



**Celebrating 120 years in 2022**

**119<sup>th</sup> Annual Report  
2021-2022**

# ACKNOWLEDGEMENT

National Council of Women of Victoria acknowledges the Traditional Custodians of Country throughout Victoria and recognises their continuing connection to lands, waters, and communities.

NCWV pays its respect to aboriginal and Torres Strait Islander cultures; and to Elders past, present, and emerging.

# CONTENTS

Acknowledgement.....	2
An Introduction to NCWV.....	4
NCWV Purpose.....	5
Presidents Report.....	6
120 <sup>th</sup> Anniversary of Women’s Suffrage.....	9
Annual Pioneer.....	13
My Vote My Voice.....	21
Month by Month.....	25
Reports.....	29
Individual Members Report.....	30
Treasurer’s Report.....	31
Standing Committee Reports.....	36
Geelong Branch Report.....	57
Recognitions.....	59
Archivist Report.....	60
Vales.....	62
Events.....	64
Organisation Member Reports.....	67
Connection with WIRE.....	70
About us .....	72
Membership.....	74
Thankyou .....	75
Contact us.....	77



## Introduction to NCWV

The National Council of Women of Victoria is a not-for-profit, umbrella organisation with broadly humanitarian objectives, with twenty-five Organisational Members, and over fifty Individual Members, from across Greater Melbourne and Geelong, 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.

Our 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 act where appropriate, including making submissions to Government, to Parliamentary Committees and other inquiries and bodies.

## NCWV 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.

# Presidents Report

## NCWV President, Ronniet Milliken

I have much pleasure in presenting the 119th Annual Report of the National Council of Women of Victoria (NCWV), reflecting the work and activities of the Council over the past year, 2021-2022. I commend the reports within this document to you - our members.

In our 120th Anniversary year since March 1902, we pause to appreciate the valuable work, through advocacy and action by the matriarchs of NCWV and the wider Victorian community, to improve the lives of women, girls and their families across Greater Melbourne and Geelong, regional and rural Victoria over our 120 years.

We have a lot to be thankful for in the calibre and energy of our volunteer committee members and office holders – past and present. On a recent visit to Canberra, I thoroughly enjoyed a day at the National Library of Australia – I wish it had been longer - reading through NCWA archival materials and taking vicarious pride in the advocacy and legacy of those matriarchs. In her Report our Honorary Archivist Janet Galley OAM speaks of the generous donations and further investment required to digitise, catalogue, and preserve the National Collection.

As they retire this year, we take the opportunity to thank Sheila Byard OAM a past president and current Convenor: Status of Women, and Edith Chen Adviser Ageing.

In recent years we have appreciated the modernizing skills of Mary Mulhearn our Honorary Secretary renowned for her expeditious production of Minutes to assist the Committee, and Sheridan Ingram our Honorary Treasurer whose skill with IT programs and excel spreadsheets will be seen in the upcoming member Survey and Plan of Action analysis. Mary and Sheridan are not seeking re-election as they focus on their careers.

Our major events - Pioneer Women's Day and My Vote My Voice - are organised by Pam Hammond a powerhouse who wears many hats as our Newsletter Editor, Civic and Citizenship Convenor, and Education Adviser.

At the time the History of Affiliates was written in 1987 – from Vision to Reality - much had been achieved in the advancement of human rights and women's rights in term of gender equality in Australia. While we had much to celebrate at that time, further significant improvement was required and that remains the case.

Three decades on in our own backyard, we continue to be presented with data and real-life evidence and reports by our members and delegates, commissioners, agencies, academics, professional service providers and associations, and not for profit organisations - dealing with the lived experience of our diverse community.

These demonstrate that advocacy, education, and support programs are required to reinvigorate, refine, and embed many of these changes, thought to be driven by legislation, that have not translated into benefits and opportunities for all on the ground - in our public investment, and in our personal interactions – in our parliaments, at work and in our daily lives.

That all sounds pretty dry - but as we see and hear in our community, on radio and TV - these challenges stir many of us to advocacy and action. If we did it once, we can do it again!

In 2021 - 22 guided by our well connected and passionate Committee and Standing Committee members, we have continued to engage with outstanding women to inform us on issues – many intransigent - that require further focus, refinement, advocacy and investment of time, energy, and funds.

During 2021-22 we have sought to deepen our knowledge of the original Custodians and the Elders past, present and emerging – in particular the ongoing work of one of the matriarchs of whom Dr Lois Peeler AM has spoken to NCWV, and our member organisation Beta Sigma Phi.

We heard about the recommendations in the Aged Care Royal Commission yet to be addressed, the unmet ongoing need for affordable housing particularly by single mothers and older single women, and opportunities for improvement in family violence reform programs.

In 2021-22 a central theme in a calendar year that includes a Federal election and Victorian election and 120th anniversary of votes for (white) women - has been democracy, the legacy of our matriarchs involved in grass roots, local, state, and federal politics – whether party political or independent - and the perceived risks of 'cyber security' in elections.



## Australia 2025

ICW- CIF  
General Assembly



### ICW-CIF

Internationally we have been well led by our Victorian Individual Members

- Elisabeth Newman AM in her capacity as Co-opted Ex-officio Board Member and Joint Coordinator of Standing Committees of ICW and chief wrangler of draft Resolutions through the ICW-CIF General Assembly held in Avignon in June 2022; and
- Hean Bee Wee AM in her capacity Co-opted Ex-officio Board Member, Finance Committee Member and President, Asia Pacific Regional Council.

Since the June 2022 General Assembly, ICW-CIF has shared Resolution 9 regarding Abortion – as it relates to the reverberations around the world regarding the US Supreme Court decision regarding Roe v. Wade. The US decision has no direct effect in Australia where the legal framework of a 'woman's right' to abortion is state based and limited as to time.

The balance of the Resolutions is expected to be published in September 2022. Likewise, the details of the Plans of Action based around the 2022-25 Triennial Theme is **"Women's Empowerment: Peace and Sustainable Development"**.

Councils are urged to be mindful of the United Nations Sustainable Development Goals, particularly 5, 13 and 16, the Beijing Platform for Action and applicable UN Conventions.

- SDG 5 - achieve gender equality and empower all girls and women
- SDG 13 - take urgent action to combat climate change and its impacts
- SDG 16 - promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.

**NCWA**

The NCWA triennial conference has been rescheduled post pandemic to November 2022 in Canberra.



There have been changes in the leaders and leadership approach of NCWA in 2021-22 with Chiou See Anderson President of both NCWA and NCWQ, and Fiona Dorman Vice President of NCWA and President of NCWSA becoming more knowledgeable about and involved in ICW-CIF activities following their attendance at the General Assembly in June 2022.

**NCWA will host the ICW-CIF General Assembly in 2025.**

We were fortunate to have NCWA President Chiou See Anderson attend our combined Pioneer Women’s Day and 120th anniversary celebrations in March 2022 and share a meal with those attending.

**NCWV - are we there yet?**

120 years after achieving national voting rights and the foundation of NCWV – while there have been substantial improvements, we are clearly NOT YET THERE in terms of gender equality, sexual harassment, violence against women and children, affordable housing, and aged care.

For Victoria, NCWV has considered where to allocate our limited resources – our outstanding volunteers. We have developed a survey of members to assist us to consider the focus for our activities in the future.

**Where and how might we support the work of like-minded organisations? Where might we take the lead?**

The 2022 Federal election has been widely seen as a turning point for women in politics – both in the impact of our votes and the record number of women being elected to Parliament. But what will this shift mean for Australian politics?

Will increased diversity in our representatives see politics done differently? Will NCWV and the alliances with which we advocate need to adjust our approach?

On a lighter note, we look forward to seeing you at the NCWV 120th Anniversary Luncheon at The Lyceum Club on 25 November 2022, when we will be joined by our Patron - The Right Honourable the Lord Mayor of Melbourne Sally Capp.





# 120th Anniversary of Women's Suffrage

12 June 2022 marked 120 years since many Australian women gained the right to vote in federal elections, following the passage of the *Commonwealth Franchise Act 1902 (Franchise Act)*. Australia became the first country in the world to give most women both the right to vote and the right to stand as candidates in federal elections.

While the Act extended the franchise to *'persons not under twenty-one years of age whether male or female, married or unmarried'*, the Act also denied the right to vote to people of non-European backgrounds, and Aboriginal and Torres Strait Islander peoples, both women and men, unless they were eligible to vote under state legislation.



New Zealand women had gained the right to vote in 1893 but not the right to stand as candidates.

By June 1902, women were already eligible to vote in South Australia (since 1894), and Western Australia (since 1899). The New South Wales (NSW) Legislative Assembly followed in August 1902, then the Tasmanian House of Assembly in 1903, Queensland in 1905, and Victoria in 1908.

While the Bill had aimed to extend the franchise to Aboriginal and Torres Strait Islander peoples and to those who were then referred to as *'coloured people' from overseas, it was amended to exclude 'aboriginal natives of Australia, Asia, Africa or the Islands of the Pacific'* from being placed on the electoral roll.

[Vida Goldstein Image in collection of National Library of Australia](#)

[Wikimedia Commons](#)

In the 2022 Federal election, Zoe Daniel a former journalist elected as one of a wave of Independents, recalled the Independent Senate candidate from 1903, Vida Goldstein, for whom her seat was renamed in 1984:

*"a hundred or so years ago there was a woman called Vida Goldstein. She was an internationally renowned suffragist. She was the first Australian in the Oval Office. She ran as an Independent several times because she was so independent..."*

.....

# History of Voting in Victoria

Our Speaker in March was **Professor Marilyn Lake AO**, who spoke about the History of Voting in Victoria.

She gave an example of this international influence of Australian Women Voters and candidates by detailing a lecture tour by Vida Goldstein across America in 1902.

Vida spoke so passionately and inspirationally about Australian women's political achievements and ambitions and the emergence of women as a new force to be reckoned with, that in 1909, a trip to Australia was funded for an American delegation to see Victorian suffrage activity first-hand.

## What were women's interests and values at that time? What did they want?

Goldstein's speeches from this tour – and positions of women candidates standing in the 1909 Victorian election - demonstrated women wanted equal rights and protection against sexual violence, a legal age of consent, joint guardianship of children by both parents, equal pay and appointment to roles and positions such as police officers, doctors, prison officers and other roles where women may otherwise fall under the purview of - and be at risk from - men.

Women wanted women truancy and sanitary officers and school inspectors and particularly important today, settlement of international disputes through peace and arbitration. Many of the women standing for election in 1909 remained non-partisan, encouraging independent voters. Around the world the impact of this was felt deeply. Changes were evident in many other countries following these elections, resulting in improved school and sanitary inspections and other general women's and children's rights and conditions.

These topics, however, were now defined as 'women's issues' which crossed party boundaries. Women candidates through history are often portrayed as 'idealised' women standing on 'women's agenda' concerns who are later caught in machinations of party idealism. Vida Goldstein was one such case. Despite her great achievements, she failed each time she stood for election. Marilyn posed the question: Was this because childcare and social hygiene were primarily seen as 'women's concerns', and therefore not popular among the voting majority?

It wasn't until the 1980s that women candidates gained any significant degree of success. Since then, women have attained every level of office, however this has mainly been due to being endorsed as party nominated candidates for political parties. Many prominent women attached to mainstream political parties have now been successful at all levels from Ministers and shadow ministers at federal and state levels through to PM of Australia.

## Representation in Government at all levels

Fairer representation is needed of women at all levels of politics to reflect today's society (closer to 50/50 gender split).

In response to a question on diversity, Professor Lake spoke on how one of the key problems<sup>10</sup> with 'women's interests' is 'which' women? By the 1960s and 70s diverse women's groups were objecting to

Prof. Marilyn Lake AO



'White Women's' organisations speaking on their behalf. It can't be a simple case of white women's groups responding by being inclusive.

Different groups have different issues. For example, aboriginal issues for Pat O'Shane and women like her were land rights in 1976. So, the issue might be land rights, the taking of the children away and the stolen generations, aboriginal languages, and culture. These don't immediately ring as women's issues at all.

Professor Lake concluded by posing a curious question to the group:

*"Is the new wave of independent women candidates standing on gender neutral topics such as climate change and the way to go for future success or is a focus on 'women's issues and goals' needed for further advancement?"*

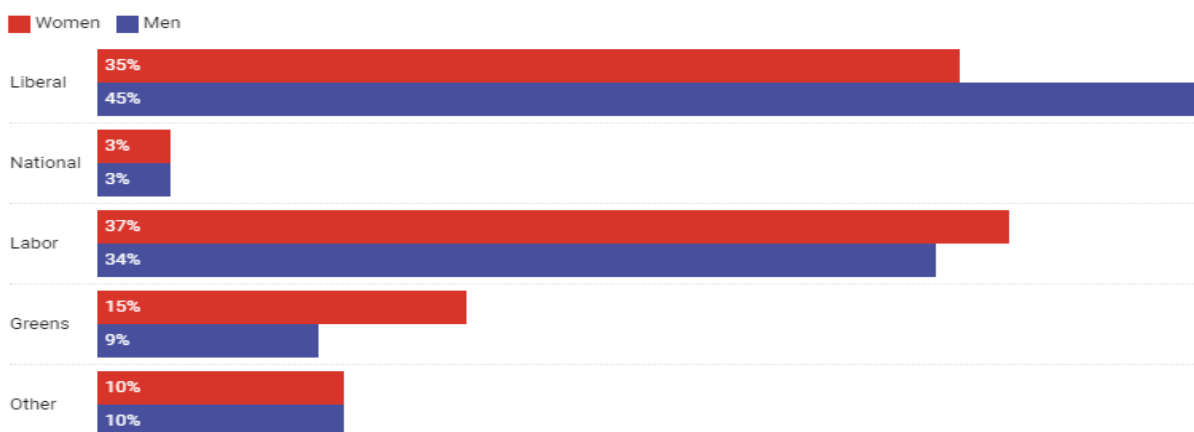
.....

Women are a significant demographic and how we vote can make all the difference.

Voting preferences for women has been changing over the years, with key topics impacting women's preferences include climate change concerns, living safely and being respected.

### How men and women voted in the 2019 federal election

Voting preference, by gender, 2019 federal election, Australia.



Source: Cameron and McAllister 2019, The 2019 Australian Federal Election: Results from the Australian Election Study, Canberra: The Australian National University, p. 17.  
- Created with [Datawrapper](#)

Young women are much more likely to care about climate change than young men, a small Australian [study](#) has found. According to a survey of students aged 18-33, young women are eight times more likely to believe processes of climate change will affect their lives than their male counterparts.

## Display of the Banners at RHSV

In March 2022, as part of the 120th Anniversary celebrations, the Royal Historical Society of Victoria (RHSV) enabled NCWV to display the banners (images below) created for the 2001 march: OUR NATION ON PARADE which celebrated the Centenary of Federation.

NCWV was one of only a few women's groups who were invited to march. There were around 300,000 people who watched the two-hour parade through the streets of Melbourne. The reaction of the crowd was overwhelming as NCWV was cheered for its history of action on women's issues. These banners were on display during March 2022 in the gallery of the RHSV.

# Ross House Bulletin and Window: March 2022

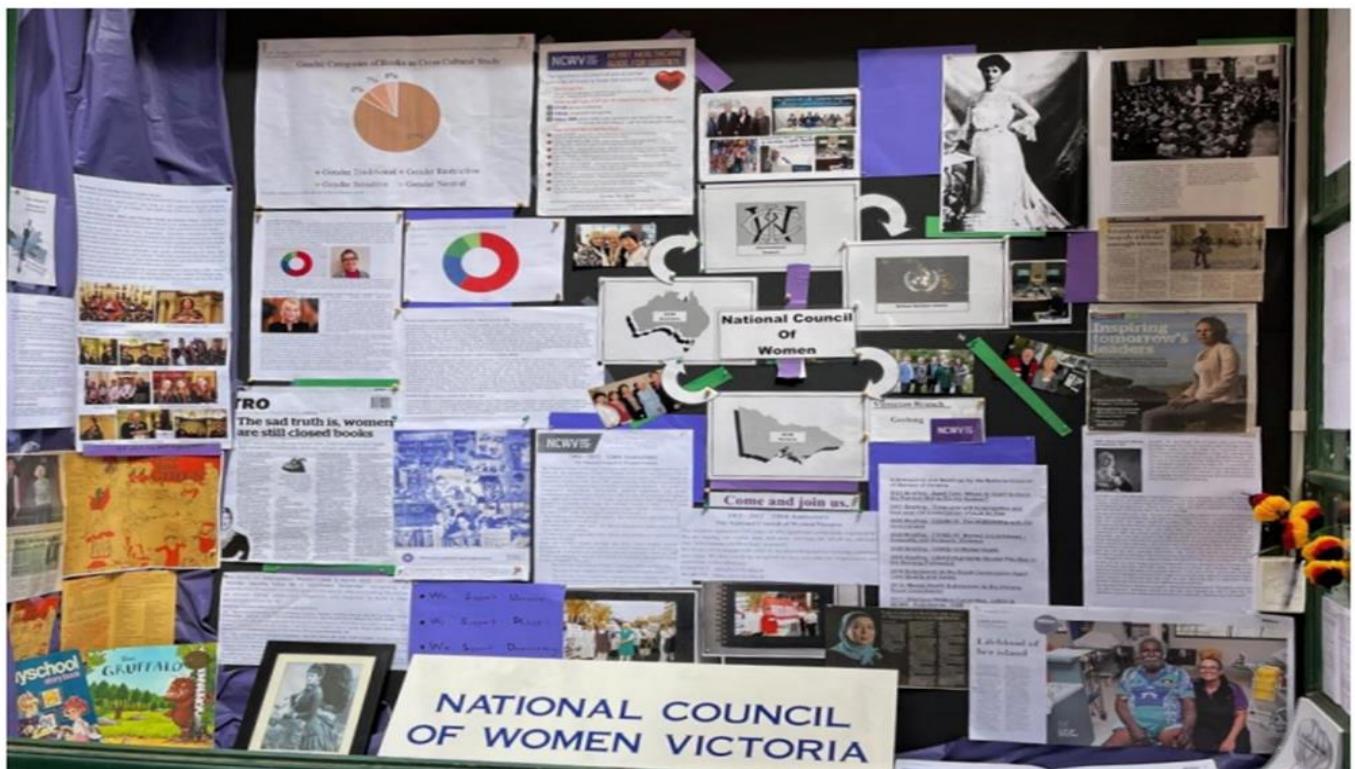
We honour the pioneering women who established Victorian women’s organisations and those who continue the work for these organisations today. They have been described over the decades as *“Stirrers with Style”* and *“Champions of the Impossible”*.

Actions speak louder than words – whether it is the first women’s public toilets in Melbourne in 1927 or warning labels on alcohol about Foetal Alcohol Syndrome.

Like Grace Tame and Brittany Higgins, we expect action by our elected representatives to comprehensively and consistently legislate, fund, and implement expert recommendations relating to gender equity in wages and education, aged care, sexual harassment, family violence, affordable and accessible housing, and livable income support.

