regarding the health and well-being of women and girls in Victoria and internationally, in particular:

- justice for youth under 25, and the review of the Family Law and Federal Circuit Courts;
- gender equity internationally - the empowerment of women and girls in the Developing World and among women of the Pacific Region;
- gender equity in Victoria – for Victorian public service organisations with more than 50 employees – by the Victorian Gender Equity Commissioner, in private enterprise with more than 100 employees - by WGEA;
- research regarding school reader content, highlighting stereotypical role models;
- affordable housing for vulnerable women-headed households - by WPI and HAAG
- university faculty and first year students dealing with university life in the context of COVID-19.

Success – FAS Prevention

After years lobbying for warning labels to be placed on alcohol beverages as a measure to reduce the incidence of Foetal Alcohol Syndrome, NCWV heard from NCWA that multi-coloured pregnancy warning labels on alcoholic beverages will be mandatory in Australia after the Ministerial Forum on Food Regulation accepted new standards proposed by Food Standards Australia and New Zealand.

Success – Superannuation threshold to be removed

NCWA was successful in advocacy to remove the \$450 a-month threshold on before-tax income with a single employer, below which the superannuation guarantee is not paid. Removal of the exemption, means that formerly affected workers (the retirement incomes review found the threshold affected 197,000 women and 114,000 men) will receive the same remuneration for the same hours of work as an unaffected colleague.

Women's Voices in 2021

In 2021 in Australia, women's voices continue to call out and challenge gender inequity to improve the future for the girls and women of Victoria, across Australia and around the world.

In Australia, federal, state, and territorial laws have enshrined opportunity and rights for women over the last 50 years. Governments and public administration have driven equal opportunity change programs in education, and private and public workplaces. Today many are perplexed by the need to repeat, re-invent, recycle and rollout such programs to achieve culture change with gender equity at its core, and frustrated that still more time is expected to pass before gender equity is the norm.

Ongoing work of NCWV is an investment in our future and the opportunity of the decade/ generation/ lifetime – a moon shot – to achieve actual change. With passion and purpose, we will prevail.

A big thank you to all Members of NCWV and non-members who have supported the Council over the last year. In particular, thanks go to the stimulating speakers, Committee Members, Standing Committee Co-ordinator and Advisers, who are all volunteers.

In the words of our former Prime Minister *"it can get done, it was done. And if we did it once we can do it again in the future ..."*

Annual Australia Day Pioneer Women's Ceremony - Celebrating women in medical research

This was held on Monday January 18th, 2021 at the Women's Peace Garden, Kensington, a beautiful garden created by women in the International Year of Peace in 1986. This annual event celebrates Victorian Pioneer Women, conducted by the National Council of Women of Victoria, to acknowledge past and present women pioneers and includes a colour party and flag raising by Girl Guides Victoria and the singing of the National Anthem.



This year, the focus was on **Victorian Pioneer Women in Medical Research**. Many women have been working in medical research over the past 100+ years including:

Fannie Eleanor Williams, the first female medical research scientist at the Walter and Eliza Institute, the first bacteriologist and serologist. She was an expert in dysentery, was awarded the Associate Royal Red Cross for her work and co-founded the Red Cross Blood Bank.

Dora Lush, an accomplished bacteriologist, was a close collaborator with Sir Macfarlane Burnet between 1934 and 1939 researching diseases including influenza, herpes infections and myxomatosis.

Guest Speaker, Professor Susan Sawyer, Chair of Adolescent Health, Department of Paediatrics at the University of Melbourne, research Fellow at the Murdoch Children's Research Institute, Director of the Centre for Adolescent Health, Royal Children's Hospital, spoke on three themes:

Firstly, the importance of investing in medical research, and the value of evidence-informed public health policies exemplified by reminding us of some of the highlights of our 2020 pandemic year.



Australia Day Council Vic representatives, Prof Susan Sawyer, Ronnieta Milliken, President, Elida Brereton, V-P

Second theme was the strong record of Victorian women in medical research, sharing achievements of two remarkable Victorian women pioneers of medical research, one, Dr Vera Scantlebury Brown, in research and public policy from 100 years ago. Vera began to systematize Victoria's approach to infant welfare services, antenatal care, and pre-school programs through her pioneering role as first director of infant welfare in Victoria, the first woman appointed to head a government department in the state. From 1926 until her death in 1946, she put into place the universal structure of maternal and child health services and pre-schools we have in Victoria today. In 1919, the next 6 years saw her with a series of appointments at the Queen Victoria Hospital for Women and Children, the Women's and Children's Hospitals, the Victorian Baby Health Centres Association, and the Free Kindergarten Union of Victoria. In 1926, she was appointed as the director to the newly established section of infant welfare in the Health Department. She introduced compulsory training for nursing sisters at infant welfare centres to disseminate that knowledge to expectant mothers, central to lowering infant mortality. In 1994, her efforts to broaden infant welfare to pre-schoolers, resulted in the establishment of government childcare centres and pre-schools being added to the Health Department.

The other pioneer was in virology. Nearly 50 years ago Dr Ruth Bishop, a microbiologist, led a research team that discovered Rotavirus, the most common cause of severe diarrhoea among infants and young children, a deadly disease, claiming lives of half a million children worldwide each year and responsible for about 10,000 children being admitted to Australian hospitals annually. Given the prevalence of gastroenteritis in babies and young children, she began searching for a cause. She worked with Ian Holmes at the University of Melbourne who used a new electron-microscopy identifying a wheel-like virus 'rotavirus'. Ruth confirmed rotavirus to be the cause of the severe diarrhoea beginning a revolution in public health. She led the development of a vaccine against 'gastro', part of Australia's National Immunisation Program for all infants since July 2007. Ruth was awarded the CSL Florey Medal for her achievements in biomedical science – the first woman to receive the honour.

Thirdly, Susan shared her work in ground-breaking adolescent health and medicine which she began after teenage girls with Cystic Fibrosis approached her about their fertility status. After further training she developed adolescent medicine services at the RCH, being the Centre's director for the past 15 years, helping change global thinking about adolescence from a brief period of risk to understandings of adolescence as a critical period in which assets and capabilities of future health, employment, relationships, parenting are established, expanding the age of definition from 10-19 years to 24 years of age. Adolescent health is now part of the Global Policy for Women's, Children's, and Adolescents' Health. This is now considered a field of research and clinical practice.

ADMINISTRATIVE MATTERS

Media

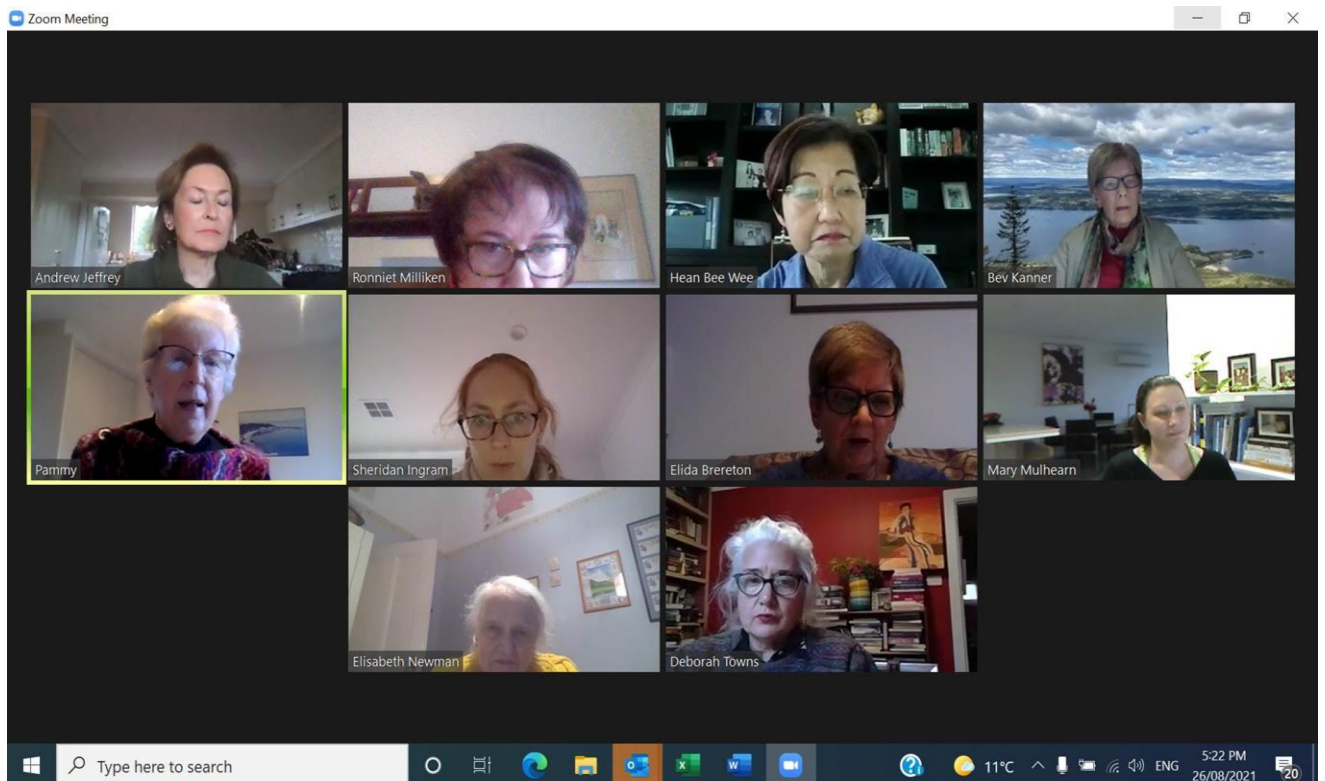
The NCWV website has been up-dated regularly over the year thanks to efficient Jaz at VirtualLEE.

MEETINGS

The Public Officer for 2020-21 has been Pam Hammond.

During the past year, ten Council meetings have been held virtually due to restrictions on conducting gatherings because of COVID-19, using ZOOM. Three meetings were held in the 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, mostly using ZOOM.



Committee Meeting with Alexandra Jeffrey, Ronniet Milliken, Hean Bee Wee AM, Beverley Kannegiesser, Pam Hammond, Sheridan Ingram, Elida Brereton, Mary Mulhearn, Elisabeth Newman AM, Dr Deborah Towns OAM, June Anderson an apology.

Council meetings, topics, and speakers, 2020 - 21

July 5:15pm	Tiffany Overall , Advocacy and Human Rights Officer at Youthlaw, a specialist community legal centre in Victoria for young people under 25 yrs, working to achieve systemic responses to legal issues facing them, through casework, policy development, advocacy & preventative education programs, within a human rights and social justice framework. Tiffany is also Convenor of Smart Justice for Young People.	March	Ms Inbal Steinberg, IT specialist and education consultant , spoke on her analysis of gender stereotypes in school readers and the need for gender equity in children’s literature.
August	The Honourable Diana Bryant AO, QC spoke on the review of the Family Law Court, by informing the meeting that the original Bill to merge the Family Court with the Federal Circuit Court was withdrawn. One structure recommended is two Divisions – Family Law and Federal Circuit, which Diana believes is more practical, one set of rules, one point of entry and one head for both the Federal Circuit and Family Court of Australia.	April	Ms Libby Lyons, Director, Australian Workplace Gender Equality Agency (WGEA) dealing with <u>non-public sector organisations</u> with 100 or more employees – including Victorian organisations. Ms Inbal Steinberg , IT specialist and education consultant, who has analysed school readers spoke on gender equity in children’s literature.
September	Janet Michelmore AO, interim CEO , Patron and Board Member of Jean Hailes for Women’s Health, established in 1992. Topic: Keeping women well – addressing the gaps in knowledge and care.	May ZOOM	Focus: Housing: Affordability and Accessibility for Women. Jeanette Large , CEO, Women’s Property Initiatives a not-for-profit organisation which creates new beginnings for women facing homelessness, spoke on “Safe, Secure, Affordable Housing for Vulnerable Women” explained how WPI houses over 230 women and children around Melbourne through the properties they own and another 200 + people through properties they manage. Kobi Maglen , Manager of the National Advisory Group for the Housing for the Aged Action Group (HAAG), organisation specialised in the housing needs of older people, spoke on “At-Risk Older Women Facing Homelessness in Victoria”, trends, appropriate responses, including HAAG’s advocacy agenda, in central, rural, and regional Victoria and the impacts of COVID-19.
October	Amanda Southwell, Community Engagement Manager, International Needs Australia. Topic: The Empowerment of Women and Girls in the Developing World through International Needs Australia.	June	Dr Farida Fleming: Gender Equity in the Pacific. Gender Equality in the Pacific area has been a priority with activists for many years, developing refuges and advocacy for climate change issues as well as domestic violence prevention. Some churches have joined the anti violence efforts which is particularly important given their role in Pacific communities. Pacific Leaders Gender Equality Declaration, written in August 2012, demonstrates the priority elected leaders are putting on women’s rights. These government efforts are welcomed.
November	Assoc. Professor Dawn Gleeson, University of Melbourne. Topic: University Life in 2020: Changes and challenges.		
January	60 th Annual Australia Day Pioneer Women’s Ceremony (see report)		
February	Dr Niki Vincent , appointed Commissioner for Gender Equality in the Public Sector for Victoria in September 2020 spoke about her new role and passion for equal opportunities for all women in Australia and overseas. Gender Equality Act, Vic comes into law from 31 March 2021 excites Dr Vincent as it covers the work practices and gender equity realities of 300 Public Service entities with more than 50 employees imposing mandatory Gender Equality Action Plans.		

Committee Members until December 2020

President: Elisabeth Newman AM

Vice Presidents: Freda Kaufman; Ronniet 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

Committee Members from December 2020

President: Ronniet Milliken

Vice Presidents: Elida Brereton

Hon Secretary: vacant

Public Officer: Pam Hammond

Hon Treasurer: Sheridan Ingram

Standing Committee Coordinator: Dr Deborah Towns OAM

Hean Bee Wee AM

June Anderson

Beverley Kannegiesser - Individual Members' Rep.