For our part we should expect that the behaviour of individuals and organisations will change and become consistent with these legislated ‘norms’.

But after 120 years we are not naive. Hopefully, addressing the gaps in the existing regimes will be an indicator to perpetrators and under-performers to lift their game - to meet or exceed the raised bar. We will hold them to account.



Amazing Women! By the National Council of Women Victoria, article was in the Ross House March newsletter.

# Annual Pioneer Women's Ceremony 2022

As 2022 is the 120th Anniversary of NCWV, our focus is on pioneering women who established Victorian women organisations and those who have continued these organisations up until today.

According to the Histories of the Affiliates of the NCWV, the four original affiliates met on 19 March 1902: The Austral Salon of Music, Literature, and the Arts; The Melbourne Jewish Women's Guild; The Young Women's Christian Association – Y.W.C.A; and The Women's Christian Temperance Union – WCTU.



At the 61st Annual Pioneer Women's Ceremony held in March, **Dr Judith Smart AM**, co-author of the history of the NCW Australia, *Respectable Radicals* gave an overview of the history of women's organisations, and a panel of speakers from some of the founding associations of NCWV spoke about their beginnings and where they are today.

Dr Smart provided an historical summary of the organisational culture of Victoria's women in the first 30 or 40 years of the 20th century - including the following insights:

- “Dates and numbers aside, the lists indicate the variety of women's organisations and interests that had emerged in Victoria (as in most other parts of Australia and the Anglophone world) from the 1880s, for the council movement was never intended to be about suffrage.
- “The previous 20 years had seen the emergence among Victoria's women of a wide array of voluntary charitable and welfare organisations, with and without religious affiliations, as well as professional associations; cultural, recreational and social and moral reform groups; and those that had more political objectives.
- “The explicitly political organisations joined a little later, and by World War I they included Vida Goldstein's Women's Political Association (1904), the conservative Australian Women's National League and the Commonwealth Liberal Party Women's Section (both 1911). But many of their leading figures had previously joined as associates or as representatives of other organisations so their influence was being felt almost from the beginning.
- “The council would provide a forum for the raising and debating of ideas and issues, and a platform from which concerted action could be taken on matters of common concern and agreement.
- “Overall, the council assumed a universal and common sense of female purpose above and apart from differences of class, religion and party, a conception of citizenship for women that was predominantly philanthropic, spiritual and welfarist, and for which the right to vote and how to exercise it was not seen as central, though it became more important over time.
- “On the few occasions when party politics did become explicit it created bitterness and division and saw the council veer to the conservative side of politics, with which it continued to be associated over the long term.
- “We can identify the dominant concern of most organisations of women working for women in the early twentieth century as ‘maternal feminism’—a feminism focusing mainly on the welfare of home

and family. The focus for action for feminists of this kind can be summed up as protection, education, health, and morals, all of them essential and interconnected elements of the discourse of philanthropy and rescue that persisted into early twentieth-century Australian ideals of progressivist reform and social liberalism.

- “Although scientific evidence gradually became more important in NCW arguments and advocacy, with qualified experts (doctors, lawyers, teachers, and the new category of social workers) gaining greater prominence among office-bearers and advisers, the council still mostly saw its work as primarily protective and ameliorative and gave no support to programs of structural change to society as a whole.
- “In the interwar period and after, however, they did gradually come to espouse a more individualist rights-based feminism alongside the dominant maternalism. This reflected the growth of a more diverse and politically sophisticated women’s movement over time.
- “The primary goal of protection was conceived of as public or civic motherhood and the basis of women’s claim to citizenship. It was also one of the few ways women could exercise power outside the home, albeit primarily over other women and children—though their reach sometimes extended to marginalised and disabled groups generally. And their reform advocacy included measures to control male behaviours deemed particularly damaging to the wellbeing of the home and family.
- “Many in the NCW were at first ambivalent about the so-called ‘baby bonus’ as endorsing immorality and undermining individual responsibility, but they did not oppose it, and, in the post-war years, led the campaign for its retention by organising a national conference of women’s organisations held in Melbourne in March 1923—the largest such meeting to that time.
- “From the very beginning meetings and conferences heard papers and discussed women’s suffrage and even equal pay, but only after the ICW gave the green light to suffrage advocacy in 1904 did the Victorian council form a subcommittee to lobby for the vote and equal citizenship rights for women.
- “The Victorian council’s entry into the last stages of the struggle for the state vote was gradual and tentative, and its involvement was generally low key and limited though possibly more influential than has been generally acknowledged..... Suffragists such as Vida Goldstein, Annie Lowe, Evelyn Gough, Louisa Bevan, Annie Watson Lister, Catherine Thompson, and Alison Pymm were early members of the executive but seem not to have used the council as a platform for their views. Some other members, however, openly expressed doubts about continuing the fight.
- “Although the suffrage was never the central objective of the NCWV there was nevertheless a quiet sense of satisfaction and achievement in the 1908–09 annual report’s statement that:

**‘During the past year the Adult Suffrage Bill became law, and received the Royal Assent, so granting women the State, as well as the Federal franchise’.**

- “In the year after the Great War broke out the organisations affiliated with the NCWV numbered 52. The Council’s leadership estimated that it represented the views of well over 100,000 women
- “But the NCWV could not escape the community tension that opened into bitter division in the first year of the conflict and lasted well into the postwar period. .... although it overwhelmed consensus ...it did not entirely destroy ongoing work on matters such as child welfare, domestic science education, consumption of alcohol, the nationality rights of married women, and access of women to public office. This was especially the case with respect to alcohol consumption and a more recent concern with the threat from venereal disease...
- “6 o’clock closing. This was finally achieved in Victoria in December 1916..... All four states that had introduced six o’clock closing had the support of the national councils when it was made it permanent in the wake of the war.
- “NCW concern about the venereal diseases also predated the war. Most women’s organisations had a history of opposition to the infamous Contagious Diseases Acts designed to inspect and detain prostitutes in lock hospitals and passed into law ... but efforts were now made to separate the issues of prostitution and VD. ...the government enlisted the co-operation of the National Council of Women in

a public education campaign to support compulsory notification and treatment, ostensibly targeting men and women equally.

- “March 1915 saw the return of the first troops from overseas, many of them suffering from venereal disease. .... The spectre of infected soldiers triggered government action across Australia..... A resolution urging state legislation on the lines of the Western Australian legislation was passed in the face of objections from some radical feminists who remained convinced that the bill would victimise prostitutes and many sexually active young women in order to protect soldiers, despite its apparent gender neutrality.
- “A new, more moderate, feminist group, the Victorian Women Citizens’ Movement, affiliated in 1922, and a renewed Housewives’ Association aimed to resolve the anger of women engaged in Melbourne’s food riots in 1917 by supporting modified co-operativism, as well as targeted boycotts. It soon rivalled the dominance of the AWNL in the council’s leadership and brought working-class women into the council’s sphere of influence.
- “Five years after the war, the number of member organisations had risen to 67 and the political antagonisms of the war years had mostly dissipated, in part because the more radical organisations had disbanded or did not seek affiliation.....
- “And the Victorian Council retained a wary attitude towards the more explicit feminism represented by the new Australian Federation of Women Voters....
- “NCWV thus largely benefitted from the expansion and diversification of the women’s movement in the postwar decade, a product in part of increased confidence derived from war work and activism. But legacies of wartime internal conflict took time to abate, and some never fully healed.
- “The council now largely supported the mainstream feminist equality agenda, following ICW policies— for example the right of women to stand for parliament (conceded in Victoria 1923), equal pay, the right of married women to retain their own nationality, appointment of a woman alternate delegate to the League of Nations, equal marriage and divorce laws, and the appointment of women as JPs and to the boards of public institutions.
- “Membership continued to expand with 108 organisations affiliated by 1935, the same as in 1949 when the council was at the beginning of its golden decades. It peaked at about 140 in the late 1960s.
- “In both the pre-existing women’s groups and the new mainstream women’s organisations of the interwar period we see the absorption of the earlier type of conservatism into an increasingly dominant and self-consciously modern progressivist liberalism to form a new hybrid.
- “Thus, mainstream organised women’s claims to equal citizenship and to a greater role in public representation and policy formulation grew not only louder and stronger but also more reform-oriented and progressive in the 1920s and 1930s.
- “However, there was still much to do both within and outside the council to change demeaning and paternalistic attitudes to and interventions on behalf of those defined as ‘inefficient’ and/or in need of special protection or control, and thus understood to be incapable of exercising full citizenship— among them children, single mothers, Aboriginal women, those defined as ‘mentally unfit’ and the disabled. This change of mind-set would be the task of a new generation...”

[ NB: These points were distilled by Ronniel Milliken who hopes they are a true reflection of the speech by Dr Judith Smart AM.]

.....

**Barbary Clarke**, great granddaughter of Janet, Lady Clarke and grand-daughter of Ivy Brooks, spoke of her forebears' women-centered activism:

*“Reading Annette Lewis’ brilliant PhD on Janet Lady Clarke, my paternal great-grandmother, I was astounded at what Janet had accomplished, including founding the National Council of Women, with Vida Goldstein and Rose Scott, in 1901 at the behest of members of London’s International Council of Women. Hence, I knew why she had displeased so many biographical historians by not leaving copious diaries. She was just too busy to sit and write diaries! The Minutes of the multitude of organisations that she headed are perhaps the closest we can get.*

*“Her obituary later noted her interest in “the welfare of the Community [and] the advancement of her own sex [and her] capacity to inspire others with her own enthusiasm.”*

And of Ivy Brooks.....*“in 1937 Ivy represented Australia at the League of Nations Assembly in Geneva, as the only woman in the Australian delegation, later becoming Vice-President of the United Nations Association of Victoria, for 18 years. She was also the first Chairwoman of its “Status of Women” Committee. “*

*“from ’48 to ’52.... in my grandmother’s time, the NCW was active particularly on marriage legislation, equal pay, & migration policy – and the election of women senators from amongst its own ranks”*



.....

## YWCA Victoria

**Mannie Kaur Verma**, Director YWCA Victoria, represented one of the four of the founding organisations of NCWV who met on 19 March 1902, speaking with passion about the rich history of the YWCA, with the Victorian arm founded in Melbourne in 1882 by Sarah Crisp Booth.



Mannie emphasised the strong bond between YWCA and NCWV 120 years ago and still there today with the commitment to gender equality unwavering. She stressed that such organisations who have stood the test of time have done so on the shoulders of remarkable women who paved the way.

And while across YWCA’s 140-year history many things have changed, the intention to support all women to aim high and live a noble life has not. Indeed, for both organisations, a desire to best serve the women and girls of Victoria and Australia remains. That desire driven by the remarkable women of these organisations has helped reduce the gender pay gap, delivered family law reform and improved support for survivors of domestic, family, and sexual violence. These are just a few



of the ways the National Council of Women Victoria has made a significant contribution to making gender equality a reality, which YWCA has been proud to support as an affiliate.

However, she emphasised that work is not over. Mannie, as a lawyer who specialises in domestic violence, sees how far too many women and girls struggle to access the support they need, navigate the complex legal system, and find the resources they need to rebuild their lives. The fight for gender equality and to ensure all women and girls can live that noble life is not done.

---

## Austral Salon Melbourne

**Beverley Kannegiesser**, Austral Salon Melbourne and NCWV Committee Member representing Individual Members, spoke about the rich history of the Austral Salon of Music founded in 1890. On behalf of the Austral Salon of Music, Beverley extended very best wishes to the National Council of Women of Victoria on our 120th Anniversary.

Formed in 1890 by a group of talented women journalists as a meeting place for professional women to discuss current issues, to be a platform for informative speakers, and for dramatic and musical entertainment, the Austral Salon of Music is 12 years older than the NCWV. One of the founding journalists later wrote in the Herald about the difficulties the women encountered in starting the Austral Salon:

*“The idea of establishing a club for women met with a great deal of opposition from both sexes. Women's place was in the home - this was the cry that met us at every turn. Careers were for men only.”*



Despite this animosity, the Austral Salon flourished as an intellectual meeting place for all women. The members were heavily involved in the rights of women and in social welfare. As well, they encouraged and financially supported young artists who were mainly singers, such as Amy Castles and Ada Crossley. The Austral Salon was also a generous philanthropic group.

One of their earliest philanthropic acts was to send Tilly Aston, a blind girl, to university. Tilly went on to become a blind writer and teacher who founded the Victorian Association of Braille Writers in 1894 and the Association for the Advancement of the Blind. Aston was also the head of the School for the Blind.

She is remembered today by the federal seat of Aston so named in her honour in 1984, and by the three bells memorial which is located on the pathway above the Pioneer Women's Garden.

Beverley also spoke about one of the founding journalists, Agnes Murphy - a trail blazer - as a journalist, as an author, as a radical suffragette, as a political activist, and as a gifted speaker.

At an Austral Salon meeting in 1891, Agnes gave a lecture titled '*Letters and Letter writing*'. In the discussion that followed her talk, it was suggested that telegrams had killed private letter writing; what would they have thought of our present-day emails or worse our tweets!

In 1895 Agnes wrote a novel titled '*One Woman's Wisdom*'. Set in Melbourne, it is regarded as largely autobiographical and looks at the questions about life that women were exploring in the 1890s.

In 1909 Agnes and Vida Goldstein, who was a member of both the Austral Salon and the NCWV, spoke at a meeting in Melbourne titled 'The Truth About the Suffragettes', defending the suffragettes as being gentle and refined women, many of them elderly; some were titled ladies co-operating with working women to improve social conditions; and as women who held orderly meetings. In one lecture in 1921 she chastised the Catholic Archbishop of Melbourne for not providing enough hostels for women and girls. As boarding houses declined, homeless women and women on low incomes were unable to pay for flats. Agnes maintained that hostels would have common spaces for the women in which to socialise, they would improve the women's mental health, and they would no longer need to cook and sleep in the same room.

In 2022 the Austral Salon is still supporting young musicians by giving them an opportunity to perform before an audience and by making annual financial awards to students at the Victorian College of the Arts Secondary School.

.....

## Woman's Christian Temperance Union of Victoria

**Jan Shattock**, Executive member of the Woman's Christian Temperance Union of Victoria (WCTU) spoke about WCTU, one of the four founding organisations who met on 19 March 1902. Jan spoke about the purpose of the WCTU from its origin in 1897, set out in its motto – "*For God, Home and Humanity*". This was updated in the 1990s to "*To promote a Drug-Free Lifestyle and Christian Values in the Home and Community.*"

Throughout its long history, WCTU has worked and written letters to Members of Parliament and other relevant authorities about issues with which it is concerned, particularly regarding alcohol policy, moral issues and the welfare of women and children, especially regarding family violence.

**Foetal Alcohol Spectrum Disorder (FASD)** has long been a major concern for WCTU, with the first modern, well-researched information leaflet about FASD published in 1995. Submissions have been made to ANZFA and others regarding the need for warning labels on alcoholic drinks concerning the dangers of drinking alcohol while pregnant; with warning labels now mandated. A new approach since November 2018 has been to put advertisements about FASD on the side/ rear of buses and on TVs in doctor's waiting rooms in regional Victoria. FASD Day is celebrated on 9th September annually.



Jan spoke enthusiastically about the drug education resource materials in schools, developed in the 1970s and 80s. One leaflet, based on medical models, "Seeing is Believing", is still used. By 2010, there were two teams educating about 1000 students annually, mainly in Grades 5/6 and Years 7/8, in State and Christian schools in country and city areas. Other efforts to reach children and young people about the danger of alcohol and

other drugs in the late 1990s included Youth Breakfasts and various competitions (web/poster designs and mocktail recipes) were held.

WCTU wrote to the Government in 1998, opposing a proposal to allow the sale of liquor from milk bars, service stations and convenience stores; and successfully advocating to increase taxes on 'alcopop' drinks - drinks resembling soft drinks but with often more than 5% alcohol - which were aimed at young people; and in 2002 objected successfully to the introduction of milk with alcohol added. Again in 2020 WCTU joined with others in successfully opposing a plan for a huge bottle shop near a dry aboriginal area near Darwin.

Jan quoted Anne Bergen, President, as saying WCTU can and must work together with other like-minded organisations where appropriate to make the most impact on government legislation.

---

## Melbourne Jewish Women's Guild

In 1987 our benefactor Sylvia Gelman organised the publication of the Histories of the Affiliates of the NCWV. The then President of the Melbourne Jewish Women's Guild **Natalie Kotzman** prepared a short history of the organisation that commenced on the 15th of June 1896 (some 6 years before they were involved as co-founders of NCWV).

In 1896 at the Melbourne Town Hall, close upon 30 ladies met for the purpose of forming a new society called the Jewish Women's Guild which later became known as the Melbourne Jewish Women's Guild, the object being personal service amongst the poor, visits to hospitals etc. in order to bring relief to the sick and afflicted, without any regard to creed, race or colour. The Committee solicited the sympathy and aid of every Jewish woman in Melbourne in the cause of the Guild.

Dr Constance Ellis an early representative was vitally interested in the conditions in suburban lockups, rehabilitation of female inmates, and infant welfare. The Guild changed over the years in order to meet the changing needs of society - especially during the two world wars and assisting the victims of war.

Many of the Guild's members were later to become members of the Council of Jewish Women when it was formed in the late 1920's - affiliating with the NCW in 1929 and since that time there has been a close and harmonious and practical association. The guiding principle of NCJW was stated to be the necessity to combine the specific needs of the Jewish community with those of the community at large.



From the 1960s with the general awakening of women to their just status (or lack of it) NCJW roused its members to an awareness of the disadvantages under which women suffered.

Many of the NCJW delegates have served on the NCW Executive, including Rysia Rozen OAM twice president of NCJWA and in the intervening 3 years - President of National Council of Women Victoria 2004 - 2007.

Rysia followed in the footsteps of another delegate - Malvina Malinek AM.

Another delegate Freda Kaufman, NCWV Health Adviser developed the topical [Heart Health flyer](#) in conjunction with Jean Hailes and the Heart Foundation to highlight the differences between female and male

heart health, increase women's awareness of heart health and prevent women dying before they reach hospital.

**The celebration was held in the Pioneer Women's Memorial Garden - a place of remembrance created in Kings Domain as part of the 1934 celebration of the Centenary of Melbourne.**



Funding for the garden was raised through sales of a commemorative book and receiving public subscriptions to have a particular woman's name inscribed on a "sheet of remembrance", ultimately buried beneath the sundial in the garden. The garden was designed by [Hugh Linaker](#) and is a formal, symmetrical garden traversed by a watercourse. This flows into a grotto which contains a bronze statue of a woman by the sculptor [Charles Web Gilbert](#).

### **Organisations who attended the inaugural meeting on 19 March 1902 were:**

Association of Domestic Economy  
Austral Salon  
Australian Church Social Improvement Society  
Australian Women's Association  
Bendigo Women's Literary Society  
Collingwood Creche  
Collingwood Girls' Club  
Collins Street Independent Church Ladies' Reading Society  
Convalescent Home for Women  
Daughters of the Court  
Gentlewomen's Aid Society  
Hawthorn Ladies' Reading Society  
Hawthorn Progressive League  
Jewish Women's Guild  
Kew Progressive League  
Maternity Patients' Convalescent Home  
Melbourne District Nursing Service

Methodist Neglected Children's Aid Society  
Pahran Women's Progressive League  
Princess Ida Club  
Queen Victoria Hospital  
United Council for Women's Suffrage  
Victorian Alliance  
Victorian Infant Asylum and Foundling Hospital  
Victorian Lady Teachers' Association  
Victorian Women's Post and Telegraph Association  
Victorian Women's Public Service Association  
Victorian Women's Political League  
Women's Christian Temperance Union  
Women's Health Society  
Women's Hospital  
Women's Progressive League  
Writers Club  
Women's Political and Social Crusade  
Young Women's Christian Association

# My Vote My Voice – Civics and Citizenship

Convenor NCWV Civics and Citizenship Program, Pam Hammond

*“Thank you for including me in such a wonderful event. It was such fun meeting up with everyone...and meeting some of the students following the event. I was invited by University High School students to come and speak to their Feminist Collective! Made my day!”*

Anne S. Walker, Co-Founder, International Women’s Tribune.



Held since 2015, the National Council of Women Victoria conducts the annual *My Vote My Voice* half-day event for Secondary students, held in the Legislative Council Chamber, Parliament of Victoria.

This program was initiated following research finding that many young people were disengaged with the democratic processes. The event is designed to encourage students to investigate a particular theme, then present on the theme to the audience of students, NCWV and community members and a panel of eminent people.

*“It is great to see young women reviewing progress made towards gender equality over the past twenty years and charting the path ahead. I can’t think of a more promising, untapped resource than the world’s young women. And there is no one better equipped to shape the future than the young leaders of today. I commend you, and your schools, on participating in this important event; and I congratulate the National Council of Women of Victoria and the event sponsors for arranging this program.”* Natasha Stott Despoja AM. Australia’s Ambassador for Girls and Women.

Awards are presented to speakers, based on the feedback from the panelists and others. These are named after significant women, in the hope that the students will be curious and research who she is and her achievements.

Over the years, themes have included:

**2015: *Twenty years anniversary of the UN’s Fourth World Conference on Women***

*‘Action for Equality, Development and Peace’ held in Beijing. Students researched the current situation.*

**2017: *Women in Local Democracy – Towards Gender Equality*** marking the 20<sup>th</sup> anniversary of the Local Government Women’s Charter which contains the three principles: *gender equity, diversity, and active citizenship.*

**2018: *Diversity in Community Organisations* - 2019: *Male and Female Youth as Future Voters***

*“Thank you so much for such a wonderful morning. My students were so inspired listening to the presentations, and we were very fortunate to be a part of this event”* Mrs Prue Short, Teacher MLC



Attendees with charter

2018: Diversity in Community

***“We had a great day, thank you so much for the invitation to attend.”***

Fadi Elbarbar, St Monica’s College

***“We would like 16-year-olds to have the option of voting, maybe at Council elections as a trial.”***

Comment made by students from several schools: Oberon HS, University HS, Melbourne Girls College Richmond, Kingswood College

***“It was our pleasure to support an event that encourages young people and especially women to participate in the democratic processes. This is a fantastic opportunity for young people to share their ideas and practice their influencing and presentation skills. Thank you and we would be happy to continue supporting it in kind in the future.”***

Danijela Spoljaric, Education Team Leader, Victorian Electoral Commission.

## ***In 2021, the My Vote My Voice theme was Democracy - Past; Present; Future. Is politics structured to benefit society in the future?***

This was designed to encourage students to consider what the future political system may look like in order to further benefit society.

Due to the COVID pandemic, the event was held by ZOOM, with the number of school groups who attended severely reduced from previous years, partly due to the changed date from August to November, which meant the students doing VCE subjects were not able to be involved.

The ‘Past’ was outlined by the keynote speaker, historian Dr Deborah Towns OAM, President of League of Women Voters Victoria (LWVV) and NCWV Standing Committee Coordinator, who shared the history of voting in Victoria, when women were able to vote, when voting became compulsory and the part LWVV played.

We also celebrated the 100<sup>th</sup> Anniversary of the Australian Federation of Women Voters and the 75<sup>th</sup>+1 anniversary of LWVV. Deborah introduced the film “100 Years of Women’s Vote” the digitized film on women gaining the vote re-enacted in 2001 by students from Melbourne Girls College, Richmond. She outlined how it came about and the significance of the characters depicted, including Miles Franklin and Vida Goldstein. She also spoke about the second movie shown later, digitized 1988 video about “Women in Parliament”, explaining roles and achievements of sitting and past parliamentarians whom she interviewed at that time.

Schools presenting were: Bayside P-12 College, Williamstown Campus; Emmanuelle College, Point Cook; Melbourne Girls Grammar School. Student speakers presented using a variety of contexts – all extremely well!

The speakers, preparing under challenging circumstances, were all passionate about their democratic rights, the need to vote, the possibility of 16-year-olds having this option and the value of educated citizens supporting vital causes through their voting power. They were also keen to have future parliaments representative of our diverse and multicultural society, including First Nations people, and be gender balanced. We heard opinions and we heard facts, all arguments had their merit thanks to solid research by students and their carefully thought-through opinions.

Evaluations were completed by panel members: Sandra Wilson, member of the Australian Institute of Company Directors and on the Executive of Australian Local Government Women Association; Cr Trent McCarthy, Darebin Council and CEO of the Central Ranges Local Learning & Employment Network; Elida Brereton, Vice-President NCWV, past principal in government schools. Their feedback was extremely positive.

***“There should be gender balance; also, representation from First Nations people and multicultural groups reflecting the diversity of the population.”*** Bayside P-12 students

*"On behalf of Bayside College, I thank you all for the opportunity today for our students to participate in such an enriching and educational morning. Our students have enjoyed themselves very much."* Nolene Symons, Principal



Bayside P-12 SC students: Shahed Abughalia, Olivia Lockwood, Penny Nicholls, Ava Spark.



Elida B, Emmanuelle College students Alex Angelidis, Monique Quach, Pam H, Rachel Prince-NCWV Adviser

*"The students' presentations were impressive!"* - Guosheng Chen

*"The video was fabulous. Thanks to everyone."* - Cr Janet Pearce, ALGWA Vic

*"Thanks to all from NCWV for organising the event. Big thumbs up for all girls who made wonderful speeches."* Jane Wei, AABWA

*"Can I thank you for a wonderful session. The videos were great and the young people fantastic. I have thoroughly enjoyed the whole session and feel we are in the hands of some great young people for the future. Thank you very much!!!"* - Deb Colville, VMWS

*"Thank you for a wonderful morning!!! Congratulations to the students and thank you to the judges."* Cr Denis Massoud



**2018: Diversity in Community Organisations**  
*Attendees in Queen's Hall – great diversity!*

*"Dear Pam, it was lovely to meet you and Ronniet and we were delighted that you could join us for our Senior Years assembly today." Lynn Broadway, Melbourne Girls' Grammar*



***Ronniet and Pam with Ahelee Rahman of Melbourne Girl's Grammar,  
winner of the 2021 Dame Joyce Daws Award***





# Month by Month

## Council meetings, topics, and speakers, 2021 – 22

**July** included a celebration of NAIDOC, and speaker **Kirsty Mead**, Executive Director, Pelvic Pain Foundation of Australia. PPFA is committed to supporting teenagers who suffer severe period pain, pelvic pain, and endometriosis to allow them to fulfil their potential and live the best life possible. To do this, PPFA is bringing medically responsible, positive, and interactive education to schools in Australia. After 3 successful years in South Australia and 2 in Western Australia, PPEP Talk® is being supported by the Federal Government Department of Health to begin in Victorian Independent and Catholic Schools. While PPFA engaged staff and waited on a response from Victorian ministers regarding implementation in government schools, NCWV wrote to independent schools about the program.



**August's** speaker was **Sandra Buckley**, CEO of Women in Super, a national not-for-profit networking and advocacy organisation for women employed in superannuation and the aligned financial services industry with over 2,500 members. Founded in 1994, the WIS Vision is a superannuation system without gender bias, advocating with industry, government, employers, and universities to affect policy change, raise awareness of issues facing women - accessing super and better retirement outcomes.

**September** council featured speaker **Dr Lois Peeler AM**, Executive Director and Principal of Worawa Aboriginal College, the only boarding school in Australia catering specifically for young Aboriginal women. One of the members of The Sapphires, Australia's first Aboriginal model and TV presenter, Dr Peeler is committed to the education and preservation of Victorian Aboriginal history and culture. The pedagogy of the school is based on learning from the land and Aboriginal Ways of Knowing, Doing and Being. She is involved in developing an Aboriginal Resource Centre focused on Victorian Aboriginal history, culture, and achievements.



**October** celebrated the Victorian Seniors Festival and the International Day for Older Persons at our Elder Care mini-forum, with speakers **Rachel Halse ANMF** on Governance & workforce ratio to resident; **Amanda Kunkler** COTA Vic. On COTA Advocacy; and **Karen Ivanka** COTA Vic. On navigating Aged Care Support and Services.



**November** Council hosted **Shirley Reynolds**, President Soroptimist International Melbourne Inc, and a Board Member of United Nations Association of Australia (Status of Women Committee), who spoke about how the UNAA champions the critical work of the United Nations, and an overview of advocacy and outreach programs since 1921. One of the projects Shirley spoke of is the SI 'Road to Equality' Project, focused on advocacy at the local level regarding migration, female genital mutilation, child enforced marriage, domestic violence, and older women's safety. Shirley explained that SI identifies opportunities for action and lobbying at a local level and not through government, both in Australia and around the world.



## Our first three Council Meetings for 2022 were about gender equality and democracy

**At the February 2022 Council Meeting** the outstanding **Coral Ross OAM**, spoke regarding gender equality in local government representation. Coral is a founding Director and appointed Chair of Australian Gender Equality Council, leading organisations representing over 500,000 women, to hasten change towards gender equality in Australia. A professional journalist, Coral has had an esteemed career in local government and was previously the President of the Australian Local Government Women's Association – nationally and for Victoria. Coral spoke about the Winston Churchill Trust, and Fellowship that facilitated her project to improve gender equality in local government (not expected until 2063) and to increase the number of elected women. New initiatives were needed. The best representation is in countries with a dedicated system.

Coral gave an overview of 33 recommendations for Federal, State, and local councils to adopt to encourage systemic change. Key themes include engaging with school age girls and young women to de-mystify politics, repositories of information and best practice, mentoring programs and women's networks, allowing councillors leave from work for council duties, introduction of a code of conduct and policies for sexual harassment. Report: <https://www.churchilltrust.com.au/fellow/coral-ross-vic-2018/>

Coral encouraged applications for the Churchill Fellowship: <https://www.churchilltrust.com.au/>

**Our March Council Meeting** began with celebration of the 120th Anniversary of NCWV, the 100th anniversary of the Australian Federation of Women Voters (AFWV), the 75th anniversary of the League of Women Voters Victoria (LWV) respectively one and two years on from the relevant year) hosted by LWV at the Royal Historical Society of Victoria.



**Professor Marilyn Lake AO**, spoke about the history of voting in Victoria, when women were able to vote, when voting became compulsory, and the part LWV played.

### ***What were women's interests and values at that time? What did they want?***

Refer to page 10 for a feature on Professor Lake's speech, were she concluded by posing a curious question to the group: *Is the new wave of independent women candidates standing on gender neutral topics such as climate change and the way to go for future success or is a focus on 'women's issues and goals' needed for further advancement?*

**Our April Council Meeting** on 'Democracy with a gender lens' featured two speakers:

**Dr Vanessa Teague**, cryptographer, CEO of Thinking Cybersecurity and Adjunct Associate Professor in the College of Engineering and Computer Science at the Australian National University. Her current research focuses on cryptographic methods for achieving security and privacy particularly for issues of public interest such as election integrity and the protection of government data.

She asked the intriguing questions:

***How do we know at the end of the election that all votes were properly counted ?.... that the intent of the voter is correctly interpreted and counted?***

Vanessa spoke about the major federal legislative reform - Assurance of Senate Counting Bill, 2021 - in the way Senate voting process is audited. Given the challenges faced by the Australian Electoral Commission (AEC) in counting Senate votes manually - a contract is now in place to scan and digitise Senate votes with AEC staff auditing and reviewing data. Statistically significant samples of ballot papers must be checked throughout the process to ensure that electronic data used to count votes reflects the data recorded on the ballot papers. If samples match, data is classed as correct.

**Carolyn Ingvarson BA Dip Ed MA Dip PWE**, spoke about her unique experience standing as an Independent for the Australian Women's Party in 1977 and her work supporting an independent candidate in the 2022 federal election.

*"We wanted systemic change in how society worked. We shocked ourselves at our audacity. We started with equal pay, child-care and legal abortion issues, then went for every portfolio..... we weren't taken seriously except ... by the 6000 who voted us number one on their senate ticket*

*"There I was, in 1974, talking with girls about how women could and must change the way the world worked, .....But today, those who are fighting on women's issues ... are also fighting for integrity in government and to save the planet.*

*"We glimpsed a way to make politics work when we stood for the Senate in 1977 and have the chance to do now – put good women into positions to change systems. That will be when good government follows.*

*"These women not only care deeply about women and have strong policies of support for them but have a broad base of commitment to playing a different game of honesty and integrity outside the party system."*

**The 2022 May Forum** focused on STEM and the factors impacting girls and women studying and working in these fields - the issues, and possible solutions, with a panel of three women highly successful in their chosen occupations:

**Adrienne Fleming OAM**, Pilot and Head of Operations and CASA Flight Examiner for Tristar Aviation, has held various state and national positions in the Australian Women Pilots' Association, encouraging women to pursue their dreams in aviation. Having dreamed of flying from an early age, she is now one of only 4% of female pilots in Australasia. *Adrienne called on adults to use encouraging language – especially for girls interested in STEM - to ensure it is not limiting or holding bias.; and spoke passionately about the importance of encouraging children to follow their career goals from a young age, and accuracy of adage 'you can't be what you can't see'.*

**Jennifer Rebeiro**, Chief Information Officer, Greater Western Water, named 5th of the top 50 CIOs in Australia in 2021, with a Master of IT Management and Business Administration, is passionate about sponsorship of young people and women through their career life stages to help them progress with careers in STEM. She spoke about

- responding to women feeling unsafe, her goal to change behaviour, make cultural changes and introduce a zero-tolerance approach.
- developing talent pipelines through partnerships between business, universities, and technical schools to encourage women to pursue careers in technology security.

Jen is an advocate for women encouraging other women in STEM. She emphasised how important it is that experienced leaders give back, to create the next generation of women leaders.

**Alexandra Otzen**, Senior Machinery Engineer, Esso Australia at the Longford Gas Plant in Victoria who has also worked on Esso projects in Qatar, Japan, and PNG. Spending her childhood at car club rallies, exposed to male dominated environments which never seemed intimidating, gave Alexandra the ability to interact in male activities without being daunted. During work experience as a manufacturing engineer, she credited the leadership of her female manager in setting the tone. Alex mentioned lack of female amenities in remote locations, and the proportion of women managers differing, with fewer women

managers in operations and production roles and she spoke about programs being implemented to address unconscious bias.

Our **June Council Meeting** featured speaker **Ms Jan Shuard PSM**, Family Violence Reform Implementation Monitor (FVRIM) a role that arose out of the recommendations of the **Victorian Royal Commission on Family Violence** - monitoring and reviewing how the Victorian Government and its agencies deliver the reforms - extended from 1 July 2021 to 31 December 2022. Ms Shuard gave an overview of the framework that guides the monitoring undertaken.

*“In setting this monitoring plan..... focus has been on identifying areas that are of the greatest concern to stakeholders in relation to reform implementation and where an independent perspective will add the most value to the ongoing family violence reform effort.”*

---

## Logo Garden on St Kilda Road

As part of our 120th Anniversary celebrations, the City of Melbourne was approached and agreed to create our badge in the logo garden for Spring this year – located on the eastern side of St Kilda Road between Government House Drive and Anzac Avenue.

With white, purple, and green coloured plants – the full flush is expected in August and September.

We appreciate the dedication of the City of Melbourne Parks team members out in all weathers to enable us to enjoy Melbourne’s glorious gardens

We hoping those attending our AGM in person on September 1 at Ross House, will join the Committee on a tram ride down St Kilda Road afterwards, for a viewing on the 1st day of Spring 2022.

Our thanks to Elisabeth Newman AM Past President for coordinating this display with City of Melbourne. The garden and accompanying information about NCWV will remain on display until September 2022.



# REPORTS

# Individual Members Report

Convener, Elisabeth Newman AM

It is a pleasure to present the annual report, 2021-2022, for the Individual Members.

Yet again another year has gone past without face-to-face meetings due, at the start of the NCWV year, to COVID-19 restrictions, and more recently due to the rise in infections although restrictions have been reduced. One may well ask is the rise related to the easing of restrictions including those of mask wearing except on public transport and in health facilities where they remain mandatory, though one may wonder when travelling by tram. We need to do what we can to spread the word about good hygiene practices and other precautions to reduce the spread of COVID-19, as well as to keep ourselves safe.

August 2021 the Individual Members held a successful General Meeting as well as Annual Meeting with elections. Elisabeth Newman AM was elected as Convener, Carol Robertson Notetaker and Beverley Kannegiesser as Bookkeeper; sadly, there were no nominations for Deputy Convener; the position has remained vacant. Ronniet Milliken was thanked for conducting the elections. Following the meeting Wendy Le Get, an Individual member, gave a most fascinating illustrated presentation about her family's farm in Western Australia. Its founding by her grandparents; the recognition, even in the early days, for the need to care for the environment; ending with the recent sale of the historic property which Wendy oversaw. Not an easy task in the height of the COVID-19 restrictions.

The bi-monthly meetings have continued to be held in conjunction with the Council meetings which have been well supported by Individual Members; it is not feasible to hold separate meetings. Individual Members were actively involved in the Annual General meeting of NCWV with several elected to executive positions. When I joined NCWV in 1978, Individual Members (Associates as they were known) could not hold office. In October, following the release of findings of the Royal Commission in to Aged Care: Quality and Safety, NCWV held a mini forum on Elder Care which the Individual Members were pleased to sponsor. Rachel Halse, from ANMF, with Amanda Kunkler and Karen Ivanka, from COTA, gave most enlightening presentations which were followed by a lively discussion.

The Mini Peden Excursion, held in June 2022, to the Salvation Army Museum in Bourke Street was a great success. The museum, one of Melbourne's hidden gems, is packed with the most interesting memorabilia relating to the history of the Salvation Army. Some exhibits, featuring past members of NCWV, were of particular interest.

With meetings continuing to be held virtually income has remained negligible. Thanks go to members who have sent donations. (Refer to the annual financial statement).

Sadly, in January dear Eleanor Holden passed away. Eleanor the previous Convener of the Individual Member's Group was a great supporter of NCWV; she is greatly missed. During the year there have been a few new members but also some resignations.