Alex Jeffrey - Regional (Geelong)

Immediate Past President: Elisabeth Newman AM (ex-officio)

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

Col. Joyce Fischer

Janet Galley OAM

Elisabeth Newman AM

Anne Parton

Patricia Phair OAM

Col. Betty Spikin

Eleanor Sumner

Individual Life Members

Beverly Blythe Bailey

Sheila Byard OAM

Leonie Christopherson AM

Janet Galley OAM

Sandy L. Munro

Elisabeth Newman AM

Jennie Russell OAM

Hon NCWV Archivist

Janet Galley OAM

National Council of Women of Australia – Positions held by Victorians

Eleanor Sumner - Honorary Life Vice President

Elisabeth Newman AM – Board Member until December 2020

Ronniet Milliken – Board Member from December 2020

May Hu OAM JP - Coordinator, Communications Standing Committee

Dr Deborah Towns OAM– National Adviser Women and Employment and Economics

International Council of Women

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

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

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

NCWV Representatives

Corrections Victoria Stakeholder Forum:
Barbara Latham

Ross House Association: Anne Parton;
Dr Deborah Towns OAM

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 and Referral Service
Victoria Women's Trust

National Australian Chinese Women's Association Inc.
May Hu / Nancy Wang

National Council of Jewish Women Australia Inc.
(Victoria)
Helen Lewin / Alex Silver

NCWV Geelong Branch
Alex Jeffreys/ Anne Parton

Presbyterian Ladies College Old Collegians Association
Anne Parton / Robyn Byrne OAM

Returned & Services Nurses Club of Victoria Sub-Branch RSL
Pam Webster / Robyn Pritchard

Royal Commonwealth Society Victoria Branch
Lloyd Byrne / James McCarthy OAM

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 Soloczynskij

Uniting Church Australia Victoria and Tasmanian Synod
Adult Fellowship
Dorothy Underwood

Victorian Women's Medical Society
Dr Rosalie Cooper / Dr Elysia Robb

Woman's Christian Temperance Union – Drug Free Lifestyles
Rhona Theodore / Jan Shattock

Women's International Zionist Organisation
Nina Richwol

Women's Property Initiatives
Jeanette Large / Colette McInerney

Organisational Members & Delegates 2020-21

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/ Great Diskin

Australian Asia Business Women's Association
June Anderson / Jane Wei

Australian Local Government Women's Association Inc
(Victoria)
Cr Kylie Spears / Janet Pearce

Beta Sigma Phi Victoria Inc
Ronniet Milliken/ Helen Bruckner

Girl Guides Victoria

League of Women Voters of Victoria
Deborah Towns OAM / Robyn Buccheri

Liberal Women's Council Victoria

Melbourne Legacy (Widows)
Jo Moloney

Methodists Ladies College Old Collegians Club
Elida Brereton/ Anne Turner

Moonee Valley Golden Age Women's Group
Edith Chen / Maree Snow

Individual Members

Veronica Agobong
June Anderson
Barbara Brown
Robyn Buccheri
Guosheng Chen
Deb Colville
Terri Dry
Lilly Fetter
Adrienne Fleming OAM
Farida Fleming
Michelle Gibbings
Neva Halverson
Pam Hammond
Jessie Handoll
Eleanor Holden
Sheridan Ingram
Barbara Joyce
Beverley Kannegiesser
Katherine Karas
Freda Kaufman
Olga Korytsky
Wendy Le Get
Fran Mackieson
Malvina Malinek OAM
Nyanom Mayong

Ronniet Milliken
Mary Mulhearn
Helen Nguyen
Fiona Patten MP
Rebecca Overend
Janet Park
Benjie Perryman
Carol Robertson
Helen Rodd
Rysia Rozen OAM
Judith Ryles OAM
Lisa Struthers
Anne Sgro
Carol Walters
Hean Bee Wee AM
Norma Wells
Pamela Williams OAM
Phyll Williams
Margaret Wilson
YoungNCWVic
ZamZam Aden
Liana and Issie Baldwin
Emma Fu
Sarah Morgan
Rachel Prince
Lucy Skelton

NCWV Standing Committee Members: 2020 - 2021

State Co-ordinator of Standing Committees:

Dr Deborah Towns OAM

Status of Woman:

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

June Anderson

Janice Latham

General Well-being:

Advisers: Health and Nutrition:

Environnement 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:

Lilly Fetter

Sarah Morgan

Edith Chen

Nurcihan Ozturk

The Sylvia Gelman AM MBE Awards



Unfortunately, due to the continuing uncertainty caused by the COVID-19 crisis, members interested in the Sylvia Gelman AM MBE Awards have been reluctant to commit to anything long term. This has prompted us to review the criteria and reduce the timeframe of the awards. Dependent on the ongoing restrictions and lockdowns we do plan to give some awards later this year and look forward to more stable times.

Members of the Sylvia Gelman AM MBE Awards Management Committee: Elisabeth Newman AM (Convenor), Gracia Baylor AM, Leonie Christopherson, Hean Bee Wee AM, Pam Hammond, Ronniel Milliken NCWV President Ex-officio member.

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.

The Hon. Colin Brooks MP, Speaker of the Legislative Assembly, Parliament of Victoria

Hon. Shaun Leane MLC, 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

Officeworks

Stephen Reynolds, Photosynthesis Graphic Design, Blackburn

Victorian Electoral Commission

Workgroup Computer Solutions WCS – Terry Komis

TeamWestpac Banking

And to the many guest speakers during the year

IN MEMORIAM AND AWARDS JULY 2020-JUNE 2021

IN MEMORIAM

Judy Bent - NCWV Geelong Branch

Individual (formerly Associate) Member.

1994 - Committee Member.

1994 - Hon. Treasurer (from October).

2004 - 2007 - Hon. Treasurer.

Honorary Life Member - NCWV Geelong Branch.

Sandra Mary Mercer Moore (Dr. Mercer) AM. - 15.1.1943 - 15.1.2021

Past Delegate - The Liberal Party of Australia Central Council - Women's Section – Victoria -2001-02.

Member of Australian Physiotherapy Association Victoria - 57 years.

Australian National President APA - 1991 - 1992.

World Confederation for Physiotherapy for 8 years.

Judith Anne Parker (nee Sinclair) AM (2004). 7.1.1941-10.4.2021

NCW Australia President Elect – September 1999 to September 2000.

NCW Australia President – September 2000 to September 2003.

Member - NCW Australian Capital Territory 1961 -1994.

Member - NCW Western Australia: President 2004-2007.

International Council of Women - 2003-2006/2006-2009.



Kathleen Ann Hollingworth - 10.5.1936 - 13.4.2021

Patron, NCW Australia - 29.6.2001 - 29.6.2003

AWARDS

Community - Nurcihan Ozturk - for her dedication as a Volunteer at Northern Health.

Nurcihan is President, Turkish Women's Recreation Group and NCWV Adviser, Multicultural Issues and Migration



2021 Queen's Birthday Honours

Recognition Matters - Women made up 53 per cent of Victorians honoured: An exciting milestone was reached in the 2021 Queen's Birthday Australian Honours, with gender parity achieved amongst Victorian recipients for the first time. We congratulate the 2021 Queen's Birthday Honours award winners in particular:

Coral Ross AM- Past Delegate, Australian Local Government Women's Association Victoria Inc. received the Honorary Member (AM) of the Order of Australia for her service to local government and to gender equality



Coral Ross AM



Pam Robinson AM

Pam Robinson AM received Honorary Member (AM) of the Order of Australia for significant service to conservation and the environment, and to the community.

HONORARY ARCHIVIST'S REPORT July 2020-June 2021 - Janet Galley OAM

VALES

Vales have again been forwarded to NCWV for inclusion in Newsletters. As well it was possible, as Archivist, to provide some information received from Sheila Byard OAM and Elisabeth Newman AM on the role of the late NCW Australia President Judith Anne Parker AM who was also a former elected member of ICW-CIF.

Recognising great women

On their deaths in 2020, it was pleasing to see recognition of the outstanding service given to all Australians by Dame Margaret Guilfoyle [Senator for Victoria from 1971-1987] and The Hon Susan Ryan AO [ACT's first female senator 1975-1987]. Key laws enshrining opportunity and rights for women were legislated on their watch. Their support for women, men, families was valued and has given much to our community and society in Australia.

Sadly, NCWV recorded the passing of **Judith Ann Parker (Sinclair)** AM DSJ, born in Geelong and Hon. Life President of NCWA. Judith was an activist for human rights over a period of 50 years, with a special interest in the rights of women and children. Judith won the right to hold the ICW-CIF Triennial Conference in Perth, August 2003, the first time Australia hosted this event, attended by more than 60 members of NCWs throughout Australia. It was an outstanding success across all facets. In 2004, she received an AM 'for service to the community through the National Council of Women of Australia and a range of other organisations that benefit women and children'. In 2012, she was a recipient of the United Nations Australia Peace Award.

Legal Deposit.

With the updating of how one communicates information, it is most pleasing that digitising of archival material and donations to Libraries, Historical Societies and Organisations is occurring, in these bodies which are occurring, who are keepers of records for preservation. This should mean that documents from the past to the present time and beyond will hopefully ensure that such valuable, irreplaceable recorded history documents will be well preserved for future reference.

Contact was made with the State Library of Victoria and National Library of Australia in Canberra who were most responsive to the NCWV request that our regular Newsletters and Annual Report be placed on the National edeposit (NED) Library - Acquisition and Description/Collection Development and Description. Thank you to the past Hon. Secretary, Pam Hammond who will set this NED in place. Thank you to the member who donated envelopes and postage for hard copy lodgement over many years. Legal Deposit has been designed to digitise and record hard copy of all Australian published material. In 2016 amendments were made to the Copyright Act that all digital material published must be deposited with the National Library of Australia in Canberra, as well as the local State Library. Any organisations producing Newsletters, Annual Reports, Publications are urged to consider lodging these documents on a regular basis so they can be securely stored and are able to be researched for the future.

Research Enquiries about NCWV Membership

An enquiry was received from a delegate of an organisation about its involvement in NCWV and the organisation delegates. This organisation affiliated in the mid 1980's and had been an active participant in NCWV as were the delegates that had been appointed over some 35 years. Their delegates had held office as Vice President, Hon. Secretary, Public Officer, Newsletter Editor, and regularly attended Council meetings, functions, fundraising activities, seminars and forums. An outstanding record of devoted and loyal service to NCWV by remarkable women with a strong sense of voluntary community work. The organisation subsequently disaffiliated.

Another affiliated organisation enquired when they had affiliated with NCWV which proved an interesting research through NCWV Annual Reports, as their delegates over the years had also been involved in the NCWV Executive, Sub Committees for Functions and Fundraising.

NCWV Presidents' Honour Board.

The Presidents' Honour Board was a donation in the mid 1990s and over the years has been kept up to date by Presidents, especially Past President Mary Allinson and Past Hon. Secretary, Pam Williams OAM. This has been updated for terms Presidents have held office put together by myself as Archivist with Immediate Past President Elisabeth Newman AM arranging for the gold lettering to be done.

NCWV 2001 Banners Celebrating Centenary of Australia 2001.



In 2001, NCWV participated in A NATION ON PARADE held to Celebrate the Centenary of Australia 1901-2001. Three Banners were commissioned to be designed and made for the Parade. These Banners languished in the NCWV office for some years, but in mid-2000s were placed in metal cylinders, the cost generously donated by a NCWV member (and her husband). The Banners were then placed in the safe keeping of the Royal Historical Society of Victoria.

The Banners depict Dame Ada Norris DBE, Vide Goldstein and Muriel Heagney. Preservation is being considered as they need preserving for display/exhibitions to show future generations our women's history.

NCWV Anniversaries

NCW Victoria - The 60th Annual Australia Day Pioneer Women's Ceremony was held in January 2021 at the Women's Peace Garden, Kensington. This Ceremony commenced first in January 1961, when NCWV invited Affiliates to celebrate pioneer women at a Ceremony in the Pioneer Women's Memorial Garden, Kings Domain, Melbourne. The Girl Guides Association Victoria were invited to have a Colour Party to raise and lower the Australian Flag, Australia Day Council Victoria (ADCV) were invited to Propose a Vote of Thanks to the Guest Speaker and a Floral Tribute of Australian flowers was laid at the Memorial Stone for Pioneer Women by the Presidents of NCWV, ADCV, Guest Speaker and NCWV Senior Vice President. This Annual Ceremony has taken place at the Women's Peace Garden, Kensington, since 2018 when access to the Pioneer Women's Memorial Garden became difficult due to infrastructure works in Melbourne, but fortunately the NCWV President and Hon. Secretary have accessed the Pioneer Women's Memorial Garden to place the floral tribute there on the day of the Ceremony. Over 60 years NCWV has been appreciative of the role of Melbourne City Council, especially the Parks and Gardens staff who are invaluable on the day of the ceremony being held.

NCW Australia - Although NCWs were established in New South Wales, Tasmania (Hobart), Victoria, South Australia, Queensland, and Western Australia, they worked separately, with an Annual Congress held for some years. During the 1920s, after lengthy discussions between the States, it was agreed that National Council of Women of Australia be founded in 1931, when the remarkable Mrs. I. H. Moss was elected NCWA President whilst at the same time being President of NCWV, and 1934/35 the only woman on the Centenary Council to celebrate 100 years of the State of Victoria.

Therefore 2021 is the 90th Anniversary of the Founding of NCW AUSTRALIA. Other Councils came to join NCWA - NCW Launceston, NCW Australian Capital Territory and NCW Northern Territory.

Awards

Order of Australia - This Award is announced twice yearly - Australia Day and Queen's Birthday (June). Over a long time NCWV has either nominated or written letters of support for this Award. Much has written and spoken of in relation to the Order of Australia Awards and it is strongly urged that women should be nominated and supported. An excellent article in The Age Good Weekend Magazine 23rd January, 2021, "Out of Order" is worth reading as the information is of importance to ensuring all relevant information is included in such a nomination.

It was pleasing and gratifying to see that in 2021 four women were selected for Australian of the Year; Senior Australian of the Year; Young Australian of the Year and Australian Local Hero.

Members are also reminded that there are many other awards available, and nominations are accepted for community involvement. It is most important that the relevant criteria be followed for each award nomination thus ensuring a more successful outcome.

Storage of Australian Archives -

National Archives of Australia, Canberra. ACT

The National Archives of Australia were established as part of the Archives Act 1983. Whilst the main office is situated in Canberra, there is a National Archives office in each capital city of Australia.

An article in The Age (26.4.2021) drew attention to the lack of funding being received for this important and vital facility of recording Australia's history. Letters to the Editor were published and a further article (1.5.2021) drew more attention to the disintegration of the records in the Collection - Audio/Video/Motion Pictures/Films/Photographs/Paper Based Records. It is of importance that all material be safely preserved for researchers/ historians/ archivists and families who seek historical information. To assist funding into the future, the National Archives Australia commenced seeking donations from philanthropic organisations as well as the general public. The response appears to have ensured that the public regard keeping of Australian Archives is of value to their heritage, past, present and into the future.

National Library of Australia, Canberra. ACT.

In 2016 when it appeared that funding for TROVE would be decreased, a commitment was given by the Government that A\$16.4mill would be available over 4 years to ensure access to users. By 2020 there was an increase in demand for digital services when services for TROVE and National edposit (NED) were required to be delivered, along with fewer staffmembers to keep the systems up to date in this technological revolution. It is essential to keep this outstanding Australian Collection preserved and available to all who wish to view and research such an Archive.

In Conclusion

This is a longer Archives Report than usual as, with NCW Victoria to be 120 years of age on 19th March 2022, it would be interesting to view the past, the present and going into the future of the importance of being a non-government, not-for-profit organisation, for 120 years in the State of Victoria is an outstanding achievement. Circumstances have continued have meant that I have been unable to participate in either Individual or Council Meetings, but the NCWV material received by email has been informative and of much interest.

Thank you for material received by members, especially those who are unable to be present either at an actual meeting or by ZOOM. May NCWV continue to be a voice for all urban, regional, rural remote women, families and communities in Victoria.

My greetings to all Individual Members and Members of NCWV.

The Honorary Archivist can be contacted through the NCWV office, particularly if you are seeking information about NCWV. [_____](#)

INDIVIDUAL MEMBERS - Elisabeth Newman AM NCWV Immediate Past President & Convener of Individual Members' Group

It gives me pleasure to present the annual report for the Individual members of NCWV. Sadly, this past year we have been unable to conduct face to face meetings due to the continuing COVID-19 crisis and resulting restrictions. However, we are ever hopeful it will be possible to re-commence meetings in person later this coming year.

At the Annual Meeting of the Individual members held 6th August 2020 the following were elected to the Individual Members' Committee:

Elisabeth Newman AM as Convener

Barb Joyce as Deputy Convener

Carol Robertson as notetaker

Beverley Kannegiesser finance and Individual Members' Representative on the NCWV Committee.

On Thursday 27th May we were able to have the Minnie Peden excursion. Just! Victoria went into lockdown that night. Thanks to Beverley Kannegiesser 's organisation, five of us were treated to a most interesting tour of the Old Treasury Building which is steeped in history. COVID-19 restrictions meant the building was closed to other visitors; we were restricted to seven persons which we would have had but for the impending lockdown. Three of us were able to meet afterwards for refreshments.

A virtual Annual Meeting was held on 6th Aug as a separate meeting from Council. Otherwise, with the small number who usually attend Individual Members' meetings, it has not been practical to hold separate virtual meetings with a speaker, thus we officially joined the Council meetings of October, February, April, and June when a full Individual Members' report was given by Beverley Kannegiesser with some input from myself. I thank all Individual Members who joined these meetings as well as the other Council meetings. Minutes have not been taken as the Individual Members reports and any other matters are included within the Council minutes, however, copies of these reports have been kept along with the Council minutes. With virtual meetings, it has not been possible to keep an accurate record of Individual Members present at meetings.

Finance: With no face-to-face meetings we have been unable to collect funds via the "purse". We have, however made a small profit from the Excursion and a couple of small donations so will be able to make a small donation to NCWV to cover certain costs such as the membership fee to RHSV. I thank those Individual Members who, in renewing their membership also included a donation to further the work of NCWV. Your generosity is much appreciated

It is with regret that Barb Joyce has found it necessary to resign from NCWV. Over her 30+ years of membership, encouraged by her mother, Barb has been a loyal member. Although never a committee member, she has always lent a hand when needed. This past year she has served as Deputy Convener of the Individual Members. On behalf of the whole Council, I thank Barb for her support and assistance which has been very much appreciated. We do hope she will continue to be able to attend some of the Council's special events. It has been a pleasure to welcome nine new Individual members since 1st July 2020. With the exception of two, who have been delegates, viz. Ronniet Milliken, the NCWV President, and Pam Hammond, past Secretary, it has not been possible to meet the new members in person. I and other Individual Members very much look forward to being able to meet them in person.

Thanks go to the Individual Members' Committee of Carol, Beverley, and Barb for their support and to Beverley as the representative to the NCWV Committee. I also thank all Individual Members for their support during this past year of great uncertainty and the support they have given to the Council in general. It is good to see many holding official positions within NCWV. As soon as circumstances permit, we will return to face-to-face meetings.

GEELONG REGIONAL BRANCH NCWV - President' s Report 2020-21 - Alexandra Jeffrey

The Geelong Branch of the NCWV was founded in 1944.

Honorary Life Members: Noële Cook, OAM, Carmel Dingemans, Marita Fitzpatrick, Jan Kinloch, OAM and Anne Parton.

We note with sadness the death of Honorary Life Member, Judy Bent, who was a much loved and highly valued member of our organisation.

The Branch consists of 11 Individual/Associate members, eight Affiliates, each with two delegates. The Affiliated organisations are:

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

I have much pleasure in presenting the 77th Annual Report of the Geelong Regional Branch of National Council of Women Victoria.

The 2020 Annual General Meeting was delayed due to COVID-19 restrictions. It was held at the home of Helen Rodd, NCWV Geelong Secretary, in Newton on 14th December 2020.

Monthly meetings are held on the 3rd Monday of the month in the Reception Parlour, Sacred Heart College, Newtown or in the Hall at St. David's Uniting Church, Newtown. Committee meetings have been held in February and June 2021.

Geelong Regional Branch is a member of:

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

Our meetings this year have again been adversely affected by COVID restrictions in Victoria.

Guest Speakers:

February 2021 - No meeting was possible

March 2021 - Local historian, Cheryl Baulch gave an informative presentation on the Museum Without Walls project in Torquay.

April 2021 - Barbara Abley, AM, gave us a fascinating account of her life: Life's Full Spectrum

May 2021 - Bronwyn McNamee gave us a very interesting account of her work on Nauru in the field of education with local people and refugees.

June 2021 - Our Annual Luncheon was cancelled due to Covid 19 restrictions

July 2021 - Again, our Annual Luncheon was cancelled due to COVID-19

Committee members have attended NCWV Council Meetings and Committee Meetings:

Alex Jeffrey attended February, March and July NCWV Melbourne Council Meetings via Zoom: February NCWV Melbourne meeting via Zoom where Dr. Nikki Vincent, recently appointed Commissioner for Gender

Equality in the Public Sector for Victoria was guest speaker. The Gender Equality Act went into effect on March 31, 2021 promoting transparency in the public sector in regard to gender equity covering 300 organisations.

March NCWV Melbourne meeting via Zoom had as guest speaker, Libby Lyons, Director of WEGA (Workplace Gender Equality Agency). This agency deals with private sector workplace gender equity. It collects information from over 100 private employers. The agency goal is to grow and review data to meet the changing labour market and promote change within that market.

The Geelong Branch donated to:

North Geelong Secondary College Bursaries - \$500.00

Sacred Heart Family Support - \$300.00

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

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

The National Council of Women Victoria conducts the annual *My Vote My Voice* half-day event for Secondary students. This is held in the Legislative Council Chamber, Parliament of Victoria, August. It started as a result of research finding that young people are disengaged with the democratic processes. This event is supported financially by the League of Women Voters Bessie Rischbieth Trust to cover the catering cost for students. The event is designed to encourage students to investigate a theme determined in consultation with YoungNCWV. Students are invited to make three-minute presentations on the theme, to the invited audience of students, community members and a panel of eminent people, with no more than 3 to speak. We hope that for the students who attend they will go on to better grasp the intricacies of our democratic system.

2015 theme: Twenty years anniversary of the UN's Fourth World Conference on Women 'Action for Equality, Development and Peace' held in Beijing. Students to research the current situation.

Speaker: VMC Youth Commissioner, Safa Almarhoun.

Attendees: Schools: 10 Students: 70; Adults: 50

2016 theme: *The Right to Vote, the Right to Stand*, designed to encourage students to investigate the level of participation of women in State and local government, past, present, and future.

Speaker: Tina Hosseini, Youth Commissioner for the Victorian Multicultural Council.

Attendees: Schools: 9 Students: 40; Adults: 60

2017 theme: *Women in Local Democracy – Towards Gender Equality.* 2017 marked the 20th anniversary of Local Government Women's Charter: *gender equity, diversity, and active citizenship.*

Speaker: Michelle Richards, Moorabool Shire Fire Protection Coordinator, winner of the Australian Local Government Women's Association 2017 Bursary.

Attendees: Schools: 8 Students: 40; Adults: 50

2018 theme: *Diversity in Community Organisations.* There were 64 students from 13 schools. Students were encouraged to investigate diversity in local organisations or in their school.

Ms Tina Hosseini, Chair of the Red Cross Youth Advisory Commission, addressed us in the Queen's Hall.

Speaker: Penny Scott, Adviser Workforce Branch Victorian Public Sector Commission spoke on her experiences as a Wiradjuri woman, researcher, employment lawyer focused on workplace diversity

Attendees: Schools: 13 Students: 64; Adults: 60

2019 theme: *Male and Female Youth as Future Voters,* with students asked to research opinions on voting from their peers. One common element that came through was that there needs to be more 'Civics and Citizenship' content in the core curriculum.

Speaker: Ms Amy Carpenter, Education Coordinator, Victorian Electoral Commission

Attendees: Schools: 11 Students: 50; Adults: 60.

As an outcome of this, the Minister for Education, the Hon. James Merlino, requested the Victorian Curriculum and Assessment Authority (VCAA) and the Victorian Student Representative Council (VicSRC) to work together to improve civics and citizenship education in Victorian schools. In December 2019, a workshop was held on the implementation and resourcing of the Victorian Civics and Citizenship Curriculum hosted by VicSRC and the (VCAA). Subsequently, VicSRC students were contracted to develop digital resources and Monash University contracted to conduct research into teachers' and students' experiences of the curriculum, with a pilot teacher professional learning program developed.

The 2020 event was not held due to ongoing restrictions related to COVID-19.

My Vote My Voice has the support of the President of the Legislative Council, Speaker of the Legislative Assembly, Education and Community Engagement Unit, Parliament of Victoria; Australian Local Government Women's Association (Victoria), the League of Women Voters Bessie Rischbieth Trust and the Victorian Electoral Commission.



Legislative Council Chamber, Parliament of Victoria, My Vote My Voice 2019

STANDING COMMITTEE REPORTS 2019 – 2020

INTRODUCTION - State Coordinator for Standing Committees: Dr Deborah Towns OAM

This is my first State Coordinator's report. I am following on from May Hu OAM JP, and I want to take this opportunity to thank her for her leadership for the previous six years and for helping me this year. Elisabeth Newman AM is our immediate Past President, and I would like to thank her too for all her work leading us all and advising me on my new role's responsibilities. She is also a member of the Standing Committees as the Convenor of Social Issues, and she is a much-valued contributor. Ronniel Milliken is also a great contributor to the Standing Committees and our new President.

2021 continues to be difficult for every Victorian as the pandemic has developed from the original COVID-19 into the virulent Delta Strain. As this report is being prepared, we are in lockdown again, with strict social restrictions, shops shut, and schools closed. Numbers are going up again for infected people isolating, restricted sites, and with this strain children are more vulnerable. The good news is many people are getting vaccinated but not quickly enough. This may seem like a digression from my expected report, but the pandemic affects the Standing Committees in many ways and is always foremost in our minds.

Our meetings are usually conducted via ZOOM. We had two earlier meetings at Ross House when we could, in between lockdowns, but most members preferred ZOOM because of health dangers in public transport and being away from home. We are all being cautious. We have had very good numbers of meeting participants in our ZOOM meetings with lively, practical, and social discussions which has helped all our mental health, I am sure of that.

However, *My Vote My Voice*, organised by Pam Hammond, was cancelled last year and this year it is postponed until November 8. We can be optimistic so far about it going ahead. This year we were also combining MVMV with the celebrations of the League of Women Voters 75 + 1-year celebrations. Recognising this event and the centenary celebrations of the Australian Federation of Women Voters, the theme for this year is **'Democracy - Past; Present; Future. Is politics structured to benefit society in the future?'**

The May Forum was conducted via ZOOM. We congratulated ourselves on its success. It was focussed on 'Housing: Affordability and Accessibility for Women', and was organised by Elisabeth, Ronniel and DT. The speakers, Jeanette Large, CEO of Women's Property Initiatives and Kobi Maglen, Manager, Housing for the Aged (HAAG) were very impressive, confronting us with the details, the problems, and the solutions they follow, and their suggestions influenced us in many ways. We will follow up in practical ways. To begin it was suggested that the NCWV write a letter to the Minister for Housing about our Forum's findings and how we are very concerned about housing for aged women.

Speakers we organised for the Council meetings through our networks included, Dr Niki Vincent, recently appointed as the Commissioner for Gender Equality in the Public Sector for Victoria, and Inbal Steinberg, IT specialist and education consultant, who has analysed school readers and spoke on sexism in Children's Literature. Pam Hammond and Deborah Towns are following up with suggested guidelines for non-sexist reading materials in schools as a NCWV briefing and possible publication for parents and schools. Libby Lyons, the retiring Director of the Workplace Gender Equality Agency, spoke about her five years at the helm, the successes and continuing challenges to support businesses moving towards gender equity. She was concerned that change could be slowing.

Deborah Towns, Sheila Byard and Elisabeth Newman participated in the League of Women Voters Victoria (LWVV) activity on 12 May, 97 years since Victorian women gained the right to stand for parliament. The legislation was passed on 12 May 1924, so it was the exact day! It was held at the Royal Historical Society's Rooms. 2024 will be the Centenary of women gaining the right to stand. We could consider celebrating this milestone with the League of Women Voters.

Our response to the Human Rights Commission’s *Respect@Work* report was about how sexual harassment in Australian workplaces impacts safety at work and interrupts economic growth. Ronniel and Deborah summarised our concerns and our report was sent to the Executive of the National Council of Women Victoria. We have received congratulations on our work.

Sheila Byard alerted us to the National Library of Australia’s (NLA) appeal to fund the digitisation of the Australian Federation of Women Voters’ archive. We advertised it in our Newsletter and were thanked by the NLA for our support. They reached their aim of \$150,000.