Thanks go to Individual Members for the support they give to NCWV. Thanks, also, to, the Individual Members' Group Committee Members, Carol Robertson, Notetaker, and Beverley Kannegiesser, Bookkeeper and Representative on the NCWV Committee. It can only be hoped during this next year corona virus infections will drop dramatically making life less uncertain so we can meet in person.

# Treasurers Report

Treasurer, **Sheridan Ingram**

## Financial Report for the Year Ended 30 June 2022

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 2022.

### 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 profit amounted to \$9,168

**Balance Sheet**  
**National Council of Women Victoria Inc**

30-Jun-22

ABN: 18227073059

Reg Number: A0004465H

	<b>2021</b>	<b>2022</b>
<b>Assets</b>		
<b>Current Assets</b>		
Westpac Cheque Account - 033-031 263920	8,309.06	10,401.58
Bendigo Acc 146712401	N/A	N/A
Westpac Term Deposit	30,000.00	30,000.00
Westpac Cheque Account SG	10,571.81	17,647.06
Westpac Term Deposit SG	150,000.00	150,000.00
<b>Total Current Assets</b>	<b>198,880.87</b>	<b>208,048.64</b>
<b>Total Assets</b>	<b>198,880.87</b>	<b>208,048.64</b>
<b>Liabilities</b>		
<b>Total Liabilities</b>	<b>0.00</b>	<b>0.00</b>
<b>Net Assets</b>	<b>198,880.87</b>	<b>208,048.64</b>
<b>Equity</b>		
Members Equity	198,880.87	208,048.64
<b>Total Equity</b>	<b>198,880.87</b>	<b>208,048.64</b>



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

01 Jul 2021 - 30 June 2022

ABN: 18227073059

Reg Number: A0004465H

	<b>2021</b>	<b>2022</b>
<b>INCOME</b>		
Membership		
Organisational Membership	1,920	3,600
Individual Membership	2,450	3,030
Interest Income	2423.62	1,560.00
Function Income	0	585.70
Grant	0	0
Donations	105	2,505
Awards	0	0
Other Income	15,027	7,805
<b>Total Income</b>	<b>21,926</b>	<b>19,086</b>
<b>OVERHEADS</b>		
Rental	2,000	2,289
NCWA Affiliation	1,981	2,047
Insurance	1,176	1,206
Office Costs	6,946	3,079
Functions	452	1,098
Awards	0	200
Donations	0	0
Other	0	0
Outflows	160	0
<b>Total Expense</b>	<b>12,715</b>	<b>9,918</b>
<b>Operating Surplus (- Loss)</b>	<b>9,211</b>	<b>9,168</b>
<b>Members Funds B/F</b>	198,881	198,881
<b>Bequest</b>		
<b>Members Funds C/F</b>	198,881	208,049

## Cash Flow

### National Council of Women Victoria Inc

01 Jul 2021 - 30 June 2022 ABN: 18227073059 Reg Number: A0004465H

		2021	2022
		Total	Total
<b>INFLOWS</b>			
<b>Functions</b>			
End of Year Lunch		0	0
Parliament Events		0	0
May Forum		0	0
<b>Total Functions</b>		<b>0</b>	<b>0</b>
<b>Membership</b>			
Individual Membership		2,450	3,030
Organisational Membership		1,920	3,600
<b>Total Membership</b>		<b>4,370</b>	<b>6,630</b>
<b>Other Income</b>			
Coin Collection		0	0
Donations		105	2,505
Awards		0	0
Grants		0	0
Trading Table		0	0
Other		15,027	8,391
<b>Total Other Income</b>		<b>15,132</b>	<b>10,896</b>
<b>Interest</b>			
Interest Income		2,424	1,560
<b>Total Interest</b>		<b>2,424</b>	<b>1,560</b>
<b>Total Income</b>		<b>21,926</b>	<b>19,086</b>
<b>OUTFLOWS</b>			
<b>Other</b>			
Gifts		0	0
Donation Expenses		0	0
Awards - Citizenship		0	0
Sylvia Gelman Award Administration		3,309	1,000
Other		160	0
<b>Total Other</b>		<b>3,469</b>	<b>1,000</b>
<b>Function Expenses</b>			
Parliament		0	0
Christmas Lunch		0	0
My Vote My Voice			905
Pioneer Women's Garden		452	392
<b>Total Function</b>		<b>452</b>	<b>1,298</b>
<b>Insurance</b>		<b>1,176</b>	<b>1,206</b>
<b>NCWA</b>		<b>1,981</b>	<b>2,047</b>
<b>Office Expenses</b>			
Printing & stationery		552	612
Postage & courier		0	0
Website		864	303
Office supplies		0	0
Telephone and Internet		610	540
Other Expense		301	625
Computers		1,309	0
<b>Total Office Expenses</b>		<b>3,637</b>	<b>2,079</b>
Rent		2,000	2,289
Interest	Adjustment		
<b>Total Expenses</b>		<b>12,715</b>	<b>9,918</b>

**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 2022"

Signed:



Sheridan Ingram

Date: 18 August 2022

Signed:



Ronniet Milliken

Date: 18 August 2022

# STANDING COMMITTEES:

## Status of Women

## Sustainable Development

## General Well-being

## Communications

## Social Issues

*Standing Committees are mindful of the United Nations Sustainable Development Goals, particularly 5, 13 and 16, the Beijing Platform for Action and applicable UN Conventions.*



*SDG 5 - achieve gender equality and empower all girls and women*

*SDG 13 - take urgent action to combat climate change and its impacts*

*SDG 16 - promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels*

# Standing Committees Reports

Coordinator for Standing Committees, Dr Deborah Towns OAM

Standing Committees continue to recognise Standing Committees Plans of Action 2018-2021 and the Theme “Social protection for all women and girls: Sustainable development for the world” – as the Triennial ICW-CIF conference planned for 2021, did not take place until June 2022, due to Covid.

We have shared another challenging time, but we have enjoyed special events as we are celebrating the National Council of Women Victoria’s 120th. We were locked down again during the last months of 2021, so some of our activities were affected if they could not be transferred to zoom. Our monthly meetings continued to be very well attended on-line with lively, informative discussions and we successfully completed our work. SC members continued their community activities. Despite restrictions easing in 2022, Covid remains, and we are all aware of being extra careful about our own and others’ health.

As the NCWV Coordinator of Standing Committees and a member of the Executive Committee, I have been busy with keeping up to date with issues and reports affecting women, representing the NCWV at community events, attending other organisation’s events, organising meetings and assisting the president and others when called upon, including assisting with the NCWV International Women’s Day window at Ross House, displaying the NCWV’s banners at the Royal Historical Society buildings in March, organising the film crew, providing historical advice, and locating speakers. There were highlights for us during the previous year.

Edith Chen, Elisabeth Newman, and I organised the Mini-Forum held on October 1, 2021, to celebrate the International Day of Older Persons and Seniors Week. We focused on Aged Care, as we had often reflected on the federal government’s recent aged care and safety Royal Commission Report in our SC meetings. We wanted to hear from experts about governance and nursing.



On November 8, 2021, I was the ‘last minute’ guest speaker at My Voice My Vote as it was conducted via zoom due to Covid restrictions.

My talk celebrated the historical significance to Australia’s Democracy of the Australian Federation of Women Voters as they celebrated their centenary in 2021 and the League of Women Voters Victoria which celebrated its 75+1.

In 2022 due to continuing Covid restrictions only a small group gathered at the Pioneer Women’s Garden in the Domain in January to honour pioneer women. Later we held the official ceremony on 26 March, and it included celebrating our 120th with a range of speakers who reflected upon our founding matriarchs founding and their historical relationship with the NCWV. I provided an introduction and noted that we shared our celebrations with the 120th anniversary of white women gaining the federal franchise in Australia.

In April 2022 I travelled to Geelong with our Advisor for Multicultural Issues and Migration- Nurcihan Ozturk, for the Hearing of the Victorian Government’s Parliamentary Inquiry for Support for Older Victorians of Migrant and Refugees Backgrounds. Their final report was recently published, and its findings will be discussed at a future SC meeting for follow-up.

The NCWV, through the NCWA, are members of the [International Council of Women](#). The ICW General Assembly held in Avignon, in June 2022 was attended by Elisabeth Newman AM and Hean Bee Wee AM. The next ICW General Assembly in 2025, will be held in Australia, so that’s wonderful news.

We were all thrilled this year when the community work of our members June Anderson, Guosheng Yan Chen and Nurcihan Ozturk was recognised as they are new Victorian Multicultural Honour Roll Inductees.



Meng Heang Tak -Member for Clarinda, Chair-Natalie Suleyman-Member for St Albans, Nurcihan Ozturk- NCWV's Migrant & Multicultural Adviser, Dr Deborah Towns, Convenor NCWV's Standing Committees, Chris Cousens-Member for Geelong.

Pam Hammond was the main organiser of **Pioneer Women's Day** (and also the successful annual **My Voice My Vote** schools' activity). We assist where we can. This year, June Anderson very generously donated beautiful gifts for all the speakers at our Pioneer Women's Day event. Along with Pam, I am developing an information paper with suggested advice to schools about non-sexist curriculum. We are particularly concerned about children's textbooks, readers and books which continue to show stereotyped careers and restrictive gendered behaviours for men and women.

We welcomed new Standing Committees members and farewelled the tried and true. Welcome to our new SC member, Robyn Byrne OAM, who is the Advisor for International Relations and Peace. She is also the SC's wonderful minute taker. Fond farewells and huge "thankyou's" were given to Sheila Byard OAM, Freda Kaufman, and Edith Chen. We will really miss their generous and expert contributions at our monthly meetings. They will continue to be very valued NCWV members, and we know we can call on them for their expertise. Freda has generously agreed to continue to provide us with updates to the women's heart information. Her Heart Health brochure is unique and popular.

Thank you very much to our wonderful new and continuing SC members who are experts in their portfolios. Thank you for reporting on your advisor issues, contributing to the NCWV newsletter and joining our lively monthly meetings. So, thank you to: Elisabeth Newman AM, Ronniet Milliken, Pam Hammond, Rachel Prince, May Hu OAM JP, Lilly Fetter, Sarah Morgan, Nurcihan Ozturk, June Anderson, Barbara Latham, Janice Latham, Emma Fu, Robyn Byrne, and Dr Pat Phair OAM.

I look forward to our meetings and working with you all in the next twelve months.

# Status of Women

Convenor, **Sheila Byard OAM**

The work of the Status of Women Standing Committee within NCW Victoria aims to assist Council in its work in the wider community in the development of policies and responses on behalf of girls and women. This included through the implementation of relevant UN human rights conventions, attention to international issues and the promotion of peaceful resolution of disputes. The SOW standing committee also aims 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.

Over the past year discussion of various policies and legislative proposals at different levels of government in Australia has been influenced by the realisation of fiscal constraints imposed by both by the costs of Covid period and need to come to terms with fire and flood emergencies. As well there can be seen to have been strains imposed on the workings of our democratic system and to some extent breakdown of civic confidence. Issues of transparency and integrity have become more urgent.

The following are some of the matters on which advice has been given:

**Corrections Policy:** As noted in the 2020-21 report, while the Victorian Department of Justice Corrections Stakeholders group has not met through the COVID period, RMIT University's Centre for Innovative Justice (CIJ) 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. Victoria's Minister for Corrections Hon Natalie Hutchins MP launched 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:

<https://cij.org.au/research-projects/download-publications-here/>

**Royal Commission into Defence and Veteran Suicide** was established on 8 July 2021 when the Governor-General, His Excellency General the Honourable David Hurley AC DSC (Retd), issued Letters Patent which established the Royal Commission with a final report due by 15 June 2023.

**National Action Plan NAP to reduce violence against Women and their Children 2022-32:** During the first Covid year in March 2020 the Australian government replaced the COAG annual forum of Ministers for Women's Policy and Women's Safety with the Women's Safety Council. The WSC was to oversee the final stage of the Fourth Action Plan to reduce violence against Women and their Children expiring in 2022, and to develop the next NAP and consider other necessary actions. The draft was released on 14 January 2022, with just two weeks available for comment. This plan is for 10 years broken into two five-year plans with two separate Aboriginal and Torres Strait Islander Plans.

**Safety in the Commonwealth Parliament** - The report of the Independent Review of Commonwealth Parliamentary Workplaces by Sex Discrimination Commissioner Kate Jenkins was handed down on November 30. There were 28 recommendations that are designed to support all parts of the parliament to perform at their best. <https://humanrights.gov.au/set-standard-2021>.

**Reconciliation Matters** – Advice was given about the Australia Women Against Violence Alliance (AWAVA) monthly newsletter as crucial source of information on progress with ending violence. The April issue detailed the ANROWS report New Ways for Our Families which presents the results of a literature review and the findings from the initial cycles of action research conducted with Aboriginal and Torres Strait Islander chief investigators, community researchers, and practitioners working in eight community-controlled child and family services across Queensland. The 2022 Close the Gap Campaign Report Transforming Power: Voices for Generational Change, from the Lowitja Institute: [https://www.lowitja.org.au/content/Document/Lowitja-Publishing/ClosetheGapReport\\_2022.pdf](https://www.lowitja.org.au/content/Document/Lowitja-Publishing/ClosetheGapReport_2022.pdf)

**Police Integrity in Victoria** – A report was supplied following a Law Week webinar at which the IBAC Deputy Commissioner Kylie Kilgour spoke on IBAC oversight of Victoria Police Integrity including first-hand from the IBAC Investigations & Legal teams on how complaints about police are assessed, serious police misconduct investigated & police investigations of complaints reviewed.

**Conclusion:** As this is my final report as Convenor, I would like to thank to all those who have contributed to the work of the Committee over the past years. It has been great to see an increased attendance at Council meetings on relevant topics, with attendance not just from Victoria but beyond, for example as we discuss the ways of continuing to meet the challenge of Human Trafficking, the recent attendance at NCWV meetings of pioneers from interstate like Peg McEntee OAM of Catholic Women’s League & NCW NSW.

During 2021-22 Barbara Latham, NCWV Adviser Human Rights, Robyn Byrne, new Adviser for Implementation of Conventions & International Relations, and President Ronniel Milliken have each made helpful contributions to the work of the Status of Women Committee and at the monthly Standing Committee meetings organised by Dr Deborah Towns OAM, as NCWV Coordinator of Standing Committees.

.....

## Human Rights Advisor, Robyn Byrne OAM

**United Nations (UN) Goal 16.2 Protect Children from abuse, exploitation, trafficking, and violence.** In 2020 in Australia, 499 children between the ages of 10 to 14 were imprisoned. The Law Council of Australia, a group of legal, medical, and social justice organisations (Raise the Age Alliance) and other civil society groups, have campaigned for all governmental jurisdictions to raise the age of criminal responsibility, from 10 to 14. The age of responsibility is set independently by federal, state, and territory governments <https://www.raisetheage.org.au/resources>

**Birth Registration: UN Sustainable Goal Target 16.9: provide universal legal identity.** Children are citizens if at least one parent is a citizen or permanent resident at the time of the child’s birth. Children born in the country to parents who are not citizens or permanent residents acquire citizenship on their 10th birthday, if they lived the majority of their life in the country. Failure to register does not result in denial of public services. In general births were registered promptly<sup>1</sup>.

### The Pathfinders National Aboriginal Birth Certificate Program:

An estimated 160,000 Aboriginal and Torres Strait Islander (A&TSIP) peoples do not have a birth certificate. As a consequence, they struggle to fully participate in Australian society without this simple but vital document. They experience difficulty enrolling in schools and in accessing mainstream services, such as opening bank accounts, joining sporting clubs, voting, and applying for a job, a driver’s licence or a passport. They cannot be selected for jury duty or open their own business. This program aims to redress this serious citizenship issue by conducting sign-up days in towns and areas where there are significant

---

<sup>1</sup> <https://www.aic.gov.au/publications/special/special-11>



numbers of Aboriginal and Torres Strait Islander people who don't have birth certificates. Since the program's inception more than 12,000 people have gained access to their birth certificates. They have launched a campaign to crowd fund the Pathfinders National Aboriginal Birth Certificate Program through <https://chuffed.org/project/pnabc> to help A&TSIP get their birth certificate. In Victoria, Aboriginal prisoners can apply for a fee waiver to Births, Deaths & Marriages Victoria. <https://pathfinders.ngo/projects/aboriginal-birth-certificate-project/>

### **Aboriginal Resource Centre-Victorian Aboriginal History, Culture and Achievements.**

Dr Lois Peeler AM of Yorta Yorta and Wiradjuri heritage through her mother and Wurundjeri heritage through her father, was the keynote speaker at the NCWV's 2021 AGM last September. She is the Executive Director and Principal of Worawa Aboriginal College, the only boarding school for young Aboriginal women. She was one of the members of the Sapphires and she was Australia's first Aboriginal model and presenter. She is also developing the Aboriginal Resource Centre. Dr Peeler recently launched the Aboriginal Change Makers curriculum resources. For further information see Aboriginal Change Makers <https://commonslibrary.org/aboriginal-change-makers-stories/>

### **UN Target 16.1 Reduce Violence Everywhere**

Sex Discrimination Commissioner Kate Jenkins' report, *Set the Standard*, is the culmination of a seven-month review of the workplace culture in the Australian Parliament. The review found that one in three people working in a federal parliamentary workplace have experienced sexual harassment and more than half (51 per cent) – including those working in Parliament House and electorate offices – have experienced sexual harassment at a higher rate (40 per cent).

### **Violence Against Women**

The law prohibits violence against women, including domestic abuse. The laws of individual states and territories provide the penalties for domestic violence. Violence against women remained a problem, particularly in indigenous communities. Indigenous women were 32 times more likely to be hospitalised due to family violence than nonindigenous women. In recent years we have seen state government leadership and commitment to addressing family violence: from the 2015 'Not Now Ever' inquiry in Queensland, to the 2016 Victorian Royal Commission into Family Violence, and more recently the New South Wales government's inquiry into coercive control.

According to a 2020 statement by the Australian Bureau of Statistics, the proportion of women who experienced partner violence in the last decade remained relatively stable. Women were more likely than men to be victims of domestic violence, including homicide, across all states and territories. The Institute of Criminology released a paper in February 2022 that analysed the prevalence of domestic violence against women during the initial stages of the COVID-19 pandemic. The research showed that 4.2 percent of women had experienced physical violence from a cohabiting partner, while 5.8 percent had experienced coercive control. Aboriginal and Torres Strait Islander women, pregnant women, women with a long-term restrictive health condition, women from non-English speaking backgrounds, and younger women were more likely to experience physical or sexual violence or coercive control in the three months prior to the survey.

Federal and state government programs provide support for victims, including funding for numerous women's shelters. Police received training in responding to domestic violence. Federal, state, and territorial governments collaborated on the *National Plan to Reduce Violence against Women and their Children 2010-22*, the first effort to coordinate action at all levels of government to reduce violence against women.