Briefings and letter writing by our members has continued. Edith Chen assisted by Pam Hammond and Deborah Towns wrote a briefing paper and article for our Newsletter, ‘Aged Care: Where to next? Is there the Political Will to Fix the System?’ Pam Hammond wrote a briefing, ‘Three-year-old kindergarten and four-year-old kindergarten should be free’.

Despite the pandemic the NCWV’s Standing Committees members have continued their work. Thank you to all the Standing Committees members this year: Elisabeth Newman AM, Ronniel Milliken, Sheila Byard OAM, Barbara Latham, June Anderson, Janice Latham, Freda Kaufman, Dr Pat Phair OAM, Pam Hammond, Rachel Prince, May Hu OAM JP, Lilly Fetter, Sarah Morgan, Edith Chen and Nurcihan Ozturk, for attending meetings, advice, reports and your community activities, professional work, and friendship.

May Forum on Housing:



Jeanette Large



Kobi Maglen



Dr Nikki Vincent, Victorian Gender Equality Act

STATUS OF WOMEN STANDING COMMITTEE

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

The work of the Status of Women Standing Committee aims to assist in the development of policies and responses on behalf of girls and women on the state level in relation to such matters as implementation of relevant UN human rights conventions, international relations and peace and the review of various policies and legislative proposals at different levels of government in Australia. It is also aiming to assist the Council to make contributions to the formation of policies for NCW Australia, according to the framework for policy development established by the International Council of Women. Thanks to all those who have contributed to the work of the Committee including Barbara Latham, NCWV Adviser Human Rights and NCWV representative on the Corrections Victoria Stakeholder Forum.

Respect at work: In April 2021 the NCWA Board Meeting requested comment from the constituent Councils in relation to the Respect @Work Report of the Federal Sex Discrimination Commissioner. NCW Victoria's contribution authored by Dr Deborah Towns OAM, State Coordinator of Standing Committees, and NCWV President Ronniet Milliken, drew on input from the Status of Women Advisers and other Standing Committee members. It is however unfortunate that in recent times NCWA submissions are no longer available online.

NAP to reduce violence against Women and their Children: In 2020 the Australian Government replaced the COAG annual forum of Women's Safety Ministers, with the Women's Safety Council, 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 NAP and consider other necessary actions. Victoria's Family Violence Reform Implementation Monitor has the responsibility under the 2016 Act for reviewing the work of the Victorian Government and agencies in delivering state-wide family violence reform. The fourth and final FVRIM report covering the year up to November 2020 was tabled in the Parliament in May 2021. While the report recorded some significant progress against the system limitations identified by the Royal Commission, the following priority areas were identified for further work: Governance, Data, evaluation, performance and outcomes; Service integration - Ensure alignment and (appropriate) integration in the ongoing design and delivery of interrelated reform initiatives including The Orange Door roll-out, legal assistance, specialist Family Violence Courts and perpetrator accountability mechanisms to improve responses for victim survivors and perpetrators; Perpetrator accountability; Hearing the voices of children and young people; Workforce issues - Continue to grow and develop the specialist family violence and primary prevention workforces needed to support the service system and strengthen development of the broader workforces that intersect with the family violence system; Housing - Improve housing access by adopting a whole of government approach to enable more victim survivors to remain in their own homes.; and Prevention - Shift the focus to preventing family violence.

Gender equality programs and Australia Overseas Development Aid: One of NCWA 2020 resolutions called for the release of gender disaggregated data. It was thus helpful that the NFAW Gender Lens 2021 Budget analysis revealed that spending on overseas development aid is to be cut by \$144.4 million from last year to a total of \$4,435.3 billion, and \$1.3 billion of this funding goes to supporting gender equality across the program, but as a proportion of total ODA this figure places Australia in 22nd place out of 29 OECD donors. The allocation of \$170 million regional funding over five years to *Pacific Women Lead* is very welcome. The NFAW recommendations are for the Australian Government to commit to ongoing and increased funding for the international development budget, including gender equality programming, laying the foundation for COVID-19 response, recovery, and reset; to resource gender, disability, and social inclusion by reversing the 25 per cent funding cut to the central disability fund and significantly increasing the proportion of ODA targeting gender equality, including through increases in funding to women's rights organisations; to allocate

20 per cent of funding within *Pacific Women Lead* to strengthening and research, and ensure bilateral programs are incentivized to fund work under the program to feminist work; to increase the predictability, transparency and flexibility of ODA by reintroducing multi-year, to budgeting and allowing funds to be rolled-over between financial years; and to increase the staffing portfolio of DFAT in Canberra and overseas with a focus on development and gender expertise.

Corrections Policy: While the Victorian Department of Justice Corrections Stakeholders group has not met through the COVID period, RMIT University's *Centre for Innovative Justice* has been investigating the increasing numbers of women entering prisons. In Victoria, the rate at which women are being imprisoned, especially Aboriginal women, has risen sharply in recent years and is increasing at a faster rate than for men. The CIJ's Issues Paper, 'Leaving custody behind: Foundations for safer communities & gender-informed criminal justice systems', looks at evidence about women's involvement in the criminal justice system and the causes of the escalating female imprisonment rate in Victoria. Given harm caused by the incarceration of women there is an urgent need to find better ways to meet human rights standards. Victoria's Minister for Corrections Hon Natalie Hutchins MP is shortly to launch the CIJ's research report at a webinar with panel of from front line agencies, prison reform advocates and the CIJ's Peer Support Worker, a woman with lived experience of the justice system: Mindy Sotiri (Justice Reform Initiative), Dorothy Armstrong, (Adviser and Peer Support Worker, Centre for Innovative Justice), Antoinette Braybrook, CEO, *Djirra* (formerly the Aboriginal Family Violence Prevention and Legal Service), Elena Pappas (CEO, *Law and Advocacy Centre for Women*), Elisa Buggy, (EO *Flat Out Inc.*) and MC and facilitator: Rob Hulls and Elena Campbell (*Centre for Innovative Justice*).

Corrections/ Prisons: Adviser Barbara Latham

The Victorian Government has commissioned an independent review into its prisons, to ensure a safer environment for staff, more effective prisoner rehabilitation, recidivism reduction, and catering to prisoner needs for improved community safety.

The Year Ending 31/03/2021 saw 1 in 5 criminal offences were Family Violence-related, as Victorians suffered extensive, enforced COVID-19 Lockdowns. Victims of Family Violence-related offending was the highest ever recorded, predominantly by increased FV common assault. Family violence increased 8.2% to the highest on record at 92,999 incidents, as did the rate of family incidents, also up by 8.3% to 1,389. FV-related victim reports have continued to increase, while other types of victim reports decreased. This increase in FV-related victimisation has been seen for the last three years, reflecting more than pandemic-related impacts. (*crimestatistics.vic.gov.au*)

Cherry Creek

The new \$419 million Youth Justice facility will open in 2022: comprising 140 beds, an intensive intervention unit, specialised health care unit, intensive alcohol and drug treatment unit, dedicated mental health beds, education, vocational skills, recreation, and spiritual facilities, and will include youth justice custodial officers, psychologists, teachers, health workers, administrative and maintenance staff.

Focus will be on staff safety and reducing reoffending among young males aged 15 to 18 years on long-term remand, undergoing sentence, or both, within distinct communities.

Chisholm Road Prison

The new 1248 bed maximum security prison will be in the Barwon South-West regio, near Avalon Airport, and will be Victoria's largest prison.

Barwon Prison

The new high risk maximum-security prison is expected to be operational late 2022, enabling accommodation of up to 706 prisoners. It will be the first in a \$798 million program to expand the five Victorian prisons' capacity, generating local jobs and economic activity across four regions:

- Lara (Barwon Prison and Marngoneet Correctional Centre)
- Castlemaine (Middleton Prison)
- Ararat (Hopkins Correctional Centre)
- Ravenhall (Metropolitan Remand Centre).

Contraband

The lucrative prison black-market in amphetamines, ice, heroin, pharmaceutical-grade narcotics, tobacco, mobile phones, knives, USB devices, and other contraband is usually supplied by a prisoner's family, friends, and criminal associates by "booting" during visits (*boot - internal concealment*). The long Covid-19 forced lockdowns saw a surge in drone activity delivering contraband, exposing a security gap resulting in the installation of \$442,000 of equipment to track drones and detect the operator's location for up to 50kms at five prisons. Previously, it was not possible to intercept drones.

Thomas Embling Hospital (*former Fairfield Infectious Diseases Hospital, adjacent to former HM Prison Fairlea and former Yarra Bend Lunatic Asylum*)

This hospital provides for criminal justice patients in need of psychiatric assessment, treatment, or care (security or forensic patients) as well as Victorian public mental health system patients needing specialised management (compulsory patients). Opened in April 2000, it is purpose-built with 116 secure beds. The figures prove that 116 beds are grossly inadequate for the large number of prisoners warranting this secure facility. The Victorian government must be held to account for its failure to provide larger secure psychiatric facilities so desperately needed.

Malmsbury Youth Justice Precinct

The 32-bed expansion houses young people nearing their sentence end and transitioning out of custody. It has added extra education and program facilities, a secure double perimeter fence with sterile zone, gatehouse expansion, and perimeter landscaping with many native trees used.

IBAC REPORT (22/06/2021 abc.net.au)

Victoria's prison system is at risk of ongoing corruption and misconduct. The Independent Broad-Based Anti-Corruption Commission (IBAC) report found Corrections Victoria staff conducted inappropriate strip searches, used illicit drugs, accessed private information through internal databases, and tampered with body-camera evidence. The report found the risk of bad behaviour was increasing as prisoner and staff numbers rose.

Although some steps have been taken, the matters identified in this special report call for critical further action. The problems are long-standing. Four previous IBAC investigations indicated serious misconduct had been covered up and reporting to IBAC had been delayed. Victoria's Coroner says the prison drug support programs need an overhaul, to tackle the numerous shortfalls in those programs within Victoria's prisons, with advocates also declaring the system "broken".

Investment in Women's Prisons and conditions

The Victorian Government has spent multi-millions of taxpayer money "beautifying" the external appearance of prisons, replacing worn visitor furniture, establishing planted garden areas, proudly stating that several Australian native plants were included.

Our prisons continue to expand, with no sign of decreasing population in the near future.

Although announcing millions will be spent on the women's prison, little has yet been done for female inmates, too many of whom remain incarcerated long after their sentences have ended because they have no accommodation to go to, and no possibility of employment.

It is estimated that 85% of the female inmates have reduced mental capabilities due to violence-induced head injuries. High numbers of incarcerations result from theft performed to obtain food, clothing for themselves and their children. More women are forced into homelessness and crime due to fleeing family violence.

For all the posturing about improving conditions for inmates, I find it is cosmetic at best. Very little has been done to improve inmates' mental health, to teach anger-management, to teach coping skills for returning to main-stream life upon release or retraining to get a job. Psychologists are in short supply and waiting time to see them is unfairly long. Available retraining courses available are voluntary. There is little incentive, especially if the inmate is virtually illiterate.

There are many organisations wanting and claiming to offer to support and assist prisoners, yet too little is achieved. It is difficult, confusing, and frustrating for inmates to discover which of these many organisations offers the best help for each individual. It is too easy to "fall through the cracks" in our broken justice and prison systems.

Too often, for women, arrest and a jail sentence are the result of desperation. Upon release they are instantly homelessness again, forcing the cycle of crime, arrest, and jail to continue. Family Violence and Homelessness are inextricably linked.

An alternative to prison for women must be sought, and found, soon.

August 2020 Speaker:



Diana retired as Chief Justice of the Family Court of Australia in 2017 after 13 years, and 4 years prior to that as inaugural Chief Federal Magistrate of the Federal Magistrates Court of Australia (now Federal Circuit Court of Australia).

SUSTAINABLE DEVELOPMENT STANDING COMMITTEE

Women and Employment Adviser: Adviser Dr Deborah Towns OAM

This annual report recognises the ICW-CIF Standing Committees Plans of Action 2018-2021 and the Triennial Theme “Social protection for all women and girls: Sustainable development for the world”. For 1920-21, for the Women and Employment portfolio I have:

- Promoted women’s access to all forms of decent employment,
- promoted policies to reduce gender pay gap and increase access to pensions, and
- promoted policies for family friendly flexible work and work-life balance.

Covid-19

For a second year we are experiencing many interruptions to our expected work and other activities due to the pandemic. In Victoria we have just come out of a severe fifth lockdown due to the new Delta strain. We continue to have restrictions, but children are back in school, and shops are open again. However, in 2021 as in 2020, lockdowns were much worse for working women than they are for men. The ABS reported that economic impacts were severe for everyone in the workforce but women were most affected in job loss, reduced paid work hours, and lack of access to the government job retention program (Australian Bureau of Statistics [ABS] [2020](#)).

Recently, the Grattan Institute’s CEO, Dannielle Wood, explained how women lost work during lockdowns and took on extra work. Taming Covid with 80 per cent of Australians vaccinated, she said, would mean we don’t need lockdowns as health measures <https://womensagenda.com.au/latest/lockdowns-hurt-women-we-need-80-percent-of-australians-vaccinated-to-end-them/>

Also, pre-existing gender disadvantages continue, and, in many ways, the pandemic crisis has increased the difficulties experienced by working women. A recent report from Deloitte, <https://www2.deloitte.com/global/en/pages/about-deloitte/articles/women-at-work-global-outlook.html> shows that internationally and locally gender equality in the workplace has regressed during the pandemic.

Childcare

During 2020, as one of the Federal Government’s decisions to help during the pandemic, it adjusted the childcare subsidy system, ensuring that services received a weekly “business continuity payment”. This made childcare free for many and supported working women and families as childcare is very expensive.

However, free childcare ceased when lockdowns eased; it ended in mid-July. Childcare should be a social issue, not just an issue for women or any family. Overall, childcare, both paid and unpaid, creates gender disparity. Child-care workers are mainly women and poorly paid compared to many other essential jobs while expensive childcare prevents women from participating in the paid workforce.

Gender Indicators in the Workforce

<https://www.abs.gov.au/statistics/people/people-and-communities/gender-indicators-australia/latest-release>

The Australian Bureau of Statistics (ABS) publishes ‘Gender Indicators, Australia’ annually and its designed to aid the exploration of economic and social differences between women and men over time, using data from ABS and other official sources. It reported three key differences about women and men and Australia’s workforce, aged 20-74 years, where employed women are almost three times more likely than men to be working part-time; for parents whose youngest dependent child was under six, three in five employed mothers worked part-time compared to less than one in ten employed fathers, and women’s full time adult average weekly ordinary time earnings were 86% of that of men. This represents a gender pay gap (GPG) of 14%.

Sexual Harassment in Workplaces

Sexual harassment is not a women's issue but a societal one. Since the early 1970s women's organisations have pushed for local and social regulations against sexual harassment. Sexual harassment in workplaces has increased since the 1984 legislation, of 35 years ago. Recently, the Australian Government's Human Rights commissioner concluded that unwelcome sexual conduct is found across the full range of industries in Australia. A sobering way of looking at it, is for every person harassed there is the addition of the harasser. The numbers of workers involved in daily sexual harassment activities is large. At what cost to the economy? Australia's Human Rights Commission completed its sexual harassment report last year, <https://www.humanrights.gov.au/our-work/sexdiscrimination/publications/respectwork-sexual-harassment-national-inquiry-report-2020> and presented its findings and recommendations to the Australian Government. This year the Australian Government released '[A Roadmap for Respect: Preventing and Addressing Sexual Harassment in Australian Workplaces](#)' (Roadmap for Respect).

The Roadmap for Respect responds to all 55 of the [Australian Human Rights Commission's recommendations outlined in the Respect@Work report](#). The Roadmap for Respect provides a clear and comprehensive path forward for Australia to prevent and address sexual harassment and support meaningful cultural change in our workplaces. The government established the [Respect@Work Council](#) to advise on the implementation of the recommendations.

Gender Equality Legislation

In Victoria, workplaces and the community are protected by laws against discrimination based on gender. The new Victorian Gender Equality Act commenced on 31 March 2021, and it promotes gender equality. By requiring the Victorian public sector, local councils, and universities to take positive action towards achieving workplace gender equality. The new Act requires these organisations to consider and promote gender equality in their policies, programs, and services. <https://www.legislation.vic.gov.au/as-made/acts/gender-equality-act-2020> 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. It will be required to include targets and quotas. Progress towards equity in these workplaces will be monitored in various ways by the government-appointed first Public Sector Gender Equality Commissioner. The responsibilities of this role include responsibility for education, compliance, and enforcement.

Link to the Gender Equality Commission in Victoria:

[Gender impact assessments | Commission for Gender Equality in the Public Sector](#)

[Gender impact assessments from 31 March 2021.](#)

[Guidance for defined entities to comply with the Act 2020.](#)

Tools and resources are located at [Gender Equity Victoria Advocacy Toolkit - Gen Vic](#)

In Victoria, non-sector workplaces are covered by similar national legislation, the Workplace Gender Equality Act 2012. <https://www.wgea.gov.au/about>. Libby Lyons, the Workplace Gender Equality Agency's (WGEA) director has recently moved to another job. She was replaced by Mary Wooldridge, a former Minister in the Victorian Government. Before she retired Libby spoke to us about her work in the WGEA.

WGEA's budget is \$5 million per annum. Data is having been collected annually over 8 years, from 4.3million employees in 11,000 organisations with 100 plus employees. Though there has been improvement for women in 5 of the past 7 years, she noted that gender equality progress appears to be stalling, through "complacency, box ticking, apathy and loss of momentum".

Action plans are needed as the gender pay gap has increased by 5%, a result in part of higher bonuses, shift allowances etc paid to men, hiring biases and women moving in and out of the workforce to have children. However, more companies are analysing their actual pay gaps to identify that a gap exists. While equal pay is required under legislation, the gender pay gap equals the average difference in pay to men versus women,

which is affected by having more men in management roles, women's time-out of the workforce, part-time work of women which is three times that of men, and fewer promotions.

Pre-COVID most women worked within a gender equality policy, 40% of managers were women, 45% of promotions were to women but in the ranks of CEOs, only 18.3% were women. No paid parental leave was paid by 25% of companies (and thus no superannuation accruing during leave).

Libby told us that Victoria leads the way in gender equality in many ways including that 70% of companies in Victoria have a Domestic Family Violence Policy. Complimentary work in gender equity is done by SAGE (Science in Australia Gender Equity), WGEA and the Victorian Gender Equity Commission to address gender equity without replicating employer reporting obligations.

Activities

Over the past year, I have taken up the responsibilities of the position of Coordinator of the NCWV Standing Committees. On the NCWV's Executive, I have participated in and organised activities concerning women's employment and other responsibilities.

For the February Council Meeting I organised for Dr Nikki Vincent, the new Victorian Public Sector Gender Equality Commissioner, to be the guest speaker. She explained how one of her main roles was to educate people in workplaces and the Victorian community about gender equity and how it supports everyone in the Victorian Public Sector workplaces and the community, not only women. She is also responsible for compliance and enforcement under the Gender Equality Act 2020. Libby Lyons was another guest speaker. She gave us an overview of the changes during her five-year term and the continuing issues in private sector workplaces. Inbal Sternberg joined us and informed us of her research concerning sexism in school readers. I assisted with the organisation of the May Forum when we addressed women and homelessness in the Victorian community.

Consumer Affairs: Adviser June Anderson

Coronavirus has seen thousands of holidays cancelled

From ABC news report in June 2021, the COVID-19 pandemic has exposed a gap in Australian consumer law that would normally protect a customer if they paid for something and didn't receive it. Normal consumer guarantee provisions are unlikely to apply if a trip is cancelled due to government restrictions. That means the only right consumers have to a refund is through their travel company.

The social media is awash with similar stories of frustrated travellers denied refunds from their travel providers for trips they couldn't take through no fault of their own. Melbourne resident Adam Glezer runs three Facebook groups for travellers with a total of 17,000 members and has helped hundreds of people try to get refunds.

"The reality is we don't have the laws to protect us in situations outside of human control, such as the pandemic that we're in now," Mr Glezer said. "There are still a lot of people that are waiting on getting money back from travel companies. It has been months — or even in some situations, 15 to 16 months — and they still haven't got their money."

Since March 2020, the global outbreak of coronavirus (COVID-19) has deeply affected the Australian tourism landscape. This report focuses on the impact of coronavirus (COVID-19) on the Victorian tourism industry.

Domestic Visitors

There have been 10.0 million domestic overnight visitors in Victoria in the nine months ending September 2020 (-55% or down 12.5 million compared to the nine months ending September 2019).

Interstate travel accounted for 36 per cent of visitors in Victoria but there was only 52 per cent of spend in September 2019. However, in September 2020 this fell to just 5 per cent for visitors and 12 per cent of spend. Decreases each month were similar for interstate overnight visitors to Victoria and visitors to Melbourne, and for intrastate overnight visitors within Victoria and visitors to regional Victoria, reflecting the dominant share of visitors to each destination.

International visitors

International visitors arriving in Victoria for a short-term trip (less than 1 year) in September 2020 declined by 99.8 per cent compared to the same month in 2019 (recording only 330 short-term visitor arrivals).

Other tourism industry performance indicators

The severe negative impacts of coronavirus (COVID-19) on monthly accommodation (hotels, motels, and serviced accommodation of at least 10 rooms) have seen occupancy rates in Victoria take a sharp dive.

The sharpest impact of the crisis on payroll jobs has been in tourism related industries in Victoria. From the week ending 14 March to week ending 14 November 2020 Victoria had the deepest decline in payroll jobs of all states and territories (-5.4%) compared to the national average decline of 2.9 per cent. Jobs in accommodation and food services (-22.6%) as well as The Arts and recreation services (-19.6%) experienced the deepest declines in Victoria.

Consumer Affairs Victoria recommends:

- Checking the terms & refund policy
- Contacting the business for a resolution
- Reserving a payment
- Checking insurance coverage
- Going to VCAT
- <https://www.consumer.vic.gov.au/travelandevents>

Rural and Urban: Adviser Janice Latham

Homelessness

An ongoing crisis. A collaborative approach between governments, charities and other service providers is now sought to deliver a more targeted service in tackling the increasing housing crisis. It is not just building bricks and mortar, it's very much about building communities and appropriate housing solutions for a variety of different cohorts.

Refugee Support

No longer a top-down service delivery, but a support to refugees themselves expressing their wants and needs: support in the design of programs and projects, acknowledging their ideas and skills and encouraging involvement and participation. Refugee-Led Action is a community-based approach emphasizing strength, resilience and access to human rights, focusing on the resilience of refugees rather than seeing them as vulnerable.

Environment

Barwon Water - New Managing Director Ms. Tracey Slatter, new Initiatives:

Rehabilitation of the Bellarine Basin site will now see ecological destruction by urban development cease and the Bellarine Basin restored and revegetated for public open space and habitat for native birds.

Barwon Water has now partnered with 13 other water corporations in the Zero Emission Water (ZEW) across the state to help reach 100% renewable electricity goal by 2025.

ZEW is in addition to other renewable energy projects at treatment and water reclamation plants including the innovative Renewable Organics Networks. The board of ZEW and the 13 water corporations recently started to receive a solar energy off-take from the Kiamai Solar Farm at Ouyen, Victoria's largest solar farm.

ZEW came to life through the 'Intelligent Water Networks' (IWN) program partnered with the Department of Environment, Land, Water and Planning. The innovative structure of this deal is first of its kind in Australia.

Seismic Testing for Oil in the Otway Basin

The offshore title to be surveyed is owned by gas and oil companies' 3D Oil and ConocoPhillips and covers an area of 4089 square kilometres. Seismic blasting involves releasing 259 decibel blasts from the rear of a ship (the Geo Coral), to identify/determine the existence of gas and oil deposits deep below the ocean floor. The blasts are very loud but are a sound that cannot be heard; they are in fact a massive shock wave of energy. Scientific evidence confirms the blast can kill, damage or disturb a huge array of sea creatures, including whales. All coastal Councils, together with King Island Council and their constituents oppose this blasting. We don't need new gas.

WILD

Women in Local Democracy – Empowering Women 50/50 by 2025. The Network is aiming for 100+ Network members, comprising both candidates and supporters, by the launch date 30th September 2021 and then building to 1000 in the lead up to the Victorian Local Council elections in 2024 so as to demonstrate strong community wide support for gender equality in council representation.

On the Land

Women making a difference across rural and regional Australia was the focus once again this year. Three inspirational speakers each brought a different industry voice to this signature event.

Megan Williams, Camel Milk Co. Australia at Kyabram: after months of research and training Megan took the big step and now with 300 camels, 194 ha property complete with a purpose-built processing plant and husband, an industry in high demand exists.

Frauke Bolten-Boshammer, Kimberley Fine Diamonds: one of Australia's largest suppliers of the pink diamond decided to stay in the outback following the death of her husband who died just 3 years after they immigrated from Germany, and forged her own way in the fine jewellery industry.

Sophie Stewart, 'Got You Girl' founder and creative director: Got You Girl was founded as a place to provide information on topics girls have to deal with, without stigma or judgement.

References: Victorian Rural Women's Network, Barwon Water & Surf Coast Shire

GENERAL WELL-BEING STANDING COMMITTEE

Health and Nutrition: Adviser Freda Kaufman

Memory Loss and Ageing

As one ages, memory gets less efficient and less rapid. An occasional senior moment or forgetfulness is quite normal in older people and a conclusion takes longer to reach conscious awareness. There is delayed recall and in a noisy room it can be harder to keep track of a conversation. After 90 years there is a 50% chance of developing Alzheimer's Disease and this increases as one grows older. The risk factors are similar to those of heart disease and stroke, namely:

- Family history
- High blood pressure
- High cholesterol level
- Too much alcohol and/or smoking
- Diabetes II and its complications

Common Signs

Early signs start from the faulty memory of recent events, when the person cannot remember what happened 10 minutes ago. Another sign is when he/she cannot remember events that happened in relation to one another, for example the time of a fixed appointment. However, just as with muscle strength, it's a matter of use it or lose it. Habits, lifestyle, and daily activities have a huge impact on the health of the brain so whatever the age, there are many ways to improve cognitive skills, prevent memory loss and protect the grey matter! Furthermore, many mental abilities are largely unaffected by normal ageing process, such as:

- The ability to do the things done previously and continued
- The wisdom and knowledge acquired from life experience
- An innate common sense and ability to form reasonable arguments

The hippocampus, a region of the brain involved in the formation and retrieval of memories, often deteriorates with age. Hormones and proteins that protect and repair brain cells and stimulate neural growth also decline with age. Additionally, older people often experience decreased blood flow to the brain, which can impair memory and lead to changes in cognitive skills.

Normal Forgetfulness vs. Dementia

The following memory lapses are normal among older adults and generally *not* considered warning signs of dementia:

- Occasionally forgetting where one left things used regularly such as glasses or keys.
- Forgetting the names of acquaintances.
- Occasionally forgetting an appointment or walking into a room and forgetting the reason for entering.
- Having trouble remembering what one has just read or the details of a conversation.
- Not quite being able to retrieve information that was just 'on the tip of the tongue'.

Cognitive Stimulation

Early detection is the way to go, with the aim of fortifying connections in the brain. Strong fortifications can delay Alzheimer's by as much as five years! Mental inactivity after retirement is an important factor since keeping mentally stimulated compensates to a degree for the loss of brain cells. It is not merely the number of brain cells, but importantly the CONNECTION WITH THEIR NEIGHBOURING BRAIN CELLS that is of the essence. Do mental tasks, but not easy ones! By so doing, the onset of Alzheimer's can be reduced by one third.

Reflecting Upon the Importance of Social Interaction

For several years, health professionals have stressed the importance of social interaction and of linking our wellbeing to our social connectedness. In an era where technology, which could embrace online shopping, home entertainment, working from home and chatting virtually, allows us to significantly bow out of human interaction, one may wonder why human interaction maintains a profound importance.

Renowned psychologist Dr. Mathew Lieberman, Professor of Psychology, Psychiatry and Biobehavioral Sciences at the University of California, averred that our need to connect was even more fundamental than that of the need for food or shelter. In his book, *Social: Why our Brains are Wired to Connect* Lieberman wrote “Mammals split from other vertebrates and evolved the capacity to feel social pains and pleasures, forever linking our wellbeing to our social connectedness. Infants embody this deep need to stay connected and it is present through our entire lives.”

Dr. Lea Waters, a psychologist and researcher at Melbourne University agrees with this theory. She explains that the dependence on human contact is imprinted from the womb. “Touch is the very first sense that we acquire as a human being”, she says. “When someone touches you, or you touch someone else it stimulates pressure receptors on the skin and sets off a biological sequence that triggers the release of oxytocin, a bonding and feelgood hormone that elevates one’s mood. We are unaware that this is happening but know that when we are touched it makes us feel better.”