[https://www.dss.gov.au/sites/default/files/documents/08\\_2019/fourth\\_action-plan.pdf](https://www.dss.gov.au/sites/default/files/documents/08_2019/fourth_action-plan.pdf)

# Sustainable Development

Women and Employment Advisor, **Dr Deborah Towns OAM**

The Triennial ICW-CIF conference was planned for 2021, but will not take place until 2022, due to Covid restrictions. So, Standing Committees reports continue to recognise Standing Committees Plans of Action 2018-2021 and the Theme “Social protection for all women and girls: Sustainable development for the world”. This report promotes women’s access to all forms of decent employment, policies to reduce gender pay gap and increase access to pensions, and policies for family friendly work and work-life balance.

## Progress Towards Gender Equality in Workplaces is Slowing

The WGEA collects gender equality annual reports from all Australian businesses which employ 100 plus staff. Recent reports are troubling as they show that progress towards creating gender equitable workplaces appears to be stalling. In their recent *She’s Price(d)less* report the gender pay gap was analysed by industry and occupation using WGEA gender equality reporting data. It showed that women were more likely to work in lower paying industries, and if men worked in the same industry, they were more likely to be in higher-paid, managerial positions.

For other findings see the report: <https://www.wgea.gov.au/publications/fourth-edition-of-the-shes-pricedless-report-released>

But most people work in businesses which employ less than 100 staff so how do we know about gender equality, equal pay, and gender equity in most Australian workplaces?

The Fair Work Commission staff prepared the chart below which charts female’s workforce participation against various key arbitral and legislative changes relating to leave, gender equality and equal pay.



**Gender Equality legislation in Victoria-** differently to the WGEA, the new Commission for Gender Equality in Victoria is responsible for auditing and monitoring gender equity in public entities and not businesses, and only in Victoria. The Victorian Gender Equality Act (2020) applies to certain organisations that have 50 or more employees, including, public service bodies, public entities, special bodies, local councils, universities, Court Services Victoria, Office of Public Prosecutions.

Defined entities have obligations to promote workplace gender equality and consider gender equality in their policies, programs, products, and services. They are required to report to the Commissioner and develop workplace action plans. To find out more about this work see:

<https://www.genderequalitycommission.vic.gov.au/about-gender-equality-act-2020>

In Victoria we have had similar legislation since the 1977 Equal Opportunity Act, of 45 years ago. It created the Equal Opportunity Board and the Office of the Equal Opportunity Commissioner and outlawed discrimination because of marital status and sex in employment, education, accommodation and provision of goods and services. It has had multiple amendments over decades.

The 1977 legislation stated in 15. (1)

The Board shall undertake programs for the dissemination of information for the education of the public with respect to:

- (a) the elimination of discrimination on the ground of sex or marital status;
- (b) the promotion of equality of opportunity between men and women; and
- (c) any other matters relevant to the provisions of this Act.

Collecting data is one thing but changing workplace culture and sexist attitudes is obviously very difficult as legislation was expected to be working towards that from 45 years ago.

As a cartoon recently said, ***"We will be walking around on Mars, before we get gender equity" ...***

**Working from home and human rights: Gender Equity and not everyone can!**

<https://www.abc.net.au/news/2022-01-05/force-the-workforce-back-to-office-or-wfh-forever/100718234>

During the Covid era's most restrictive years in 2020 and 2021, millions of people had the opportunity to work from home, participating in Zoom and Teams meetings, creating home offices, home schooled and so on. In 2022 things are 'normalising' for want of another word, and many are returning to their offices and workplaces they did not see much of in the past two years. However, in 2020 and 2021 there were many workers, such as builders and construction workers, who were mainly men and health care workers, who were mainly women, kept on turning up at the usual workplaces.

**Working from home charter**

In 2022 many workers are not returning to traditional workplaces and work from home. Attitudes have changed, so unions have developed the working from home charter to protect workers

<https://www.australianunions.org.au/campaign/working-from-home-charter/>

Working from home can be good for combining paid work with family care responsibilities which was found to work during previous 'lock-downs', though it was also found that even when 'locked down' male and female working parents were at home, women did more care work and housework. I wonder how this can be monitored if families are continuing to work from home. Obviously, the national legislation, the Workplace Gender Equality Act and the Victorian Gender Equality Act don't have sway in people's home offices and kitchens. Also, there are many paid jobs which women do cannot be done from home. Such jobs with many thousands of workers, are in healthcare, retail, child-care, and hospitality They do not have the choice and have to pay childcare as well.

## Women and Superannuation – women do not have enough

Australian women retire with 42 per cent less super than men. More attention must be drawn to this sad fact. Women continue to work in lower paid jobs than men, they work part-time and take time away from paid work to care for children and other family members. This gendered difference in work means women do not have an equal opportunity to build up sufficient super to retire. Also, women tend to live longer than men so need superannuation to last longer too.

Unless women and men and girls and boys change their attitudes towards what is seen as appropriate paid work and who does the care work, the next generation of women will also find they do not have sufficient superannuation. Women who stayed away from work to care for family should be compensated by our community in their older years and not forced to live in potential poverty. The fastest growing group of homeless people in Australia is older women. To learn more about this issue here is a recent report: <https://www.australiansuper.com/superannuation/superannuation-articles/2020/02/gender-equality-and-your-super>

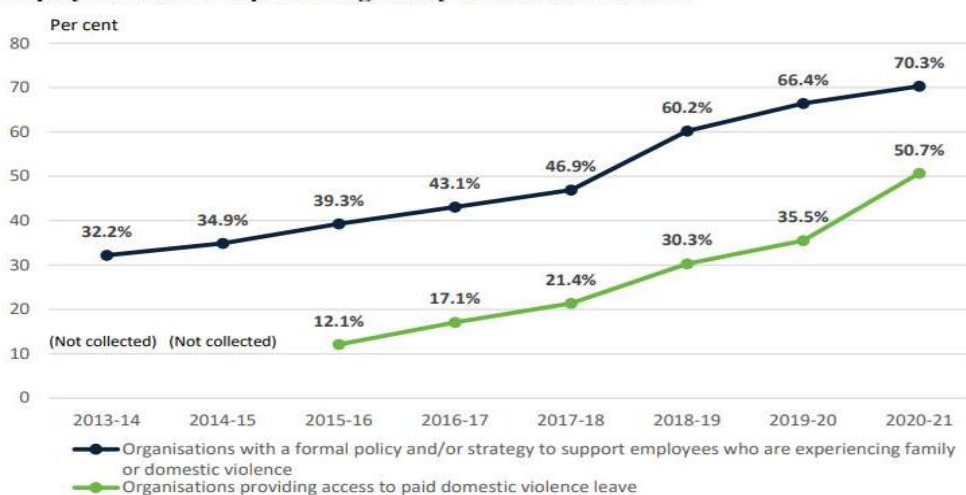
With almost 50 years of legislation, 100s of policies and programs, and 1,000s employed to bring about change, should we be investigating what worked? The UN tells us it will be 170 years before we get gender equality. Why does it take so long? Do we ever interview gender experts to find out about what can be done to speed things up? <https://sweden.se/life/equality/gender-equality> Sweden is seen as better at creating gender equality, but is it really? Read this 2022 report. Let's fix up our own 'backyards'.

## 10 days paid Domestic Violence Leave

In a landmark *provisional* decision handed down on 16 May 2022 by the Fair Work Commission (FWC), millions of Australians will be afforded 10 days paid domestic violence leave should they need it, on a yearly basis at the base rate of pay to permanent employees only under modern awards. The Commission deemed that financial support was imperative to support employees in leaving violent relationships and came at a minimal cost to most employers.

On 28 July 2022, the federal government introduced legislation into parliament that would give workers – including casuals – access to 10 days paid domestic violence leave.

**Chart 8: Percentage of organisations with a formal policy and/or strategy to support employees who are experiencing family or domestic violence**



Source: Workplace Gender Equality Agency (2022) 'Australia's gender equality scorecard: Key results from the Workplace Gender Equality Agency's 2020-21 employer census', February at p.31.

Since a 2018 decision of the FWC, all employees (including part-time and casual employees) have been entitled to 5 days unpaid family and domestic violence leave each year. [National Employment Standards](#) (NES).

## Economics Advisor, Emma Fu

### Global Poverty

Sarah Meredith, Australian country director for Global Citizen, an international education and campaigning organisation, describes its mission as running -the world's largest movement to end extreme poverty by 2030. The way Global Citizen proposed to do this is to raise awareness through holding music festival concerts across the globe including US, UK, Australia, Canada, Germany, Nigeria, South Africa, partnering with celebrities, businesses, and media organisations.

As a result of COVID-19, the poor are pushed back into extreme poverty, as global supply chains break, and food shortage exacerbates. Moreover, even if they can access supplies, due to living under \$1.9 USD a day (global standard for extreme poverty), they can't afford to purchase food for daily needs.

Global Citizen's mission is to advocate to help end global extreme poverty from both the general public end as well as the government side. The United Nations has not made much progress on its proposed 17 interlinked global Sustainable Development Goals, and the Australian government has contributed just 0.7% of federal budget to international foreign aid while spending 8% on defence<sup>2</sup>.

Through engaging with artists like Delta Goodrem, Lady Gaga as well as public figures like Julia Gillard, Global citizen aims to target young people to engage in the campaign as well as run multiple social media efforts including Instagram live sessions, while actively writing and making contact with the government.

Aside from global poverty, Global Citizen also focuses on multiple efforts including "Empowering Girls Now" to support topics including girls' education as well as menstrual health and hygiene in countries e.g., South Africa.

In December 2021 the status of a Global Citizen as a Public Benevolent Institution (PBI) under Australian 'charity' laws was upheld with the assistance of law firm Arnold Bloch Leibler<sup>3</sup>. At first the Australian Charities and Not-for-profits Commission denied its eligibility to be registered as a public benevolent institution (PBI) and be eligible for tax deductible donations due to its engagement with the political process.

Ending an issue like global poverty will require joint effort of public organisations, businesses, media and governments and individuals to work together to secure each part of the value chain so that the issue will be solved in a practical manner.

.....

---

<sup>2</sup> [Trends | Australian Aid Tracker \(devpolicy.org\)](#) ; Sarah Meredith, Global Citizen Speech, 2022

<sup>3</sup> [ACNC responds to AAT Decision on Global Citizen Ltd | ACNC, 2021](#)

# General Wellbeing

Mental Health Advisor, **Helen Bruckner**

## Mental Health Issues Due to Covid

### Family Relationships

According to the BBC *The Life Project*, since the advent of Covid, the number of marital separations has increased from 60 per cent to 79 per cent as previously masked problems became evident. For women there is a disproportionate amount of housework, childcare and home schooling along with increased anxiety and other mental health issues leading to a change in family dynamics. Financial issues with the loss of full time or part-time work and the need to quarantine at home has led to loss of self-esteem especially for men with job insecurity.

More established relationships were likely to be resilient compared with newer ones which led to separations.

### Children

The mental health of children has suffered during Covid leading to increased levels of anxiety and depression which is different from normal sadness. Some of this can be attributed to parents who have increased levels of anxiety and depression themselves. It is estimated that one in three children have been affected due to lack of socialisation with their peers at school and home and many cancelled activities leading to a negative mood, irritability, hopelessness, and lack of joy.

Psychological and counselling services have become overloaded with long waiting lists, closed books and, anecdotally, it has been suggested that in schools non-qualified counselling occurred. Some mental health professionals are themselves suffering from burnout and compassion fatigue.

The government has established telephone, text, or online counselling for mental health issues.

Recent changes for General Practitioners to abandon long consultations under Medicare will affect those in need.

### Covid Effects on Domestic Violence

The Covid era has seen the increase of domestic violence. Noted in the recent report by Anne Summers *'Domestic Violence and its Consequences in Australia today'*, significant levels of abuse and ongoing misery were elucidated. This has been exacerbated by Covid from 2020 onwards.

As Covid has continued the loss of employment for women in full-time or part-time work, leaving the family home, reduced mental health, attempting to home school, with emotionally disturbed children and ongoing abuse by perpetrators, has had a significant effect on women with many in dire circumstances.

The government financially supports women in these difficult situations, but it is below the poverty line and there is insufficient housing to meet the needs of victims, so many women return to their poor relationships as financial circumstances are better.

Further issues arise if there are Court Orders that are disrupted by Covid, and perpetrators become difficult over visitations leading to further distress for women and children.

This brief overview describes the unexpected impact and underbelly of Covid leading to negative outcomes for women and children which need to be addressed.

.....

The symptoms of a heart attack in women are often different to those that occur in men.



## Watch out for...

Pain, pressure, heaviness, or tightness in your chest, neck, jaw, arms, back or shoulders. Shortness of breath is a common symptom.

## What to do if you think you are experiencing a heart attack...

- 1 STOP** and rest immediately.
- 2 TALK.** Tell someone how you feel.
- 3 CALL 000** without delay if your symptoms have lasted for more than 10 minutes and don't hang up – wait for the operator's instructions.

## How to maintain a healthy heart...

- BLOOD PRESSURE:** Ask your GP for a Heart Health Check. High blood pressure needs to be treated and checked regularly. Know your blood pressure numbers.
- MANAGE YOUR CHOLESTEROL LEVEL:** Understand your levels and get regular checks. Take medication if prescribed by your GP and eat a well balanced, healthy diet.
- BE SMOKE FREE:** Smoking builds up plaque / atheroma that can build up over the years to clog and narrow the coronary arteries, reducing the blood flow to the heart and thereby increasing the risk of a heart attack.
- PHYSICAL ACTIVITY:** A moderate level is great for your heart health and it's never too late to start. Move more, sit less! Work with weights and experience the joy of walking.
- MAINTAIN A HEALTHY WEIGHT:** Eat less salt and drink plenty of water. Include fruit and vegetables, whole grains, beans and legumes, up to 6 eggs a week, fish, seafood, and for meat eaters: chicken and lean meat. Have fats and oils sourced from avocados, nuts, seeds and olives.
- MANAGE DIABETES** to help prevent heart attack or stroke since this condition increases the risk of heart disease. Several small changes in lifestyle can often manage the diabetes quite effectively.
- ALCOHOL INTAKE:** Don't have more than two standard alcoholic drinks a day. If you have high blood pressure or a heart condition, seek medical advice.
- SOCIAL WELL BEING:** Aim for a good social life with family and friends. If you suffer from depression or feel socially isolated, get professional help from a medical practitioner.

## Spread the Word...

Tell friends about this important information and help save a life. Making the Invisible Visible - #women's hearts

Compiled by the National Council of Women Victoria [www.ncwvic.org.au](http://www.ncwvic.org.au)

Information sources: National Heart Foundation: [www.heartfoundation.org.au](http://www.heartfoundation.org.au) Jean Hailes Foundation: [www.jeanhailes.org.au](http://www.jeanhailes.org.au)

# Communications

Education Advisor, Pam Hammond

The ICW-CIF Standing Committee's Plans of Action (2018-2021) include: "the importance of education from early childhood, as well as the importance of support and appropriate education to cater for all forms of disabilities and needs." With the COVID-19 pandemic impacting so severely on our communities, how are Victorian education facilities managing and what affect is this having on students?

In 2021, Victorian pre-schools, kindergartens and schools still had many months of moving into and out of lockdowns due to COVID-19. During these weeks, children and older students have needed to learn on-line at home led by their teachers and supported by parents/carers. The Department of Education and Training (DET) set minimum time allocation guidelines for literacy/English, numeracy/mathematics, additional learning, play-based learning, and physical activity, as well as on-line resources and advice for teachers and parents/carers. Grattan Institute education program director, Jordana Hunter, said that it was clear students across the State are getting an uneven remote education, with only some schools providing most of the curriculum.

"In these schools, children have been able to continue interacting with their classmates and work with their teachers, with fairly minimal interruption to learning. In other schools, children are learning through independent work (worksheets) with no live teaching offered." The Age July 23, 2021.

In 2021, a Royal Children's Hospital quarterly health poll found more than half of Victorian children suffered deteriorating mental health while away from school last year.

[https://www.rch.org.au/rch/RCH\\_National\\_Child\\_Health\\_Poll/](https://www.rch.org.au/rch/RCH_National_Child_Health_Poll/).

A report from the Victorian Agency for Health Information (Child and Adolescent edition) recorded that over six weeks up to May 30, 2021, an average of 342 children every week, aged up to 17 years, presented to emergency departments suffering from mental health problems. This is a 57% increase on the same period in 2020. In addition, over those six weeks, the number of Medicare benefit treatments at mental health services for this cohort averaged 11,005, a 36% rise on the same period in 2020. Good mental health is vital for children, paving the way for them to grow into well-rounded, healthy adults. The restrictions, due to COVID-19, on children and youth engaging in physical activities at school, sport, leisure and connecting with peers and friends, was contributing to anxiety and other mental issues. This in turn, impacts on engagement with education and general well-being.

The National Council of Women of Victoria (NCWV) applauds the Victorian Government for announcing extra funding for mental health services, including 20 new 'pop-up' clinics across the State and the continuation of mental health professionals in schools. In 2022, even with schools reopened, we encourage the government to continue this program, as well as to support the mental health needs for pre-school students.

Looking to the future, the Victorian Government announced, in June 2022, that in Victoria from 2023 kindergarten will be free for three and four-year-olds. This will address concerns raised in NCWV reports and briefings over several years, and in letters to Victorian MPs June 2021. This included research supporting the long-term learning advantages and the economic benefits of free kindergarten and childcare. "Three-year-old kindergarten and four-year-old kindergarten should be free"

See: <https://ncwvic.org.au/files/2021%20Education%20Briefing.pdf>

Since 1906, NCWV has been advocating for the establishment of free kindergartens, considered an essential part of the New Education espoused by leading educationalists, but it proved too expensive to implement. The Victorian Government began to fund kindergartens in 1954.



In addition, NCWV welcomes the Government's ambitious overhaul of early childhood education and care, underpinned by a \$9 billion investment over the next decade, to save families money and to support women who choose to return to the workforce. This involves the re-branding of four-year old kindergarten as Pre-prep, a free 30 hours of play-based learning a week to be phased up from 15 to 30 hours, starting in 2025. NCWV recommends that this program be instigated in 2023 so that the benefits are available to more families. There is also planning for 50 additional government operated childcare centres, in areas with the greatest unmet demand for places, starting from 2025. Where possible these will be co-located within schools, or alongside major employers to create convenient access for working parents. NCWV applauds the increase in facilities and resources where the demand is highest.

NCWV has concern about the number of teachers and educators required as the programs are rolled out, so is pleased that a task force will be set up to oversee this and incentivise education workers, with the program said to be fully established state-wide by 2032.

NVCWV will monitor the progress of this initiative into the future.

---

### Mass Media Advisor, **May Hu OAM JP**

As a Multicultural Adviser to City of Monash, I work closely with the councillors on multicultural festivals and community meetings and information sessions. As Honorable President of Chinese Australian Accord, I organized a number of community forums on the Federal election with colleagues in May 2022, such as, Meet the candidates in Chisholm, which was publicized in The Age, Sky News, ABC, and many local Chinese media.<sup>4</sup>

---

### Arts, Letters and Music Advisor, **Rachel Prince**

During the tumultuous ups and downs of Victoria's lockdowns the Victorian Government were hard working devising new and innovative ways for Victorians to connect with the Arts. *Safe and Strong*, the Victorian Government's gender equality strategy, recognises that the equal representation of women in public spaces is vital to achieving its vision for gender equality by increasing the visibility of women's contributions and accomplishments and placing them in the public vision. The Victorian Women's Public Art fund contributes to the realisation of this goal. The Victorian Honour Roll of Women, an annual program operated by the Victorian Government to recognise women who have exhibited exceptional leadership and distinction in their area or through their contribution to the community, is supported by this program and runs concurrently with it.