The Director of the Touch Research Institute in Miami, Doctor Tiffany Field has dedicated much of her career to the investigation of the science of touch. She reported that the main benefits included pain reduction and enhanced immune function. Serotonin, the body’s natural antidepressant and anti-pain neurotransmitter, is increased during touching, which in turn reduces depression and pain. “Touch is a ready-made language that creates bonding and empathy with other people and even though giving and receiving affectionate touch as a fully-fledged adult does not have life or death outcomes, it does contribute to the bank account of your physical and emotional health,” she said. “We can respond to the sparkle in a person’s eyes no longer muted by a screen, the satisfaction of sharing a physical space and the weight, warmth and solidity of a living, breathing person in an embrace.”

The Benefits of Fruit and Vegetables

A strong message from nutritional experts that continued for the past year through the pandemic currently conveys the rewarding benefits of including substantial amounts of fruit and vegetables in one’s diet. This concept is not new: it echoed through the decades of the 20th century but has gathered momentum with the increased nutritional knowledge in the twenty first century. The Australian Dietary Guidelines recognizes that all fruit and vegetables contribute much needed nutrients to our bodies. For example, carotenoid found in orange plant foods is beneficial for healthy skin and eyesight, while green fruit and vegetables contain sulforaphane, which can help protect against blood vessel damage. They provide micronutrients, antioxidants and polyphenols that contribute to prevent blood clots, reduce blood sugar levels, and lower the risk of cardiovascular disease.

People often ask, “Should the fruit or vegies be fresh, frozen or canned?” In response, it should be noted that canned vegetables contain added salt that will help preserve and maintain product quality, while dried fruit loses its beneficial water content in the drying process and becomes rather sugar concentrated. Both fresh and frozen fruits and vegetables will maintain their maximum nutrient levels.

The Australian Dietary Guidelines in 2021 have structured the following guidelines:

Adults and children over the age of nine should eat five serves of vegetables and two serves of fruit each day, where a serve of vegetables is approximately a cup of salad or half a cup of cooked vegetables. Salad is wonderfully versatile because it can be served as a starter, side dish or even as mains. A serve of fruit is approximately a medium sized banana or two small kiwi fruits.

One should aim for half of the plate to consist of vegetables at lunch and dinner and have one piece of fruit for breakfast each day. Both the National Heart Foundation of Australia and the organization Jean Hailes for Women's Health have an endless supply online of delicious and varied recipes to add flair to your meals with fruit, vegetables, and other healthy foods. TV's Mathew Preston also gives down-to-earth advice and recipes in his weekly articles for the Herald-Sun newspaper.

Cancer Breakthrough

A new medical breakthrough in the battle against inoperable brain cancer has been developed, according to the research teams from the University of Wollongong and Australia's Nuclear Science and Technology Organization (ANSTO). The report revealed that a new magnetic particle formed with a dash of silver could be used in combination with radiation and heat therapy to kill cancer cells. It could be called "Cancer's Silver Bullet!" The development can save thousands of lives and looms into even greater importance considering the lack of progress on brain cancer treatment in the past thirty years. This new approach is suitable to target some of the most complex and deadly brain cancers as importantly, the biological effects of these particles are toxic to cancer cells but not to normal cells. – *A promising potential approach that would enable a combination therapy to target some of the most aggressive and deadly cancers in Australia*, said Dr Moeva Tehei, Head of the University Centre. The addition of the silver added magnetic properties to the particles (nanoparticles), which reacted to magnetic heat therapy and could then be used to target the cancer site. Research is being conducted to test whether the magnetic properties changed with different temperatures, a feature that could open up other ways of saving lives threatened by deadly brain tumours.

According to Cancer Australia, 1879 Australians were diagnosed with brain cancer last year, making up 13% of all cancers, with brain cancer estimated to be the ninth most common cause of death in Australia 2020. Regardless, the chance that an individual develops a brain tumour is very small: about 1% or even less.

There is a slight variation in the risk factor for males and females due to hormonal differences. For example, meningioma brain tumours are seen to be more common in women than men. However, a report by the Central Brain Tumour Registry of the United States revealed that a slight variation in the risk factor existed between the sexes: 0.69% for males and 0.55% for females.

Environment: Adviser Dr Pat Phair OAM

In 2017 "Climate Emergency" was first used to describe the state of the global environment. The world was experiencing increasingly violent storms, droughts, heat waves and wildfires, at great cost to human lives and the natural environment. Global scientists had established that the abnormal changes in the world's climate were due to increased concentrations of "greenhouse gases" (GHG) in the atmosphere, generated when we burn fossil fuels to provide us with the energy we require to maintain our comfortable lifestyle – to manufacture all the "stuff" which fills our homes, for our heating and cooling and fuel for transport. Methane from melting permafrost in the Arctic is also a major contributor. However, it is unequivocal, ***humans are largely responsible for the global crisis which threatens the future of life on this planet.*** At the UN 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 the range 1.0° - 2.5°C above pre-industrial levels, this considered the optimal range for sustainable human life and well-being.

Global environmental conditions have deteriorated further since then and the world now faces a perilous future. Fires have been raging across Siberia, North America, Europe, and the east coast of Australia during the summer months, whilst heat waves in the polar regions have accelerated melting of the northern ice cap, causing sea levels to rise.

Of even greater concern, the cold water melt is affecting global sea currents and weather, whilst rising temperatures and irregular rainfall are likely to have a detrimental impact on agriculture and food production with serious consequences for the increasing global population – resources on our globe are limited. Temperatures exceeding 1.5°C have already been reported in several locations and, in the absence of a global cooling event such as a massive volcanic eruption, we are locked into temperatures exceeding the Paris target well before 2050.

It is not surprising that Antonio Guterres, the UN Secretary General, has announced *it is vital that the world stops using fossil fuels immediately*. This can have three significant advantages – reduction of air pollution which kills over nine million people annually; cheaper power from renewable energy sources developed to replace the fossil fuel energy generators; and reduction in the damage to the global environment caused by adverse climatic conditions. However, our Federal Government is subsidising NEW coal mines, supporting existing coal-fired power stations, and stating that we will use gas as well as coal to ensure our energy supplies are stabilised so that our economy continues to grow. Continued inaction by global leaders has raised anxiety amongst many people, especially young people, who fear for their future in an overheated world. Inspired by the youthful Swedish activist Greta Thunberg, protest groups have formed all over the world. I believe it is very important to applaud and support these young people who, quite justifiably, see a very uncertain future ahead.

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, yet we are struggling to find the best way to minimise the spread of the current infection. What is the best way to deal with COVID-19 – vaccination, lockdown/isolation programs? There is no silver bullet in sight. However, with the virus outbreak, our leaders have immediately sprung into action. This just shows that they can respond rapidly in a crisis. Meanwhile the summer months have rekindled the fires still smouldering from last year and there is no diminution of the climate crisis enveloping the world.

In the 1960s, the eminent British environmentalist James Lovelock proposed that living and non-living parts of the earth formed a complex interacting system that can be thought of as a *single self-regulating organism* – a whole, single body where every living creature – insects, animals, birds, humans - lives in perfect harmony with the others, that is *“symbiosis”*. Unfortunately, as the global population has exploded, humans have severely damaged the natural environment by clearing large swathes of land for urban expansion and food production. This included massive deforestation programs to provide land as well as wood for dwellings and heating. All this disruption has destroyed the natural habitat of many species, both plants and animals, and thus the natural balance on which a healthy environment depends has been lost due to human’s thoughtless activities, becoming increasingly serious as our lifestyles have become more complex and sophisticated. As a result, many species have become extinct.

Scientists have also found that every animal carries a large number and wide variety of viruses, bacteria, parasites most of which they live with quite happily if undisturbed. However, when the habitat of native animals is destroyed or an animal is killed or badly injured, these can be transferred to other species or “jump”, often with serious consequences for the recipient. This is probably how viruses like COVID-19 have spread into human populations – people had destroyed natural environments, coming into close contact with the animals whose lives have been disrupted. There have been several serious pandemics over the years, especially during the last century, including SARS in 2003, Swine flu in 2011 and Ebola in 2014, and now a new swine virus has been found in China, confined so far to animal hosts.

It is now believed that each pandemic has been the outcome of ***humans destroying the natural environmental balance which is essential for healthy life on earth.***

Finally, here is a short commentary to muse on, written by George Monbiot about 10 years ago. “Ours are the most fortunate generations that have ever lived, indeed ours are the most fortunate generations that ever will. We inhabit the brief historical interlude between ecological restraint and ecological catastrophe. Fossil fuels gave us surplus available energy enabling economic productivity and agriculture to thrive. Now we are faced with the environmental consequences that burning fossil fuels will have on our current lifestyle. We took all the diversity and progress in our lives for granted, but this is all disintegrating as greenhouse gases increase to unsafe levels and temperatures rise, leading to climate change – violent storms, floods, droughts, serious impacts on our health and general well-being, increasing numbers of climate refugees whose living environments have become uninhabitable, and wars fought over access to clean water. We can develop zero emission energy sources, but this will take time and meanwhile we face a period of austerity - use less water, no food waste, develop a policy of “repair, reuse, recycle”.

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, and we know how to do it. But everyone must do their share, minimize waste, and economise in use of natural resources. If we continue as now, we are going to be irreparably going down a course of constant destruction with much pain and biodiversity loss. And probably the end of civilized human life on our planet.”



Dr Farida Fleming, June speaker on Gender Equity and climate issues in the Pacific

COMMUNICATIONS STANDING COMMITTEE:

Education: Adviser Pam Hammond

The United Nations Convention on the Rights of the Child states that children have the right to be active participants in all matters affecting their lives. Also, Article 29 of the Convention states that the purposes of education of the child shall be directed to: “The development of the child's personality, talents and mental and physical abilities to their fullest potential”. www.ohchr.org

Article 29 has been the focus for Education this year. This has included research into the benefit for three-year old's (as well as four-year old's) of attending two years of well-structured preschool. The research quoted in our 2021 Briefing to the Victorian Government was the Effective Early Education Experiences for Kids (E4Kids), Australia's largest research project into early childhood education and care, started in 2010, conducted by the University of Melbourne and Queensland University of Technology, which gathered information about more than 2500 children aged three and four living in Victoria and Queensland. The children attended early childhood services like quality long day care and kindergarten and were tracked through to Year 3. These children were compared to a group who did not attend formal early childhood services before school, to measure the effectiveness of Australia's early childhood education and care programs. E4Kids evidence showed kindergartens and preschools were rated higher on the composite of three CLASS dimensions of quality - Emotional Support, Room Organisation, and Instructional Support - than long-day and family day care settings. [E4Kids overview of findings](#) (PDF, 6.1 MB).

More recent research by Monash University and Queensland University of Technology, analysed the effect of narrative-based, role-playing activities, where young children used their imagination, performed challenging tasks while playing and developed cognitive functions, like planning, memorising, and focusing on a goal. Many play activities enable children to organise, self-regulate, plan, design and develop cognitively. These skills can take children into school and beyond.

With the research showing that children accessing three and four-year old kindergarten and well-structured childcare, have a head start when entering the school system, NCWV has advocated to the State Government to urgently support free preschools with education programs for all children.

In addition, in 2019 Price Waterhouse Cooper for The Front Project, reported on the economic benefit of early childhood education, identifying \$2.34 billion in costs associated with the provision of 15 hours of early childhood education in the year-before-school, with \$4.74 billion in benefits. Some benefits are short-term (additional income and higher taxes paid by parents or carers), other benefits are more long-term. Children's cognitive benefits can be linked to \$1.06 billion in higher earnings over a lifetime and a further \$495 million in higher taxes paid.

<https://www.thefrontproject.org.au/images/downloads/ECO%20ANALYSIS%20Full%20Report.pdf>

The Dean of Engineering at Monash University, Prof Elizabeth Croft, is concerned that fewer girls are choosing Engineering at university. At a recent panel discussion, she stated that this starts early when girls perceive that construction, designing pathways etc play activities are for boys. As she said, engineering comes into all aspects of our lives with the designing of common household items to rockets. This needs to be emphasised from early years all the way through to Year 12.

An influence on children's perspective of who they are and what they can achieve, is the literature to which they are exposed. NCWV was shocked to hear from a research project, that many school readers include stereotypical representation of characters and the activities in which they are engaged. This is a backward step, as in the past there has been strong advice to schools and publishers on ways to avoid gender bias, after equality was legislated and culture change programs implemented. NCWV is looking into developing

guidelines for schools, libraries, and publishers to analyse books and encourage selection of books with alternative gender roles, both in text and illustrations.

The consequences of issues outlined in this report impact on subject choices in secondary school and further education. In 2019, the Department of Industry, Innovation and Science, interviewed 2000 students aged 12 years and older, which showed that 52% of males said they were considering studying Science, Technology, Engineering, and Mathematics (STEM) subjects, while only 40% of female students stated this. By years 9 and 10, 70% of male students were undertaking one or more STEM subjects, while 32% of female students were doing so. <https://www.industry.gov.au/sites/default/files/2020-03/youth-in-stem-research-2020-summary-results.pdf>

Addressing this imbalance needs to start from birth, with children (girls and boys) being exposed to gender neutral toys, positive gender role models in literature, and education that assumes all children and young people can be active participants in schooling, including STEM content. The responsibility for this rests with governments (free preschool access), education departments, educators, publishers, and parents.

NCWV will continue advocating for this.

Arts, Letters and Music: Adviser Rachel Prince

A number of organisations have been advocating for the release of the refugees, who are currently being detained at a hotel in Parkville, through The Arts.

The Refugee Art Project, through the Refugee Council of Australia, has been established to support people seeking asylum and refugees through the facilitation of art workshops and to provide opportunities for their voices to be heard. In particular, this project shines a light on the hardships faced by asylum seekers whilst they are within detention, creating a bridge of communication through art between them and the community. They also have a vibrant Facebook community group (The Refugee Art Project) where they showcase the work in an attempt to raise awareness of people seeking asylum.

In a similar vein, Young Mercy Links, have an art show coming up during Refugee Week focusing on artist Naser Moradi - a Hazara man from Afghanistan. He is a young and unique talent: a self-taught artist who is also a detainee in the Melbourne Immigration Transit Accommodation centre. His works deal with the reality of his own detention as well as looking towards a future where all are valued and loved for who we are.

Leila Ashanti is another artist who came to Australia as a refugee but who is now using her creative talent to move forward and create new routes of connection between refugees and the wider community through her exhibition entitled 'Unity - The Way Forward'. She states, 'In light of recent events taking place in our world, we need to connect more, and work together with mutual respect for one another and the planet in order to survive and thrive'. This body of work will be shown at the 'Space2B ArtsSpace' in St Kilda.

Melbourne has additionally been advocating through the Arts for those already living within our community with varying issues. ArtAbility is an art program run through the Action on Disability within Ethnic Communities Inc. (ADEC), with a focus on uniting, recognising, and celebrating a range of talented artists who are from a culturally and linguistically diverse backgrounds and live with a disability, and/or have experienced mental ill health or who are socially isolated (ADEC, 2021). Amongst art exhibitions that they run periodically they also have a lively Facebook group (ArtAbility) where they illuminate the work of various artists to shine a light on their unique stories.

Amidst the yearning needs of those seeking asylum and those with varying disabilities we cannot overlook the needs of those within The Arts community of Melbourne who have been significantly affected by COVID-19.

As a result, crisis relief programs have been set up by the City of Melbourne, to provide financial support for independent artists, crew and others working in the performing arts, music, and visual arts. Initiatives such as 'Theatre Network 1000x1000 Crisis Cash for Artists', 'Support Act MusicKeeper and CrewKeeper', and the 'NAVA Artists Benevolent Fund' have been organised in an attempt to further nurture and support our vibrant Arts community and those who may have been severely affected by COVID-19 and the accompanying restrictions.

The National Council for Women support the Arts and the vibrant arts community that is currently thriving in Melbourne. Creativity is a dynamic and cathartic tool for healing and can be used for those experiencing displacement either from their own country, or even those experiencing feelings of disempowerment and displacement within their own communities.

A possible activity for the future could be further advocacy for the use of the visual arts as a tool for therapy. Additional funding in The Arts could provide opportunities for more arts initiatives to be set up with a focus on therapy and healing to help overcome the trauma that exile, and displacement causes. These initiatives could take place within psychiatric facilities, refugee detention centres, and prisons in an attempt to provide opportunities for healing and support for those living on the margins in society. When all is lost, imagination is the only place of true freedom (New Arts Studio, 2021).

Mass Media: Adviser May Hu OAM JP

Federal Parliament introduces the Online Safety Bill 2021

The Parliament of Australia passed the Online Safety Bill 2021 in both Houses on 23 June. The bill retains and replicates certain provisions in the Enhancing Online Safety Act 2015, including the non-consensual sharing of intimate images scheme; specifies basic online safety expectations; establishes an online content scheme for the removal of certain material; creates a complaints-based removal notice scheme for cyber-abuse being perpetrated against an Australian adult; broadens the cyber-bullying scheme to capture harms occurring on services other than social media; reduces the timeframe for service providers to respond to a removal notice from the eSafety Commissioner; brings providers of app distribution services and internet search engine services into the remit of the new online content scheme; and establishes a power for the eSafety Commissioner to request or require internet service providers to disable access to material depicting, promoting, inciting or instructing in abhorrent violent conduct for time-limited periods in crisis situations.

The Bill will better protect women and girls from cyberbullying, also protect the young and aged people from various cybercrimes and spams. NCWA submitted a Resolution on Eliminate Cyberbullying which was proposed by me in 2018. I am glad that we made a strong contribution to these changes.

An open letter calling for the stopping of social media abuse

An open letter organised by the Web Foundation co-signed by hundreds of prominent women, including former heads of state and celebrities, calls on the chief executives of Facebook, Google, TikTok and Twitter to "prioritise the safety of women".

Former Australian Prime Minister Julia Gillard joined high profile women such as Emma Watson and Billie Jean King and former New Zealand prime minister Helen Clarke who signed the letter, calling for social media companies to tackle the abuse of women on their platforms. In response, the four big social media platforms have agreed as part of the UN Generation Equality Forum in Paris to adopt a set of commitments to tackle online abuse and improve women's safety.

The letter pointed out that [38 per cent of women have experienced online abuse](#), with the abuse often far worse for women of colour, members of the LGBTQ+ community and younger generations. According to a press release from the Web Foundation, the platforms committed to addressing the letter's core demands that they give women greater control to manage their safety and improve systems for reporting abuse.

The Foundation said the commitments were developed as part of a 14-month collaboration between 120 representatives of tech companies, civil society, academia, and governments from more than 35 countries.ⁱ

Women in Queen’s Birthday Honours

2021 Queen’s Birthday Honours awarded the highest ever percentage (44%) of women as many media reported. Women made up 53 per cent of Victorians honoured, with gender parity achieved for the first time in Victoria. 947 people have been recognised in the general division of the Order of Australia awards.

The list also offers a reminder of the value of community and the critical roles of our health professionals during the coronavirus pandemic.

The community category was the most heavily acknowledged in the general division of the awards. Its 396 recipients make up 41.8 per cent of those honoured. These are the volunteers, the coaches, the carers who are the heartbeat of their communities.

In addition, the Council for the Order of Australia also initiated a COVID-19 Honour Roll, recognising 63 of the Queen’s Birthday Honours recipients for their contribution to Australia’s response to the pandemic.

Participating in Activities

Considering the COVID-19 pandemic, most of the activities are online or in a smaller scale. I participated in NACWA’s International Women’s Day celebration on Sunday 7 March via social media WeChat. There were about 20 performances, including groups and individuals, joining the activity. Many of them won the awards through the online performing competition.

World Madam Competition was held in Australia from September till December 2020. It holds global final in Macau 28-30 June. I lead the team to run the Australian’s competition and being one of the judges of the Global Online Final Competition in June. The slogan of the World Madam Contest is: “One Step for Madam, One Step for the World”.



Tiffany Overall, Advocacy and Human Rights Officer

SOCIAL ISSUES STANDING COMMITTEE

Convenor: Elisabeth Newman AM

It has been a pleasure working with Deborah Towns OAM, the State Co-ordinator of Standing Committees on issues of interest to NCWV, particularly those affecting the Social Issues S/C.

Towards the end of 2020 it was hoped that the COVID-19 crisis was over; there was a certain amount of optimism that we were about to enter the age of the “new norm”, but it was not to be. The number of those seeking welfare assistance continues to rise. Prices of commodities are rising. Many people can no longer afford all the basic necessities of everyday living; it is a choice between rent, heating, food or, if one has dependent children, educating and caring for them in general.

The stress of ever-day living under COVID-19 restrictions exacerbated by repeated lockdowns is becoming too much for many as shown by the rapid increase in those presenting with mental health related illnesses. Domestic violence continues to rise particularly against children, not only in Victoria/Australia but world-wide. The UN cites home as being the most dangerous place for women to be during lockdown as they have no means of escaping from a controlling and/or violent partner. The Executive Director of UN Women, Phumzile Mlambo-Ngcuke, has labelled violence against women the ‘shadow pandemic’ (UN Women, 2020). Children, too, have nobody to turn to if suffering abuse, have had to master a whole new way of learning, viz. virtually and have little to no contact with relatives and friends which deprives them of learning good face to face social skills and respect.

Although no specific response has been made to the final report of the implementation of Victoria’s Family Violence 2016 Act, work undertaken by the Social Issues Advisors does relate directly and/or indirectly to it and are in keeping with the NCWV Respect programme. Lily, in her Child and Family report, refers to coercion and issues around domestic violence in general. Sarah writes about the effects COVID-19 is having on youth. Edith in the Ageing report comments on aspects of Ageism and Aged Care. Over the year, time has been spent on reviewing the report handed down by the Federal Government’s Royal Commission on Aged Care and how the recommendations will affect care in Victoria. A mini forum is planned for October to examine certain aspects of Aged Care. The 2021 May forum examined the provision of suitable affordable housing. Although focusing on housing for older women, of which there are increasing numbers becoming homeless, Women’s Property Initiatives (WPI) covered housing for all age groups and the reason why the need for suitable affordable housing is increasing. Housing for the Aged Action Group (HAAG) focused on the older woman. Nurcihan’s Multicultural and Migration report covers many aspects effecting CALD women and their families.

All four reports not only reflect the work undertaken in Victoria to improve conditions for women and children, but they also address the points in the ICW-CIF Plans of Action relevant to us in Australia. We have also been mindful of relevant UN conventions such as CEDAW and the Convention on the Rights of the Child. I thank the four Advisors for their hard work on behalf of NCWV, not that easy in these times of great uncertainty. I commend their reports to you.

There is still much to do to end violence and discrimination and to gain full equality.

Child and Family: Adviser Lilly Fetter

Not unlike previous years, patriarchy and gender inequality continue to infiltrate every facet of our society. Children and families continue to be disadvantaged by systems, processes that are flawed and may be described by some as “safety nets with more holes than net”. An abundance of areas continues to negatively impact child and family welfare within Australian society.

In the past year COVID-19 continues to cause devastating consequences for children and families, with women especially vulnerable to its negative economic effects. COVID-19 has exacerbated the gender gap, with women losing wages, superannuation contributions and bearing the brunt of stresses (or 'mental load') from family responsibilities.

'Shadow pandemic'

The UN Secretary-General has labelled violence against women the 'shadow pandemic'. Data released by the United Nations Population Fund (UNFPA) predicts that for every three months the lockdowns continue an additional 15million cases of domestic violence will occur worldwide. As reported in last year's annual report, domestic violence escalated during lockdown periods, with an increase in reporting post lockdown. This situation has not improved with time.

Criminalising Coercive Control

Coercive control has been a hot topic over the past year, at a State and Federal level. As I write this report in June, Report on Coercive Control in Domestic Relationships tabled in the NSW Parliament, recommends education and training on coercion ahead of legislating to criminally recognise coercive control.

Extracts from the Foreword of the Committee Chair are powerful:

"As we heard the evidence of terror, of murder, of heartbreak, and of bare survival in the lives of women and children, right here in our first-world peaceful nation of Australia, in this year 2021, it became apparent that the evidence demonstrated we have an obligation to do more to address a very obvious gap.....

"...women and children who walk among us and are barely surviving the domestic terrorism of coercive control every day. It is no exaggeration, it is a silent, hidden, and deathly pandemic. Like a canary in a coal mine, the statistics are our warning that we have an opportunity to act.

"Those advocates who have worked indefatigably for decades, those who were concerned enough to boldly disagree and those who have quietly persisted despite the complexity, brought uncensored depth to the evidence we received. We are grateful....."Most importantly of all, are the eyes of children growing up in and out of homes where domestic abuse hangs as a silent, terrifying and deadly ticking bomb. They deserve better....."We also know that criminalising coercive control will not immediately end all domestic abuse. Nor will it result in thousands of arrests and convictions. But in my modest submission, these should not be the measures of success." "We will never know of the murders that did not occur, as a result of prevention."

"But lives just might be saved, if we take the small but significant step of recognising that certain patterns of non-consensual behaviour must be seen together, because very often they are actually a system of entrapment and a siren warning of the potential for preventable and recognisable death by murder". **End extracts**

Consistency

If coercive control legislation is to be developed it is imperative that there is consistency in state and federal legislation and across state and federal courts.

There are those that are against formalising coercive control legislation. These individuals raise concerns about the 'unintended consequences' that may result. If we take domestic violence legislation as an example, some alleged perpetrators use current family violence legislation, to obtain Family Violence Intervention Orders against the victim. Some fear that coercive control legislation may be used in a similar way.

DV Training

Training of professionals who work with children and families should be central to the development of any legislation or attempts to improve systems and processes that impact on children and families. On the 21 April 2021, the Family Court of Australia & Federal Circuit Court of Australia announced jointly that the Safe & Together Institute, from the USA, will deliver training on the Safe & Together Model, to all judges, registrars, family consultants and other relevant staff this year to:

- focus on the protection of children in the context of family violence, identification of protective parenting, coercive controlling behaviours, and the impact of family violence on children.
- close the gap between assessment of child abuse and domestic violence, help reduce victim-blaming and increase accountability for parents who are using violence and coercive control.
- address the needs of Australian families including indigenous and, culturally and linguistically diverse families.

There is significant awareness by those working in the domestic violence sector of the risk of breaches of children's human rights occurring due to unsafe and/or inappropriate parenting orders. A few examples of how a child might be denied their basic human rights include leaving a child in the unsupervised care of an alleged perpetrator of violence and/or crime; denying a child medical (physical/psychological) care, interviewing a child in the presence of an alleged perpetrator (specifically where allegations of child sexual abuse are made); separating a female pre-menstrual teen from her mother to live with her father.

As a result, many children may live in a permanent 'survival mode' until they gain the courage, or are old enough, to vote with their feet. The experience leaves many of them taking unhealthy behaviours into their adult relationships with many being at risk of becoming victims of violence, or perpetrators of it - hence the intergenerational cycle of violence continues.

According to the media release, the Safe & Together Model has been endorsed by many of Australia's leading family and domestic violence experts and the approach underpins a suite of research projects funded by Australia's National Research Organisation for Women's Safety (ANROWS). The Safe & Together Institute is hopeful that families using the Courts will reap the benefits of judges, registrars, family consultants and other staff of the Courts becoming more domestic violence informed.

How effective the training by the Safe & Together Institute is, only time will tell.

Respectful Relationships Education

We support the implementation of the Respectful Relationships Education (RRE), which the Victorian Education Department has integrated into the Health and Physical Education (HPE) curriculum, designed to help students develop healthy relationships and challenge negative attitudes such as prejudice, discrimination and harassment that can lead to violence.

We consider resourcing and professional development of teachers is essential for effective implementation and to enable teachers to identify children who are struggling due to domestic violence, especially where coercive control is involved.

Women's Voices in 2021

In 2021 an Australia free of violence against women remains a dream. But women have had enough. In recent times the #MeToo Movement and March4Justice has demonstrated that very clearly as women's voices continue to become louder and they continue to call out and challenge patriarchy to improve the future for our daughters.

Youth and Sport: Adviser Sarah Morgan

As the Adviser for youth my focus has been on the Impact of the COVID-19 Pandemic on the Victorian adolescents' mental health and its financial impact on young people in the casual work force, many of whom work within the hospitality and tourism industries.