Maree Clarke, one of the chosen candidates, will be in charge of a commission in Mildura to create a new public artwork in collaboration and consultation with local women of different backgrounds, producing a piece that speaks of women's ties to the nation. The multi-media digital production will be displayed through projection onto the historic Powerhouse building, a new concept in the heart of the Mildura Riverfront precinct and is entitled 'Yennega-Yettang/Come See'.

The Victorian First Nations Women and trans diverse art collective "Ngardang Girri Kalat Mimini" was also a successful candidate. The Queen Victoria's Women's Centre (Melbourne) has hired this collective of first-

---

<sup>4</sup> <https://www.abc.net.au/melbourne/programs/drive/chisholm-election-forum-gladys-liu-carina-garland/13860322>

nation Indigenous women to produce a public piece of art called "Creative Resilience" to honour and promote the experiences of Aboriginal women artists from South-Eastern Australia. In a creation process and final product that honours a tradition of ongoing inventiveness and creativity in support of community and cultural survival, Creative Resilience will recognise First Nations women, past, present, known, or unknown.

Regina Rose, Dorothy Hood, and Euphemia Mullet Tonkin, three women who had a significant impact on the Kurnai nation, will be depicted in a life-size bronze sculpture called "Three Women on Kurnai Country" that will be built in the town of Drouin. The three ladies are united into a single, connected mass at the triangle base of the piece, rooted to both their respective nations and to one another. As each of the three adopts elements of white culture to help their children and communities survive, each of the three develops unique expressiveness in full three-dimensional portraiture.

Finally, The Victorian Trades Hall Council, alongside A Monument of One's Own, will build a statue honouring activist and feminist Zelda D'Aprano and the decades of campaigners who have followed in her footsteps entitled 'Honouring Zelda D'Aprano'.

These are four very exciting commissions that we should keep an eye out for that will hold an important place women have made to Victoria and to share those stories with the broader community.



# Social Issues

Convener, **Elisabeth Newman AM**

Much of this past year, July 2021- June 2022, like the previous year, was spent in lockdown. In the latter part of 2021, just as we hoped restrictions would be eased, Melbourne was put under severe restrictions lasting a good 10 weeks – we experienced the longest lockdown in the world. With this came reports from hospitals and welfare agencies of psychological wellbeing/mental health being further compromised; those living in fear of, or with domestic violence rising, and, with the noticeable rise in the cost of food, fuel, and rent, many are having to make the painful decision of paying for food or rent and going without fuel for heating-while obtaining decent affordable housing is a dream for many.

Businesses wanted to re-open, particularly those in hospitality. With these issues compounding, coupled with restrictions and mandatory vaccination against COVID-19, people were becoming restless resulting in civil disobedience in Melbourne during September led by the construction industry. By the end of December most restrictions had been lifted except for the wearing of masks. When restrictions were lifted, except for mask wearing, the incidence of COVID-19 had plateaued but, with the easing of restrictions about mask wearing and high vaccination rates, the incidence of infection has increased dramatically.

It is against this backdrop I thank the Advisers of the Social Issues Standing Committee for their continued devotion to research and reports on issues affecting their respective portfolios and taking into consideration, the Plans of Action from ICW-CIF and the triennial theme (plus a year) for 2018-2022: “Social protection for women and girls: Sustainable development for the World”.

Much of our work supports Sustainable Development Goal 5: “gender equality for women and girls and the empowerment of women”. Meeting this Goal has suffered due to the COVID-19 restrictions which saw the loss of rights. Women, worldwide, are advocating hard to regain hard won rights.

**Lily Fetter, Child and Family Adviser**, has expressed concern on the increased number of families suffering because of the COVID-19 restrictions. She also continues her advocacy against coercive control and domestic violence in general. Unfortunately, Lily has had to take a few months leave of absence; in wishing her well we look forward to her returning soon.

**Sarah Morgan, Advisor for Youth and Women’s Sport** has an interesting analysis of the voting preferences of young people in the recent General Election; she also reports on the improved conditions of facilities for women and girls at sports grounds.

**Edith Cheng, Adviser for the Aged**, has been a great advocate for improved condition for the disadvantaged among senior citizens. The October 2021 Mini Forum on “Elder Care”, organised by Edith and myself, with assistance from Dr Deborah Towns OAM and the Standing Committees, was most informative and well received by NCWV members. (Refer to report). Unfortunately, due to a change in circumstances, Edith is unable to continue as a member of NCWV. I thank her for her support and all the advocacy she has undertaken on behalf of NCWV.

**Nurcihan Ozturk, Adviser for Migration and Multicultural Affairs**, has been active this past year with advocacy for the CALD Community on behalf of NCWV. She has attended several meetings, some organised by the Multicultural Commission Victoria. On 4th March Nurcihan, with Deborah Towns, attended a hearing into an “Inquiry on Elderly Migrant & Refugees” held by the Parliament of Victoria. Both Ronniel Milliken and I submitted comments to a survey; and NCWV also lodged a submission.

Apart from the activities of the Social Issues Standing Committee, many issues raised by other Standing Committee Members and presentations by guest speakers are relevant to the Committee. These have included a briefing from the Victorian Family Violence Reform Implementation Monitor on the progress to date of work on Recommendations from the 2015 Victorian Royal Commission, due for completion in late 2022.

While we recognize the progress made in Victoria in relation to Family Violence since 2015, we have expressed concern at the closure of the Office of the FVRIM scheduled for November; also we are concerned about the situation of gender equality; equal pay, sexual harassment, and other workplace issues; equal educational and training opportunities for girls and of the work of the relevant entities.

The Standing Committee's work is also enhanced by the flow-on from the Community engagement of NCWV members, particularly the involvement of our Ethic Organisational Members who have participated in IWD celebrations, Harmony Day and events/celebrations organised by the Multicultural Commission.

My activities have included liaising with Victorian Women's Medical Association, HAAG, ACHRH, all members of NCWV, and with Prison Network. They are to be commended for work undertaken which help to highlight inadequacies with social issues and services particularly to disadvantaged Victorians.

On behalf of the Social Issues Standing Committee, I thank Dr Deborah Towns OAM, NCWV Coordinator of the S/Cs and Ronniet Milliken, President, for their assistance and encouragement and to all who have supported the Committee. We look forward to continuing the work this coming year with the 2022-2025 ICW-CIF theme: "Women's Empowerment: Peace and Sustainable Development" as the focus.

.....

## Youth and Women's Sport Advisor, Sarah Morgan

**The 2018-2021 (2022) ICW-CIF Plans of Action for Standing Committees for Youth** includes:

- Recognising young people, including those with disabilities, as an asset to their society;
- Empowering youth to become future leaders;
- Recognising the mental and physical health needs, including reproductive and sexual health;
- Implementing programmes for economic empowerment; and
- Engaging youth to support and promote the women's cause.

### **Women's sport takes centre stage in Victoria**

It is pleasing to note that the Victorian Government is committed to increasing the number of women and girls participating in sport and active recreation and to improving facilities for them, a good change in thought from June 2018 when Elisabeth Newman, the then NCWV President and Pam Hammond and I met with the Advisor to the Hon. Gabrielle Williams MP the then Minister for Women, for Prevention of Family Violence and Minister for Youth.

We had a meaningful discussion about the need of appropriate sporting facilities for women and girls such as change-rooms, an urgent need if women and girls were to be encouraged to take up sport. The State Government's inquiry "Change the Game" had highlighted this need. We also spoke about the health benefits of being physically active and taking part in a sport.

Following the recommendations of the inquiry, and supported by Vic Health, the State Government committed \$6.7 million to improving and upgrading facilities. It is pleasing to see the money has been well spent in providing first class sporting facilities for women and girls.

It is wonderful to witness the way women's sport has taken off from grassroots to elite levels. Women and Girls in Victoria are now highly regarded and accepted and are winning many trophies.

The Vicsport Strategic Plan 2021-2025 is available to [view and download here](#)

### **The Millennials and Gen Z voters' thoughts on the Federal Election 2022**

The 2022 federal election brought up a lot for voters to think about before they went to the polls.

This was none more so than for the Australian youth population, as for many of this was their first opportunity to vote having turned 18 within the last 3 years. So, what were the important issues and concerns at the forefront for the youngest voting group? how big an impact did they have on the outcome of the election?

#### [Today's youth worry about the fact that they might never afford to own their house<sup>56</sup>](#)

The fact that both major parties aren't opening up discussions on housing affordability highlights the policy difficulty, says AMP Capital senior economist Diana Mousina.

Australian National University associate lecturer Intifar Chowdhury has researched the impact of the youth vote. She said there were hundreds of issues that could sway younger voters - but pointed to four as being of note:

1. climate action,
2. education,
3. housing affordability, and
4. the cost of living

Housing affordability, she said, was an "elephant in the room". The younger people and in the newest generation, be it late millennials or Gen Z, probably won't be able to own their house at the same point in time as their parents or grandparents. That is the reality.

The Australian Bureau of Statistics released its quarterly inflation figures. Labor Leader Anthony Albanese lent heavily on cost of living during his campaign, saying wage growth wasn't keeping up with inflation. The cost of living is increasing but pay isn't keeping up he said.

Young voters have long been chastised for a perceived ambivalence to politics, but the pandemic over the last couple of years meant that young people bore the brunt of lockdowns which has had a lasting effect on every aspect of their lives ranging from mental health, education, and socialising, all of which we have previously taken for granted as part of the growing up process. A study conducted by Australian comparison site Finder found almost 40 per cent of Generation Z voters (born between 1997-2012) share the same political beliefs as their parents – more than any other generation.

---

<sup>5</sup> [Kassia Byrnes Youth Editor from the News.com.au](#)

<sup>6</sup> [The Gen Z's of our news Chat panel —news.com.au's project with the Judith Nielson Institute](#)

Young people in Australia are actually engaging with politics. The way they engage, obviously, is a little bit different to older groups but what's happening is a dramatic shift in how political information is being consumed and politically expressed. Even before the election, researchers had noted major differences between younger and older voters as per [news.com.au](https://www.news.com.au)

[Long-term voting patterns](#) showed Labor was more likely to attract young voters. But surveys also showed how both the major parties have been losing their youth vote to the Greens.

So, it is not surprising that electorates with the highest rate of voters under 30 saw unprecedented support for Greens in 2022. An analysis of AEC enrolment data shows seats with four of the top five highest proportions of young voters (18-29 year-olds) went to the Greens.

This includes:

- Melbourne with a youth vote of 26.9% (Greens retain their seats)
- Brisbane with a youth vote of 25.7% (Greens gain from the Liberal Party)
- Griffith with a youth vote of 24.7% (Greens gain from Labor)
- Ryan with a youth vote of 22.5% (Greens gain from the Liberal Party)

The election shows how the centre of gravity of Australian politics has shifted. The various swings away from the major parties revealed just how discerning voters can be. It also showed voters are likely to act based on policy concerns, rather than political allegiances.

The oldest millennial voters were 42 at this election, while first-time voters of 18 years of age included members of Generation Z. So, some of this can be attributed to generational replacement as the polls populate with more progressive, apartisan younger voters. This group of voters calls for the next government to implement minimum standards for consulting young people about climate change policy and legislation. They also want the federal government to create a youth ambassador for the environment so they can represent young people's interests in international discussions.

They are also calling on the next government to ratify [the \*Third Optional Protocol to the Convention on the Rights of the Child\*](#), which allows children to bring direct complaints to the United Nations.

More investment in programs for young people to participate in disaster preparedness is another demand. They have already written to each major political party and to a number of independent candidates, calling on them to commit to these measures. Children and the young people are our future. Every day that we fail to act, we are failing them and risking their futures.

The 2022 election also sends a crucial political signal to the younger voters. The results show them the power of their actions to affect change in Australia's democracy – and that the vote, in an aggregate sense, is an effective tool to do so. The 2022 federal election was one to restore young people's hope and faith in the Australian democratic system.

Climate 200 Director Mr Byron Fay said the campaign turned the two-party system on its head with 2022 being the first election where millennial and Gen Z voters outnumbered Baby Boomers. Young voters in Australia can no longer be ignored.

.....

## Victoria COVID-19 and Aged Care

Coronavirus has ripped through private aged care homes in Australia over the past two years, but in Victoria publicly run homes have only been lightly touched by the pandemic. Factors attributed to the Victorian Aged Care outcome include having more nursing staff, better care ratio, higher wages and that they are often located near other health facilities<sup>7</sup>.

Linking COVID crisis and managing in the residential aged care, Victoria Department of Health has published a step-by-step website from definition of an exposure or outbreak, reporting, responding, management plan and many more until having the facility to be staying informed. The private and not-for-profit homes in the State are solely regulated by the federal government and may or may not be practising the steps published on the website. In this light, who says the crisis will not happen in the future then?

In addition, the Australian Nursing Midwifery Federation (ANMF)<sup>8</sup> has been strong on improving minutes spent with each client as well as a new Aged Care Act to have a more transparent and accountable system<sup>9</sup>.

### Victoria Cyber Strategy 2021

With the International Day of Older People 2021 theme: “Digital Equity for All Ages”,<sup>10</sup> the Victorian government invested \$50 million of a 4-year plan for its Cyber Strategy 2021. It aims to bolster the State’s cyber security resilience, support local business, and develop a more dynamic and competitive cyber sector.

This 4-year plan is a collaboration of government, industry, and community and with \$64 million funding for Digital Jobs Program and TAFE training of a free Certificate IV Cyber Security is a part of it<sup>11</sup>.

However, The Digital Literacy Gap<sup>12</sup> pointed out that we need a commitment to digital inclusion, but also for governments to not use tech that is actively hostile and exacerbates inequalities: Seniors are particularly affected.

---

<sup>7</sup> Lucas, C. (2022), “Why Victorian public aged care homes were spared the worst of coronavirus”, The Age, June 27, 2022, <https://www.theage.com.au/politics/victoria/why-victorian-public-aged-care-homes-were-spared-the-worst-of-coronavirus-20220214-p59wco.html>

<sup>8</sup> Versteeg, P. (2022), “What’s about to happen in home care from 1 July and why it’s set to cost you more”, YourLifeChoice, April 29, 2022, <https://www.yourlifechoices.com.au/aged-care/cost-of-aged-care/explained-why-home-care-is-set-to-cost-you-more/>

<sup>9</sup> <https://www.health.gov.au/node/18602/managing-a-covid-19-outbreak-in-residential-aged-care>

<sup>10</sup> ANMJ Article, “Older Australians deserve best practice care in nursing homes”, Mar 24, 2022 <https://www.anmfsa.org.au/Web/News/2022/Older%20Australians%20deserve%20best%20practice%20care%20in%20nursing%20homes.aspx>

<sup>11</sup> Fisher, J. (2022) “Care providers ‘siphoning off’ government funds: report: Demand for more transparency on how taxpayers’ money is spent on aged care”, YourLifeChoice, April 28, 2022 [https://www.yourlifechoices.com.au/aged-care/cost-of-aged-care/care-providers-siphoning-off-government-funds-report/?user\\_id=722AB912B2CC2026F1B72ACFC6E5489F4EBE0CB2AA814A60324080C11CF5349B&utm\\_medium=email&utm\\_campaign=YourLifeChoices%20Thursday%20PM%20Update%2028%20April%202022&utm\\_content=YourLifeChoices%20Thursday%20PM%20Update%2028%20April%202022+Version+B+CID\\_9186683322f94a6b4e2b24cd2e0a8b01&utm\\_source=campaign%20monitor&utm\\_term=Aged%20care%20providers%20siphoning%20off%20your%20money%20report%20claims](https://www.yourlifechoices.com.au/aged-care/cost-of-aged-care/care-providers-siphoning-off-government-funds-report/?user_id=722AB912B2CC2026F1B72ACFC6E5489F4EBE0CB2AA814A60324080C11CF5349B&utm_medium=email&utm_campaign=YourLifeChoices%20Thursday%20PM%20Update%2028%20April%202022&utm_content=YourLifeChoices%20Thursday%20PM%20Update%2028%20April%202022+Version+B+CID_9186683322f94a6b4e2b24cd2e0a8b01&utm_source=campaign%20monitor&utm_term=Aged%20care%20providers%20siphoning%20off%20your%20money%20report%20claims)

<sup>12</sup> Victoria Government Media release, September 20, 2021, Melbourne Conversations, September 15, 2021 <https://youtu.be/n5y4DO78VOK>

## Multicultural & Migration Advisor, Nurcihan Ozturk

Information was received from the Victorian Multicultural Council in March about mortality rates of Covid-19.

This prompted a check of the Australian Bureau of Statistics website which further raised concern at the rate of mortality amongst the CALD communities (ie Culturally and Linguistically Diverse).

At the same time, given that all levels of government were very slow in reaching out to these communities in their languages this information shows that there is still loads of work that needs to be done in keeping all levels of community informed and updated with information.

Country of birth	No. of deaths	Age-standardised death rate	Median age at death (years)
Australia	907	2.3	84.3
Overseas born	1,640	6.8	83.0
Oceania and Antarctica	141	8.2	70.7
North-West Europe	220	2.3	85.5
United Kingdom and Ireland	158	2.1	85.6
Other North-West Europe	62	3.1	85.0
Southern and Eastern Europe	732	11.1	85.8
Southern Europe	244	8.3	86.6
South Eastern Europe	410	14.5	84.1
Eastern Europe	78	8.2	91.8
North Africa and the Middle East	288	24.7	78.7
North Africa	39	13.4	79.5
Middle East	249	29.3	78.6
South-East Asia	94	4.8	74.0
North-East Asia	45	2.9	84.3
Southern and Central Asia	58	4.9	78.0
Americas	35	4.9	77.2
Sub-Saharan Africa	27	3.4	71.5

a. This table only includes information on registered deaths due to COVID-19. Numbers of deaths will differ to disease surveillance system

***This is a stressful time for all refugees and former refugees of any background, so please keep reaching out and supporting one another.***

.....