Australians in their teens and twenties might be at minimal risk from COVID-19 itself, but they are at risk of significant financial impacts as the true economic fallout of the COVID-19 crisis becomes clear. Already experiencing high levels of unemployment and under-employment before the spread of COVID-19, young people are likely to be disproportionately impacted by pandemic-induced job losses because of the impact

of COVID-19 and consequent government policy on the industries they often work in, like hospitality and retail. In fact forty-five per cent of jobs lost were among young people – a lot in industries that are not coming back in a hurry such as tourism, hospitality and performing arts.

Young workers are vastly over-represented in the sectors hardest hit by current measures.

Research using ABS data shows that three of the six industries that have reduced staff hours most due to COVID-19 are hospitality, retail and the Arts, and recreation. These areas employ 45 per cent of young people, compared to 27 per cent of other age groups.

Since the arrival in Australia of the Coronavirus disease 2019 (COVID-19) pandemic, caused by Severe Acute Respiratory Syndrome Coronavirus 2 (SARS-CoV-2), we have experienced an unprecedented change in the way we organise ourselves socially and in our daily routine. Children and adolescents were also greatly impacted by the abrupt withdrawal from school, social life, and outdoor activities. Some of them also experienced increased domestic violence. The stress they are subjected to directly impacts their mental health on account of increased anxiety, changes in their diets and in school dynamics, fear or even failing to scale the problem.

Due to the negative outcomes associated with poor mental health among adolescents, such as suicide, behaviour problems, and emotional distress, there is a great need for quality research to build resilience and to reduce anxiety among adolescents. Addiction is another concern for adolescent mental health during the pandemic. Due to stay-at home orders, school closures, or new at home learning methods, students are seeking ways to connect and to socialize in manners that may not be productive for optimal health. The result of these behaviours are smartphone and internet addiction. Both forms of addiction lead to poor mental health outcomes for adolescents.

School closures have been impacting 91% of the world's student population and are still affecting more than 60%. These closures limit children's opportunities for important social interactions, which can harm their mental health. In particular, home confinement, fears of infection, family stress and financial loss may have negative effects on the mental health of young people.

Young people have not been the focus of government initiatives like Job Keeper and Job Seeker. The educational and social disruptions experienced by the young have not been adequately addressed.

Despite uncertainty of the current crisis, it is important that adolescents receive the physical and mental care that they need to develop, to grow, and to thrive. More research is needed on the improvement of adolescent mental health during COVID-19 and similar disasters. Among many interventions, more emphasis may be suggested on the global implementation of telemedicine to address the psychological needs of adolescents.

Ageing: Adviser Edith Chen

Aged Care: Where to next? Is there *the political will to fix the System?*

In 2000, a Victorian nursing home was caught bathing its elderly residents in diluted kerosene as a treatment for scabies¹. The kerosene caused the skin to blister and rashes to appear over many residents' bodies. The scandal led to the nursing home's closure. It attracted outcry from the media and the Australian community. The Federal Government agreed to overhaul the aged care complaints system following an Ombudsman's report later that year. However, after 18 major inquiries and reviews into aged care in Australia since 1997 - the sector which provides services to about 1.3 million Australians - is still dogged by incidents of abuse and negligence.

2018 to 2019 saw the release of the Royal Commission into Aged Care Quality and Safety Interim Report "*Neglect*" highlighting inadequate care and lack of transparency.

The Royal Commission’s Final Report “*Care, Dignity and Respect*” with 148 recommendations- was published and tabled in March 2021. It is scathing of the Aged-care system.

This long journey of inquiries has exposed the full extent of the problems in aged care with little to no change. Is it surprising people may well wonder if the system can be fixed at all?

Take the workforce as an example: The Federal Government’s 1997 Aged Care Act removed the requirement for nursing homes to spend a fixed proportion of their funding on direct care, including the salaries of nurses, a change NCWV and many other organisations, including the Australian Nursing Federation (Vic) strongly advocated against. It led to registered nurses being replaced by low-skilled care workers and an increase in nursing homes being run by private for-profit providers.

Recently advocates argued the estimated workforce would need \$10 billion to bring it up to the standard. According to Wood, E. (2021): Victoria has urged the Federal Government to introduce minimum staffing in the private aged care and made a \$40m pledge for the area only in last November. The State has legislated public aged care facilities to have staff ratios in the morning of one nurse to seven residents, plus a nurse in charge; one nurse to eight residents, plus a nurse in charge, in the evening; and one nurse to 15 residents overnight. However, in the May 2021 Federal budget \$6.5 billion was allocated in five years and the staff ratio was not mentioned.

Recognising *political will* is required, NCWV, in applauding the findings and recommendations released in 2021 Final Report of the Royal Commission into Aged Care, will continue to advocate for older citizens to be treated with respect and dignity by receiving quality services and care and treated as valued citizens. This is a basic Human Right.

To read the summary and recommendations, of the “Care, Dignity and Respect “Report:

<https://agedcare.royalcommission.gov.au/sites/default/files/2021-03/final-report-volume-1.pdf>

WHO DO YOU CALL.....

Seniors card	1300 797 210	My Aged Care	1800 200 422
Centrelink: Retirement	132 300	Aged Care Complaints Commissioner	1800 951 822
Disability, Sickness and Carers	132 717	National Carer Gateway	1800 422 737
Seniors Information Service	1300 135 090	Department of Veterans Affairs	133 254
Elder Abuse Helpline	1800 353 374	Employment Services	132 850

Multicultural & Migration: Adviser Nurcihan Ozturk

Please find below my activities and information pertaining to my portfolio.

Safercare Victoria (Scv)

Unfortunately, SCV has been revamped and has been amalgamated into the various arms of the Health Department. Due to COVID-19 many of the community consultations have been limited.

Turkish Women's Recreational Group

We spent most of 2020 in lockdown and meetings with our group have been limited. We have however been able to meet at parks for picnics, restaurants keeping with the social distancing and on limited occasions we have met at the club rooms. We keep in touch with our members via our Facebook page and we keep members posted on community issues that may affect them.

Information in Languages

Many government departments, state and federal, community organisations and the broader community outlets are providing information in CALD community languages about the COVID-19 virus. Ethnic media is also playing a huge role in ensuring that their communities are informed about the developments with lockdowns, virus spread, exposure sites and vaccine roll out.

COVID Vaccines

We have kept members informed about the vaccines and with a large portion of our members being in the senior's age group we have also advised them to seek medical advice regarding the AstraZeneca vaccine. Some of our members or their partners may already have pre-existing medical conditions such as blood clots that they would already be on medication for.

Coronavirus Hotline

The state government introduced the Coronavirus hotline: **1800 675 398 (24 Hours)**

Interpreting service: TIS National on 131450.

Triple Zero (000) for emergencies only.

Doctor Appointment Via Telehealth Although at first the CALD community had some difficulties in discussing their medical issues over the phone with their GPs, medical practitioners, and specialised practitioners the community is now learning to discover new ways of dealing with the medical profession.

Translating – Checking Community Language (Turkish)

I continue to check material that has been translated into Turkish from various organisations & outlets. My main role consists of checking translations and gauging whether the material is in good community language:

- Is material culturally appropriate?
- Is the community's level of literacy taken into account?
- Are the Australian systems, concepts, and ideas familiar with the Turkish community?

The majority of the material I have been checking pertains to Covid-19, childcare and council bylaws.

Northern Hospital – Consumer Advisory Committee (Cac)

The State coming in and out of lockdowns has meant that hospital appointments have continued to change and attending the hospital with a medical condition at times has been difficult. As a member on the committee, I am deeply concerned about the lack of communication particularly with the CALD community. The issue of what is meant by exposure sites and self-isolation was something that needed clarification. As there were patients or carers that may have been at X shopping centre but not necessarily X shop and at X time were, they able to still attend medical appointments at the hospital. This was clarified by the health department. We will be focusing on communication strategies with medical staff, medical practitioners, staff, patients, carers, and families with the CALD community as well as the broader community.

Assistance Required by Baptcare Wattlegrove Aged Care In Lalor

The aged care centre is looking for CALD community members to volunteer at its centre. This is a newly built facility (2 years) in Lalor that has residents who are suffering from dementia and many of their residents are struggling with social and community connections in the COVID era.

While all their staff and residents are fully vaccinated, they are looking for volunteers on site to offer some of their residents the opportunity to access the community with the assistance of others.

We will be seeking volunteers within our group to assist with some of the social needs of the residents. We have also invited the nursing home to bring their abled residents to our club when we are able to meet, this way the residents will also see it as an outing.

Covid Community Forum Online Zoom Event – 22/7/2021

I received an invitation via a number of my contacts in the North as well as NCWV. This community forum was in response to new cases in metro Melbourne, in particular in the north. There were a number of key speakers who provided information on epidemiology, current situation & directions, and vaccine update on the outbreak in the northern suburbs. It was an opportunity to listen to the community concerns and provide advice on vaccine options and information and support to the members of the community in the north.

Jobs Victoria Employment Services (Jves)

I was contacted by Sylvia Lucas from Max Solutions who are delivering government funded Jobs. Victoria Employment Service (JVES). JVES is a program that will support people who are long-term unemployed as well as people who are in casual arrangements or temporary work, to find more secure, sustainable employment. The program will support multicultural communities, refugees, asylum seekers, jobseekers, early school leavers, people who are long-term unemployed, youth in casual arrangements/temporary work, youth justice clients, and others in contact with the justice system to find more secure, sustainable employment. The program has great outreach, also supporting young people in out-of-home care/leaving state care and individuals with disability, mental health, and those ineligible for Commonwealth employment services. Permanent Residents, Temporary Residents and individuals who have visas with work entitlements are all welcome to be part of the JVES program. The program is available for people residing in the north of Melbourne.

Refugees & Asylum Seekers

As you would be aware every year, millions of people are forced to flee their homes to find safety. In the past decade, the number of people displaced worldwide has almost doubled, from 41 million to 79.5 mill.

Just a reminder of the differences in status: An asylum seeker is a person looking for protection because they fear persecution, or they have experienced violence or human rights violations.

A refugee is a person who asked for protection and was given refugee status. They may have been resettled in another country or be waiting for resettlement. Not every asylum seeker becomes a refugee, but every refugee starts out as an asylum seeker.

A migrant is a person who leaves or flees their home to go to new places – usually abroad – to seek opportunities or safer and better prospects. Migration can be voluntary or involuntary, but most of the time a combination of choices and constraints is involved

I have taken some stats of various websites to give a picture of the number of people in Australia seeking refuge. How many refugees are in Australia 2021?

As of 12 February 2021, **6,095** people who have been granted permanent visas under the Humanitarian Program have been unable to travel and settle in Australia.

The number of refugees Australia accepts has varied in recent years. Australia accepted and resettled **12,706 refugees** during the 2018 calendar year (RCOA).

How many refugees are in Australian detention centres 2021? As of 31 May 2021, there were **1,486 people** in detention facilities.

Schedule 1

Regulation 15

Form 1

Associations Incorporation Reform Act 2012

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

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

We, Ronniet Milliken and Sheridan Ingram 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 2021”

Signed:



Sheridan Ingram

Date: 26 August 2021

Signed:



Ronniet Milliken

Date: 26 August 2021

Financial Report

For the Year Ended 30 June 2021

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 2021.

Committee Members

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

- Ronniet Milliken
- Sheridan Ingram

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 loss amounted to \$789.

Balance Sheet
National Council of Women Victoria Inc

30 June 2021

ABN: 18227073059

Reg Number: A0004465H

		2021	2020
Assets			
Current Assets			
	Westpac Cheque Account	8,309.06,	9,243.93
	Westpac Term Deposit	30,000.00	30,000.00
	Westpac Cheque Account SG	10,571.81	426.32
	Westpac Term Deposit SG	150,000.00	160,000.00
Total Current Assets		198,880.87	199,670.25
Total Assets		198,880.87	199,670.25
Liabilities			
Total Liabilities		0	0
Net Assets		198,880.87	199,670.25
Equity			
	Members Equity	198,880.87	199,670.25
Total Equity		198,880.87	199,670.25

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

01 Jul 2020 - 30 June 2021

ABN: 18227073059

Reg Number: A0004465H

			2021	2020
INCOME				
	Membership			
		Organisational Membership	2,580	4,560
		Individual Membership	1,550	2,640
	Interest Income		726	610
	Function Income		0 0	4,847
	Grant			1,500
	Donations		510	2,186
	Awards		0	1,170
	Other Income	Payment for services agreed by the Sylvia Gelman Award Management Committee	3,364	1,291
Total Income			8,730	18,804
OVERHEADS				
	Rental		2,427	3,353
	NCWA Affiliation		1,981	2,005
	Insurance		1,176	1,206
	Office Costs		3,354	3,314
	Functions		392	4,556
	Awards		0	1,075
	Donations			500
	Other Outflows	Refund of Membership	189	310
Total Expense			9,519	16,319
Operating Surplus (- Loss)			(789)	2,485

Members Funds B/F

Members Funds C/F

199670	197,185
198,881	199,670

Cash Flow
National Council of Women Victoria Inc

01 Jul 2020 - 30 Jun 2021

ABN: 18227073059

Reg Number: A0004465H

2021 2020

		Total	Total
INFLOWS			
Functions			
	End of Year Lunch	0	2,700
	Parliament Events	0	2,147
	May Forum	0	-----
Total Functions		0	4,847
Membership			
	Individual Membership	1,550	2,640
	Organisational Membership	2,580	4,560
Total Membership		4,130	7,200
Other Income			
	Coin Collection	0	521
	Donations	510	2,186
	Awards	0	1,170
	Grants	0	1,500
	Trading Table	0	169
	Other	3,364	601
Total Other Income		3,874	6,147
Interest			
	Interest Income	735	610
Total Interest		735	610
Total Income		8,739	18,804

OUTFLOWS

Other			
	Sundries	189	
	Donation Expenses	0	500
	Awards - Citizenship	0	1,075
Total Other		189	1,575

Function Expenses		2021	2020
	Parliament	0	1,658
	Christmas Lunch	0	2,127
	Pioneer Women's Garden	392	771
Total Function		392	4,556
Insurance		1,176	1,206
NCWA		1,981	2,005
Office Expenses			
	Printing & stationery	553	1,408
	Postage & courier		-----
	Website	445	426
	Office supplies	-----	-----
	Telephone and Internet	610	619
	Other Expense	59	-----
	Computers	1,687	861
Total Office		3,354	3,314
Rent		2,427	3,353
Interest	Adjustment	9	310
Total Expenses		9,528	16,319