# Geelong Branch Report

Geelong Branch President, **Alexandra Jeffrey**

The Geelong Branch was formed on 27th April 1944. Over its 78 years, the Geelong Branch has discussed many concepts and promoted a wide and diverse range of ideas. These include:

- the provision of playgrounds
- safe children's crossings at schools
- support for single parent families
- help for refugees and new migrants
- improvement of health services
- opposition to sexism and bigotry in all its forms
- promotion of equality legislation
- to constantly and consistently press for equal gender status and equal pay for equal work
- getting women considered for jury service
- opposition to violence against women
- children in kinship care
- assistance for students learning English as another language

This year, in response to a members' survey, priority items were:

- Access to a living wage
- Economic security - increase in public housing sector to address homeless population of women (women over 55 make up one of the largest groups requiring housing)
- Women's health - equity in and access to medical care in regional and indigenous populations
- Sex trafficking
- STEM - promoting STEM in (prep 3 - 6)

Each year we have an "Outside" meeting, where we visit a local organisation and learn more about its work. Funds raised are frequently directed to that organisation. Visits in recent years have been to The Cottage by the Sea; The Mission for Seafarers; The Geelong Art Gallery; Foundation 61 (a residential centre for drug rehabilitation). Another "outside" meeting was held at the Shirley Mills theatre, where Rysia Rozen, OAM, and Richard Rozen, OAM, showed a film about Richard's childhood experiences in Poland from 1939 to 1945. Proceeds for the day went to the Lifeboat foundation for victims of child abuse. Another outside meeting was to the Heritage Centre where NCWV Geelong archives are stored.

This past year has seen the impacts of COVID 19 on the Geelong community particularly regarding food insecurity. In response to this community need, the Geelong Branch donated \$1000 to the Christ Church food program since their need was great and impacted homeless families.

At our 76th Annual Luncheon, responding to the women and children injured and displaced in the war in Ukraine, raffle funds raised \$1000 which was donated to the Ukrainian Women's Association of Victoria for much needed hospital medical supplies in Ukraine. We are so very grateful to the generosity of spirit of our attendees.



Numerous members from Melbourne joined Geelong members to make this luncheon, after two years in absentia, a very successful luncheon indeed including Guest Speaker **Tracey Slatter**, Managing Director Barwon Water who introduced to all of us the complex concepts and strategies used in water conservation, waste management and reuse, as well as the preservation and reconstruction of vital environmental areas in the Geelong Community.



Her presentation of the above was done in a wonderfully palatable, enlightening way to the lay community, all of us!

Members attend an Australia Day ceremony at the Women's Peace Garden, Kensington, or Pioneer Women's Garden in the Domain and a festive luncheon at the end of each year.

We participate in the annual NCWV May Forum - this year's topic was STEM: Supporting and Encouraging Women and Girls Participation in all Sectors of Science, Technology Engineering and Mathematics.

The Geelong Branch has supported local Geelong schools to participate in the annual NCWV My Vote My Voice program, where students are given the opportunity to debate set topics in the Legislative Council of the Victorian Parliament. The Geelong Branch funds the annual Elva Carland Award, given in memory of a former Life Member.

In addition, the Geelong Branch supports the local North Geelong Secondary College by awarding two \$250 bursaries to students who show the most effort and progress in the literary sphere of English as a second language.

The NCWV mission statement today:

***The National Council of Women of Victoria is 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 equity.***

The Geelong Branch continues to promote these concepts.

# Recognition

The **Victorian Multicultural Commission** honours inductees, who are trailblazers, emerging leaders, and passionate community members from varied cultures who support and amplify multicultural or multi-faith communities, often voluntarily.

The contributions of the 2022 inductees are especially significant, as we are acutely aware of the vital role they played in keeping our communities safe and connected throughout the COVID-19 pandemic. Inductees represent a generosity of spirit of which Victoria can be proud.

Three of the 2022 inductees to the Victorian Multicultural Honours Roll are involved NCWV:

**June Anderson, Guosheng Chen, and Nurichan Ozturk.**



**June Anderson**, NCWV Committee member, received a Certificate of Appreciation from The Minister for Multicultural Affairs, The Hon. Ros Spence MP and Vivienne Nguyen AM, Chairperson and Commissioners of the Victorian Multicultural Commission (VMC) in recognition of her invaluable contribution as a member of the Eastern Metropolitan Regional Advisory Council for VMC.



**Edith Chen** NCWV Adviser – Ageing, the driver behind the mini-Forum on Elder Care, was thanked by the Rotary Club of Flemington Kensington for her service as a long-standing member who exemplifies diversity, equity, and inclusion in all she does for the community.

Edith works with elderly Chinese migrants, volunteers with the multi-age choir, commits to working in the Op Shop and teaches English to migrants. An article about Edith and her work was published in the September 2021 issue of the Hyperlocal 'Northwest Melbourne, Kensington & Parkville Gardens News'.

Edith was also interviewed for a podcast "Women, Arts and Activism" the [Victorian Seniors Festival Reimagined. Women, Arts and Activism Episode 3 - Seniors online.](#)

---

# Archivist Report

Hon NCWV Archivist, Janet Galley OAM

Whilst NCW VICTORIA is commemorating and celebrating its 120 years of community service to Victoria, it should also be noted that NCWV has since 1927 had Country - now Regional - Branches.

The first NCWV Branch was established in Ballarat in 1927 following an Address to Council in the previous year by Lady Forster, Patron of NCW Victoria; wife of the Governor General of Australia when the Vice Regal incumbents were resident in Melbourne. She had been a President of a Branch in NCW Great Britain and been on a committee in London

The Branches established throughout Victoria over 95 years have gained the membership of ~~been a source of~~ women from larger cities such as Geelong (1944) and Bendigo (1948). (Bendigo Women's Literary Society had been a founding affiliate since 1902 but on Bendigo Branch being formed transferred their affiliation). With more branches being formed the women of Victoria were actively supported with concerns and issues of connection has lasted over the decades with Geelong Branch still actively involved in Council activities.

## Storage of Archives

Further discussion in The Age reveals that \$68 million for preservation of around a quarter of a million pieces currently in the Collection of the National Archives of Australia<sup>13</sup> is an ongoing necessity. Whilst such funding is helpful much more is needed to preserve this valuable Collection, which is presently some 380 kilometers in length<sup>14</sup>. Restoration work has begun on preservation.<sup>15</sup>

Then there are items in any Archive that are historically valuable classified documents, which are not in a suitable storage facility. Extra funding for saving more than 270,000 items of national importance was approved.

There is also a need to understand what should be kept and have digital storage wherever possible<sup>16</sup>. The National Library of Australia 2021 Report to Donors for digitising the papers of the Australian Federation of Women Voters (founded 1921) generously raised \$209,000.00. It is hoped that the digitisation of AFWV papers will come on line during 2022.

Continuing funding for such institutions as the National Library of Australia must be able to archive original documents received. Archival material is history and gives an insight into to the future as well as the past.

## Of General Interest

Whilst office machinery has well and truly moved on from the feather and quill, there is still office equipment which can be seen and marveled at for its updated times in any age of modernization. Typewriters to computers; hard copy to digital copy; telegram to email; the idea of a National Museum could be a possibility in Hawthorn (Vic.) where former staff of PMG Dept.; Australia Post; Telecom/Telstra and volunteers have been collecting and preserving such office equipment for future generations to see, gaze and marvel at the past inventions which were the fore runners of the of a technological world<sup>17</sup>.

---

<sup>13</sup> The Age 2.7.2021 P. 14

<sup>14</sup> The Age 11.8.2019

<sup>15</sup> The Age 19.8.2021

<sup>16</sup> The Age 11.11.2021

<sup>17</sup> The Age 18.9.2021

## Enquiries to NCWV

The **Women's Peace Garden**, (Lynch's Bridge Development), Newmarket - NCWV were involved in this project which was to recognize the UN Year of Peace, 1986. The project was conducted under the direction of Steering Committee, under the auspices of the Ministry of Conservation, Forests and Lands (Minister at that time was The Hon. Joan Kirner).

The Steering Committee met from 1988-1990 when discussion and planning concluded. Melbourne City Council were actively involved in planning, especially the Parks and Gardens Dept.

Invited to appoint a representative from NCWV, Eleanor Sumner (NCWV President 1983-84-85) agreed to do so. On the completion of the Women's Peace Garden Eleanor undertook to be the Convenor for Friends of the Garden. (1990). From 2018 NCWV has held the Annual Australia Day Pioneer Women's Ceremony in this special garden.

It was possible in 2022 to return to the Pioneer Women's Memorial Garden, for the Annual Australia Day Women's Ceremony as infrastructure in this area of Melbourne has enabled this to occur as well as the easing of restrictions of the pandemic when the ADWC date was changed from mid- January to late 26th March 2022.

**Mrs. Herbert Brookes** (IVY DEAKIN)- NCWV President 1939-1934.

A talented and skilled woman, Mrs. Brookes was recognized in NCWV for having musical students from the Conservatorium of Music, University of Melbourne perform at an Annual Musicale which after her death was known as the Ivy Brookes Annual Memorial Musicale until its demise in 1991.

Mrs. Brookes was the mother of Jessie Deakin Clarke OAM who for many years was an active NCWV Individual (Associate) Member until she went to Canberra.

### **Tree Planting and Plaques in Pioneer Women's Garden and Perimeter**

With the Annual Pioneer Women's Ceremony to return to this wonderful garden NCWV received a request for what was known of their involvement in the planting of trees, with plaques in this section of King's Domain, Melbourne.

There is no doubt NCWV has had a long and well-known history with the Pioneer Women's Garden when the Centenary of Victoria (1934-35) was an undertaking by the outstanding Women's Centenary Committee under the leadership of the NCWV (and NCWA President at that time) to ensure the women of Victoria were not overlooked on what was a historic Victorian occasion.

The tree planting, with relevant plaques, are also on both sides of the walkway from Government House Drive. A number of Women's Organisations have also planted trees in this area of King's Domain; including tree planting near to the Shrine of Remembrance for Women's Service in the Armed Forces.

Thank you to the generous Individual Member, Beverley Kannegiesser for finding online a copy of the NCWV history "**Champions of the Impossible**" A History of National Council of Women 1902-1987 by Ada Norris. Beverley has generously donated this copy to NCWV Library. The book was a gift from the NCWV Central Gippsland Branch to one of their guest speakers, and now returns to a home where it is a most welcome addition to our archival history and information.

Information on the Ukrainian Women's Association of Victoria membership of NCWV was requested. Affiliation was in 1964 with financial renewal yearly and appointed delegates who over the decades attended Council meetings and functions.

### Past Presidents' Honour Board

Elisabeth Newman AM (Hon.) has continued to follow through the names of NCWV Presidents to ensure it is up to date. (Discussed with Archivist).

### NCWV Banners - 2001 Centenary of Australia

The 2002 March Council Meeting held at the Royal Historical Society of Victoria (RHSV) to celebrate 120th anniversary of the founding of NCW Victoria showcased these wonderful banners for Women's History Month at the RHSV. These banners were designed and made to celebrate the 2001 Centenary of Australia in the Nation on Parade March held that year.

The banners were reproduced in the NCWV 2022 Newsletter, and this meeting also celebrated the 100th+1 Anniversary of the Australian Federation of Women Voters and 75th+1 anniversary of the League of Women Voters of Victoria.

May the 120 years of National Council of Women of Victoria be long remembered by all members whether they are individual members or belong to an organization which has a long and proud history of achievement with the State of Victoria.

---

## Vales

**Diane Berenice Alley (Duke) OBE** (1927 - 2021) In 1986 Diane became Honorary Life Member of NCWV, and Honorary Life Vice-President of NCWA. Diane worked through Councils and other organisations, in order to ensure equal opportunity for women and achieve social justice for all members of the community, both in Australia and internationally, including the National Status of Women Committee, United Nations Association of Australia (UNAA). She received the UNAA Founders Award in recognition of her lifelong dedication to women's rights and social justice She was appointed Officer of the Order of the British Empire, 1981 for community work and was among the first women admitted to the Victorian Women's Honour Roll in 2001.



Both state and national governments appointed her to advisory bodies: the Victorian Premier's Equal Opportunity Advisory Council 1978–1982 and the National Women's Consultative Council 1984–1986. Dame Ada Norris selected Diane to succeed her as Chair of the National Status of Women Committee, United Nations Association of Australia (UNAA) 1980, becoming Vice-President in 1984. She convened the committee for the UN International Year of the Child 1979 and was Patron of the UN International Year of the Family 1994. She received the UNAA Founders Award in 2007.

Diane was Chair of the Victorian Consultative Council of Social Development (1985–1986), on its Family Policy Sub-committee from 1979 and National Advisory Council on Social Welfare (1983–1985). She was an honorary magistrate of the Children's Court 1972 - 1984, executive member of the Free Kindergarten Union 1960–1975 and Vice-President of the Children's Protection Society from 1980. She provided support for the Victorian Immigrant and Refugee Women's Coalition. She served on the Fairlea Women's Prison Council 1979– 1983 and was an official prison visitor to Pentridge and Fairlea. To equip herself for these roles, she undertook a Diploma of Criminology (Melb).

**Noële Cook, OAM** (lifetime member of NCWV, Geelong) passed away 21 March 2022. Noële received OAM in 2014 for services to the community - particularly the advancement of the status of women. She was a long-time member of NCWV Geelong Branch as was her mother Mrs. C.H. Dabb MBE, who was also President of NCW Geelong Branch (1963-1966).



Noële's honorary and voluntary contribution to NCWV Geelong Branch live on in the two publications she researched and compiled – 'The Next Decade 1994-2004' and 'Women in the 21st Century 2004-2014'.

Noële's voluntary and honorary work for National Council of Women of Victoria will be remembered with admiration for her dedication to assist all people. 1998-2001 President NCWV Geelong Branch: in 2000 she was appointed as NCWV Representative to Public Transport Customer Charter Committee, and in 2001-2002, she was NCWV Regional Vice President. Noële participated in 'Our Nation on Parade

(100 years Federation of Australia), was in 2002 awarded an NCWV Centenary Certificate, in 2003 attended ICW/CIF 50th General Assembly, in Perth 2005 attended ICW/CIF General Assembly, Morocco 2003-2007 NCWV Executive Committee. 2009- Geelong Branch – Minute Secretary. 2011 Speaker – Geelong Branch 65th Anniversary Lunch 'Brief History of 65 Years of Geelong Branch'. In 2012 Noële was appointed Honorary Life Member NCWV Geelong Branch.

**(Janet) Eleanor Holden** NCWV Membership: Delegate - Beta Sigma Phi Victoria Individual Member - elected - 2009-2012; 2016-2018. Acting Convenor, Individual Members - April 2017 – August 2017. Convenor, Individual Members - August 2017-2019; also representing Individual Members on NCWV Executive Committee.

*"Throughout her membership of NCWV Eleanor would appear at the right place at the right time in her quiet unassuming manner. She would quickly assess what assistance was needed at a meeting or function and, without any fuss, attend to whatever was required.*

*"This is how she came to be in charge of the sound system at NCWV meetings, also the main photographer for NCWV, a task she loved.*

*"As Convenor of the Individual Members, she paid great attention to detail, making sure all was in order for meetings. Although quiet and unassuming, Eleanor had definite ideas on the way things should be undertaken. It was a pleasure to work with her and an honour to have known her. Dear Eleanor will be fondly remembered."*

Elisabeth Newman AM, Convenor Individual Members



# Events

## Annual Luncheon

The highly acclaimed and entertaining Elida Brereton regaled us with her Adventures in the South Atlantic and what COVID-19 did to her cruise at our annual luncheon in March. Elida was a teacher and principal in government schools for over 43 years.

To a legion of fans Elida was "Miss Margaret Murray" in ABC's "Summer Heights High" the no-nonsense principal in the mockumentary television series starring Chris Lilley.

Her talk took us from the French government owned cruise liner, featuring fabulous French fare and bilingual captain and crew, supporting passengers through rough seas and other wonderful experiences throughout the Antarctic Region, then complications towards the end as COVID struck worldwide.



In particular, Elida spoke of her hero the Antarctic leader [Sir Ernest Shackleton](#), his crew and their death-defying adventure in this area from December 1914 to 1917 as the British Imperial Trans Antarctic project. Their ship got stuck, crushed, and sunk in unseasonable freezing weather, their overland and then sea escape to remote Elephant Island. Later Shackleton and five crew made a 16-day rescue journey in a reinforced lifeboat across 1300kms of treacherous ocean to South Georgia.



From there, Shackleton was eventually able to mount a rescue of the 22 men waiting on Elephant Island and bring them home without loss of life. The bosun repeated words to these 22 men each day for 4 months to keep order: 'The Boss is returning today'.

Elida had the opportunity to see these Islands and stand beside the grave of her hero, bringing the history of Shackleton and his crew to life.

She also touched on the more recent history of the capture of South Georgia and 22 British marines in the Falklands War with Argentina and then retaking the British possession with a summer population of 30 and Winter population of 4 including the British Governor and his wife!

When they heard of COVID, the Captain attempted to berth in several countries, as ports were closing. They eventually were the last boat into the Rio port, when they thought they were bound for France!

Australians boarded the last plane out of Rio to Dubai and got home. Enduring quarantine at home [before the advent of hotel quarantine], complete with DJ meals, and home delivered groceries, she was supervised by burley policemen surprised when she answered the door in a towel!



What shone through her speech was Elida's positivity and sense of humour. Elida continues to enjoy her adventure as she recounts her travels and shares photographs - the wildlife (seals, penguins, whales), Antarctic summer scenery, seascapes, massive icebergs that dwarfed the ship and landscapes – interspersed with personalities, politics, history, and geography.

We then screened again, by popular demand, the 1988 *'Women in Politics'* video introduced by the original interviewer now Dr Deborah Towns OAM.

---

## Beta Sigma Phi

Beta Sigma Phi Victoria celebrated their 64th Founder's Day in April with the Greeting given by NCWV President and Beta member Ronniet Milliken and guest speaker Dr Lois Peeler AM.



---

## Australian National Academy of Music Event – Government House



The Governor of Victoria, the Honourable Linda Dessau AC, and Mr Anthony Howard AM QC invited NCWV members and others to a special event in the Ballroom at Government House Victoria, presented by the Australian National Academy of Music as part of the Governor's Performance Series on Tuesday 21 June 2022.

Musicians from the Australian National Academy of Music (ANAM) performed a concert of chamber music showcasing several of ANAM's ensembles featuring works by 19th and 20th century composers, including Australian composer Miriam Hyde.

During refreshments, ANAM Artistic Director and Finnish piano virtuoso Paavali Jumppanen joined ANAM pianists for a selection of works by Chopin, performed on the historic 19th Century Érard piano housed in the State Dining Room.

# Ukraine

Our thoughts have been with the people of Ukraine in this time of great anxiety and fear, with focus raised by NCWV and NCWV Geelong Branch throughout the year.

Ukraine featured in our 120th anniversary front window display at Ross House throughout March (page 12) and Ukrainian members **Nadia Soloczynskyj** & **Yanina Dukta** attended our Pioneer Women's Day celebration (page 13)

***This is a stressful time for all refugees and former refugees of any background, so please keep reaching out and supporting one another.***



# Methodist Ladies' College Old Collegians Club Report



The Old Collegians Club of Methodist Ladies' College congratulates the National Council of Women Victoria for their 120 years of valued service and advocacy on behalf of girls and women and is proud to be an organisational member of the National Council of Women Victoria.

Methodist Ladies' College has also recently celebrated its 140-year anniversary. Founded in Kew as a boarding and day school for girls in 1882, Methodist Ladies' College is the biggest girls' school in Australia. The MLC Old Collegians Club is nearly as old and currently comprises over 30,000 members in Australia and around the world.

The MLC Old Collegians Club is as committed to empowering women and girls, as is NCWV, and as part of that commitment the Old Collegians Council has instituted a Fellowship Grant Program which offers an annual \$3000 grant to an Old Collegian involved in a not-for-profit venture that assists and empowers women. Past winners have included individuals involved in Third World initiatives to train village women so that they can earn a living and train others. In a similar manner to NCWV, the OCC advocates for needy and/or disadvantaged groups and holds breakfast workshops and social events for Old Collegians where they can hear what others are doing to change lives and gain an understanding of where disadvantage exists.

The Old Collegians also provide funding for special and enriching activities involving MLC girls such as funding a water filtration plant for the remote Year 9 Campus, MLC Marshmead (east of Mallacoota), where students study environmental issues and become farmers and energy conservers. We also offer careers counselling and other support to current students and to recent graduates who value the life skills and careers advice of more experienced Old Collegians. MLC's slogan is "MLC girls become world-ready women" and the Old Collegians endorse this goal fully. We aim to foster ongoing relationships between Old Collegians and between Old Collegians and the College.

Some of our eminent Old Collegians include Australia's first female Attorney-General Nicola Roxon, first female Premier of Tasmania Lara Giddings, Olympic Gold medalists and World Champions aerial skiers Alisa Camplin and Lydia Lassila, actresses Deborra-Lee Furness and Cate Blanchett, author Andrea Goldsmith, Qantas pilot Davida Forshaw, decorated World War 1 military doctor Dr Mary De Garis, CEO of Melbourne Health and Royal Melbourne Hospital Professor Christine Kilpatrick, pediatric neurologist Professor Ingrid Scheffer, Wimbledon tennis finalist Judy Dalton, radio personality and comedian Libbi Gorr, international flutist Jessica Jiang, Australian T20 cricketer Annabel Sutherland, AFLW player and Collingwood FC Operations Manager Meg Hutchins, the first woman elected to the Parliament of Victoria Millie Peacock, and world champion and Olympic rower Elizabeth Patrick.

Women working together for the progression of women and to try and improve and advance their interests has been the past ambition of MLC Old Collegians and the National Council of Women and long may this this advocacy continue into the future.



# Victorian Medical Women's Society

## Report



Victorian Medical Women's Society was founded in 1896 by Dr Constance Stone and five doctors who had struggled to receive a medical degree from several universities and medical facilities of the time against great opposition to women being admitted for training. They had also been refused access to training in hospitals in Australia.

Over the next years they sought financial and political support from the women of Victoria and gradually established the Queen Victoria Medical Centre (Queen Vic), in Melbourne as a hospital "by women, for women". These pioneering doctors had many links with other women's organisations established in this era including National Council of Women Victoria and NCW Australia. The women were all fighting for recognition of their skills in the political and other arenas. They supported each other's efforts and were living and working in a much smaller city where direct communication existed.

In the later years of 1970-80s the Queen Vic was incorporated as part of the Monash Medical Centre. The initial contribution of the senior women in the profession gradually became less evident as they aged and retired. In 1997 a Conference to celebrate 100 years of VMWS was held at Monash Medical Centre, organised by Dr Kathleen Hayes and myself.

VMWS is associated with other state organisations as Australian Federation of Medical Women (AFMW). We are affiliated with Medical Women's International Association (MWIA), which contributes to the Commission on the Status of Women (CSW) at the United Nations (UN). Another Conference for Medical Women's International Association was organised by AFMW in Sydney in 2001.

Our members have run their own annual meetings and attended and contributed to the above organisations, alongside the National Councils of Women in Australia and overseas. We have opened our membership to medical students over the last 30 years, they now contribute enormously to the organisation and management of VMWS. We do not have any other members in the health professions, medical scientists, nursing, pharmacy, dentistry, etc. As a group who have not usually had external management or financial support this would be difficult. Our association with NCWV has been a useful link with these other groups of like-minded women.

Recently, in the last twenty years we have been involved in contributing to domestic violence redress, gender issues in the medical arena and other areas generally, job sharing arrangements for young women doctors especially in their early years of hospital training. Leadership courses for women and a close association with Women's Health Victoria, also have supported our women doctors. We have run sessions on financial management of medical practice for general practitioners and specialists. Individual and group social support and assistance for all our members has also been a priority.

We work with women in leadership and other courses, curriculum presentation training sessions, various role modelling events, e.g., how to join and use the power of their vote in their Colleges and multiple medical organisations. This type of training and support fits closely with the idea of women's programs that the current NCWV has promoted for the last 120 years. Thus, as organisations, we operate in the same way, educating women that their voice and vote should be heard wherever they find themselves. For us this includes having the power to influence their medical Colleges and organisations. We have seen the women to men ratio in our profession change dramatically in just over a century. Currently our committee is covering a widely distributed membership in different universities, hospitals, and training venues. The use of information technology has become a necessary part of our communication, our younger members pay a huge role in maintaining this. Meeting face to face has become a rare pleasure.

# Presbyterian Ladies' College Old Collegian's Association Report

PLC OCA is a vibrant group formed in 1903 by Melbourne's first medical doctors who had all attended PLC together. It was a group of like-minded, professional women, who shared common values and a vision for the wider world through their PLC education. Old Collegian Dame Nellie Melba sang at various concerts in the Melbourne Town Hall organised by the Lord Mayor's wife Lady McEacharn, a fellow Old Collegian, as their key fund raisers.



By 1918 PLC OCA was focused on raising money to help the daughters of deceased and injured soldiers from WW1 receive a good education at PLC. These activities continued after WW2, as more families suffered. In the late 1950s the sudden death of a much loved and admired Vice Principal Helen Hailes refocused the Old Collegians Scholarships as the Helen Hailes Memorial Scholarship to help girls be educated at PLC.

The 1950's also saw more Old Collegians living in Regional Victoria, as teachers, nurses, doctors, dentists and physios or as new wives. This was encouraged by the government post war policies of soldier settlement and encouraging families to live healthy relaxed lives after the difficult years of the Great Depression and WW2. The Geelong Branch was formed in 1950 and then the Benalla Branch and the Mornington Branch in the 1970's. London, Sydney and then Canberra branches followed as women worked overseas and interstate.

In the last 5 years PLC OCA has developed a clear strategy to embrace all **of its** thousands of members, wherever they live in the world, with over 30,000 Old Collegians many now living in UK, Europe, Asia, USA, and NZ. A PLC Old Collegians Melbourne Facebook page was populated in April 2020 and launched with a variety of PLC logos and history photographs of PLC Buildings from East Melbourne and Burwood and well known past staff. This was achieved by the current President Ailsa Wilson from the class of 1978, recruiting many younger Old Collegians onto the PLC OCA Committee. Classes of 2005,2006,2008, 2009, 2010, 2011, 2012 have embraced the opportunity and easily used the online communication tools to reach their peers and also record their love of their own PLC education. Once established each of the fifteen committee members then simply invited all their own sisters, cousins, and friends to join the Facebook page who then in turn invite their own sisters, cousins, mother and aunts and friends to join. Two years later with over 1700 members, PLC OCA has established a vibrant online community, sharing valued school memories, career tips and news happily with each other. A subcommittee manage the Facebook page along with the valuable skills of Old Collegians with IT skills, HR skills, mentoring training Skills posting a range of photographs, events and information.

The groundwork had already been done with new younger members when the COVID Pandemic started to dominate in March 2020. PLC OCA continued with a policy to still run the planned events for 2020, by moving them online. The 18-month planned OCA Melba Music Concert, with 180 tickets sold for Saturday 21 March 2020 for the Performing Arts Centre at PLC, was moved online. We recorded the 8 items of our professional Old Collegians musicians in an empty PAC, streamed live on Facebook and then paid to get the video edited and upload it onto <https://www.vimeo/PLCOCA> where old Collegians and families can still enjoy this unique concert.

This encouraged the PLCOCA to proceed with the planned talk by Lord Mayor Sally Capp (1986) by Zoom in May 2020 introduced by Lesley Falloon (1937) OAM, Retired Dual Mayor of Sandringham. Over 183 Old Collegians registered to join this live Zoom event. This time our younger Old Collegians used their skills to edit this video, which was added to our Vimeo page and emailed to all Old Collegians and posted on our Facebook page. In doing this we also realised the scope we had to keep engaging busy women at a time that suited them. As these videos can be watched in between a woman's own work and family life schedule. A surprising number of ladies in their 80's have been regular attendees at our Zoom events, sometimes assisted by daughters or otherwise our younger IT experts. A touching moment was in August 2020, when the last two attendees to leave told me they were in fact sisters both in their 80's. Now living in Brighton and Mt Martha they had not seen each other for 6 months due to lock downs until our PLC OCA Zoom event.

An Old Collegian living with her American husband easily obtained current advice on Melbourne University Collegians for her son. Other women in American planned to travel a few States to meet up with fellow Old Collegians in USA, who they have only met through our Facebook page. Recently an Old Collegian in her 40's has been able to establish a small Auckland group as she settles into her new job and city. A lady who since her marriage in the 1960's has lived in Edinburgh Zooms in to join us, despite time differences. Recently a new graduate came to our 2021 PLC Golf Day and then went back to Shanghai to see her parents for three weeks. Stuck in Shanghai due to COVID, she has a new job there and is starting a Shanghai Group for PLC OCA on WeChat.

The pandemic has made us realise that we are able to stay connected online and in many ways we all desire and value connection to our values and important experiences like our own education. The strength of PLC OCA is that we have 180 new members as the Year 12 girls graduate each year and Old Collegians over the decades, from 1937 to 2021 all share PLC values and a high-quality education that carries them through their whole life and encourages them to contribute to the wider world. I would like to thank Anne Parton and Robyn Byrne as the PLC OCA delegates to the NCWV and the ongoing work in this area.

Ailsa Wilson (1978), President PLC OCA



## WIRE ( connection with NCWV)

WIRE was formed in 1983 through the combined efforts of individual women and more than a dozen organisations [including WEL, YWCA, Women’s Refuge Referrals, Women’s Liberation Switchboard, and *National Council of Women*] in response to the many questions women had, concerning major life choices and their basic human rights.



To address these questions women sought complex support and information from a non-judgmental, rights-based perspective to help them find solutions. The same is true today.

Today WIRE is the only free generalist service in Victoria inclusive of women, non-binary and gender diverse people from all backgrounds and experiences who can help with any issue you’re facing, including family violence, financial abuse, housing and more – in person, by phone, online - even anonymously.

WIRE also conducts and shares evidence-based research to create real, lasting change in our community through programs regarding women’s financial capability and wellbeing; and training volunteers to deal with difficult calls, family violence and financial abuse. [www.wire.org.au](http://www.wire.org.au).

**WIRE FOUNDING MOTHERS** – the remarkable founders of WIRE included:

**Gracia Baylor**, one of the first two women elected to the Victorian Legislative Council in 1979, continued to be involved in women’s issues, including a term as the president of the National Council of Women (1997–2000), and was listed on the Victorian Honour Roll of Women, 2003

**Janet Horn**, long-time volunteer for women’s services (including Statewide Women’s Community Housing Service and the Ecumenical Migration Centre) and the Education Representative of the National Council of Women.

Support delivered by WIRE in 2020-2021 funded by the Department of Families, Fairness and Housing

TOTAL OCCASIONS  
OF SERVICE  
**5890**

TAILORED REFERRALS  
PROVIDED TO  
SERVICE USERS  
**3552**

PEOPLE ATTENDED  
COMMUNITY  
EDUCATION  
**600+**

PEOPLE ATTENDED  
FAMILY LAW  
PROPERTY  
LEGAL CLINIC  
**75**

PEOPLE ATTENDED  
THE FINANCIAL  
GUIDANCE  
CLINIC  
**18**

VOLUNTEERS  
**34**  
TRAINEES  
**17**

# About us

**Patron in Chief**, The Hon. Linda Dessau AC Governor of Victoria

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

**Hon NCWV Archivist**, Janet Galley OAM

**Individual Members Convener**, Elisabeth Newman AM

## **NCWV Committee Members 2021-22**

**President**, Ronniet Milliken

**Vice President**, Elida Brereton

**Hon Secretary / Public Officer**, Mary Mulhearn

**Treasurer**, Sheridan Ingram

**Standing Committee Coordinator**, Dr Deborah Towns OAM

**Individual Member's Representative**, Beverley Kannegiesser

**Geelong Branch Representative**, Alexandra Jeffrey (President)

**Ordinary Members**, June Anderson, Pam Hammond, Hean Bee Wee AM, Helen Bruckner

## **NCWV Standing Committee Members**

**Standing Committee Coordinator**, Dr Deborah Towns OAM

### **Status of Women:**

**Convenor**, Sheila Byard OAM (retired effective 30 June 2022)

**Human Rights**, Barbara Latham (Correction and Prisons only)

**Human Rights, International Relations and Peace and Conventions**, Robyn Byrne OAM

**Legislation**, Ronniet Milliken

### **Sustainable Development:**

**Women and Employment**, Dr Deborah Towns OAM

**Economics**, Emma Fu

**Consumer Affairs**, June Anderson

**Rural and Urban Women**, Janice Latham

### **General Well-being:**

**Environment and Habitat**, Dr Pat Phair OAM

**Mental Health**, Helen Bruckner

**Health**, Vacant

**Nutrition**, Vacant

### **Communications:**

**Education**, Pam Hammond

**Arts, Letters and Music**, Rachel Prince

**Mass Media**, May Hu OAM JP

### **Social Issues:**

**Convenor**, Elisabeth Newman AM,

**Child and Family**, Lilly Fetter

**Youth & Women's Sport**, Sarah Morgan

**Ageing**, Edith Chen

**Multicultural Issues & Migration**, Nurcihan Ozturk

## **Members of the Sylvia Gelman AM MBE Awards Management Committee**

Elisabeth Newman AM

Gracia Baylor AM

Leonie Christopherson

Hean Bee Wee AM

Pam Hammond



# International Council of Women

(Positions held by NCWV members)

**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**, Coordinator Communications Standing Committee

The 36th **General Assembly of the International Council of Women** was held in May with the theme ‘Social protection for All Women and Girls: Sustainable Development for the World’.

NCWV members Elisabeth Newman AM and Hean Bee Wee AM attended.



## National Council of Women Australia

(Positions held by NCWV members)

**Eleanor Sumner**, Honorary Life Vice President

**Ronniet Milliken**, Board Member, NCWV President

**May Hu OAM JP**, Coordinator, Communications Standing Committee

**Dr Deborah Towns OAM**, National Adviser Women and Employment and Economics

## Honorary Life Members

Mary Allinson, Gracia Baylor AM, Col (Rtd) Joyce Fisher, Janet Galley OAM, Elisabeth Newman AM, Dr Pat Phair OAM, Anne Parton, Eleanor Sumner, Lt Col (Rtd) Betty Spikin

## Life Members

Beverley Blythe Bailey, Sheila Byard OAM, Leonie Christopherson AM, Janet Galley OAM, Sandy L. Munro, Elisabeth Newman AM, Jennie Russell OAM

## Young NCWVic

Emma Fu, Sarah Morgan, Rachel Prince, Lucy Skelton

## Individual Members 2021-22

Veronica Agobong	Jessie Handoll	Fiona Patten MP
June Anderson	Sheridan Ingram	Benjie Perryman
Deanne Baptista	Barbara Joyce	Carol Robertson
Barbara Brown	Beverley Kannegiesser	Helen Rodd
Robyn Buccheri	Katherine Karas	Rysia Rozen OAM,
Guosheng Chen	Freda Kaufman	Judith Ryles OAM
Prof. Deb Colville	Olga Korytsky	Belinda Steel
Connie De Silva	Wendy Le Get	Lisa Struthers
Terri Dry	Fran Mackieson	Cassandra Szoeko
Lilly Fetter	Malvina Malinek OAM	Carol Walters
Adrienne Fleming OAM	Nyanom Mayong	Hean Bee Wee AM
Farida Fleming	Ronniet Milliken	Norma Wells
Michelle Gibbings	Mary Mulhearn	Pamela Williams OAM
Neva Halverson	Helen Nguyen	Phyll Williams
Pam Hammond	Rebecca Overend	Margaret Wilson

## Organisational Members and Delegates 2021-22

- Australian Asian Business Women's Association** - June Anderson / Jane Wei
- Australian Local Government Women's Association Inc (Victoria)** - Crs Kylie Spears/ Janet Pearce
- Beta Sigma Phi Victoria Inc** - Ronniet Milliken/ Helen Bruckner
- Girl Guides Victoria** – Jessie Handoll
- League of Women Voters of Victoria** – Dr Deborah Towns OAM / Robyn Buccheri
- Liberal Women's Council Victoria** – Helen Phillips / Glenda Grant
- Melbourne Legacy (Widows)** - Jo Moloney
- Methodist Ladies College Old Collegians Club** - Elida Brereton/ Anne Turner
- Moonee Valley Golden Age Women's Group** - Edith Chen / Maree Snow
- National Australian Chinese Women's Association Inc** - May Hu / Nancy Wang
- National Council of Jewish Women Australia Inc. (Victoria)** - Helen Lewin
- 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 / Pru Cox
- Soroptimists International of Victoria** - Sue Whitehead / Gale Jurkiw
- Turkish Women's Recreation Club Inc** - Nurcihan Ozturk / Fidan Diekcan
- Ukrainian Women's Association of Australia, Victoria** - Yanina Dutka / Nadia Soloczynskyj
- 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

## Thankyou

**National Council of Women of Victoria acknowledges the support of its partners and sponsors including:**

Our guest speakers during the year – taking the time to share their deep knowledge Donors, including anonymous donors large and small

Regarding My Vote My Voice

- Presiding Officers and Staff of the Parliament of Victoria
- the Honourable Nazir Elasmr MLC, President, Legislative Council
- the Hon Colin Brooks MP, Speaker Legislative Assembly;
- Parliamentary Services AV staff, Hansard, and Mary Dee Morgan, Events Coordinator

Victorian Electoral Commission Community Education Engagement Team

Australian Women's Local Government Association (Victoria)

The Bessie Rischbieth Memorial Trust of the League of Women Voters of Victoria

Photographer, Rod Hammond and the Hammond family for their support at various events  
City of Melbourne

Complete Function Hire

Justice Connect Not-for-Profit Law

Jaz Lee VirtuaLEE

Officeworks

Workgroup Computer Solutions WCS – Terry Komis and Team

Westpac Banking

Yano Film

## Associate Organisations



# CONTACT US

## National Council of Women of Victoria Inc.

Registered Office: RHSV Building, 239 A'Beckett Street Melbourne

Postal Address: PO Box 18186, Collins Street East, 8003

Mobile: 0447 351 234

Email: [info@ncwvic.org.au](mailto:info@ncwvic.org.au)

Website: <http://www.ncwvic.org.au>

ABN 18227073059

Registration No A0004465H

Affiliated with:

National Council of Women of Australia Inc. Ltd

and thus to

the International Council of Women (ICW-CIF)

which has consultative status with

the United Nations Economic and Social Council