

Founded 1902 ~ Celebrated 120 years in 2022

Newsletter

February 2024

Acknowledgement

National Council of Women of Victoria acknowledges the Traditional Custodians of Country throughout Victoria and recognises the continuing connection to lands, waters and communities. NCWV pays its respects to Aboriginal and Torres Strait Islander cultures; and to Elders past, present and emerging.



QUOTE: Benefits of physical education for girls. It was determined that some girls, for medical reasons, should not participate in tennis, netball, lacrosse, golf, hockey, and cricket. Soccer was medically inappropriate for girls to play. It was medically appropriate for all girls to participate in, so long as they were not done in an overly competitive manner, swimming, rowing, cycling and horseback riding. 1922 Report

From the President, Elida Brereton



Greetings to you all, and I wish you a belated but genuine Happy New Year, and for some, an approaching Chinese New Year celebration. I hope that this year brings us all good health and unexpected joys. Since our last meeting in November and End-of-Year Lunch on November 14th, there have been no meetings, but work has continued.

I thank Ronnieta Milliken, Immediate Past President, for her hard work in monitoring mail and ongoing tasks, supporting me so well, over the Christmas/January break.

On December 12th a group from NCWV, including Sheila Byard OAM, Dr Pam Williams OAM, and Dr Deborah Towns OAM with her **League of Women Voters** hat on as well, visited Parliament House to lay flowers in the beautiful Parliamentary gardens on the 1989 plaque of illustrious “suffragette” and former NCWV member **Vida Goldstein**. Our visit was to celebrate the Centenary of the Passage of Legislation on 22 December 1923 to permit women to stand for the Parliament of Victoria, proclaimed in May 1924.

We began 2024 with a most successful **63rd Annual Pioneer Women’s Ceremony**, with over 60 in attendance.

NCWV continues to empathise with our members with links to the horrors of Israel/Hamas warfare in Gaza, and Ukraine.

In our hearts we all long for peace. On a happier note we are delighted that a number of new members are joining us, and I urge you to encourage women, also organisations, who are possible contributors to this wonderful Council to apply for membership, to enhance our advocacy work.

The Committee will address the issue of face-to-face meetings and strategic directions we might take to maintain our relevance and active involvement in society, but I invite members to feel free to email us with suggestions for causes and speakers for NCWV in 2024.

I wish us all a successful and productive year and thank you for your involvement and loyalty.

63rd NCWV Annual Pioneer Women’s Ceremony – Celebrating Women in Sport : Monday, January 22, 2024, 10:00am–12:00 noon

This annual event was held once again at the beautiful *Pioneer Women’s Memorial Garden* in the King’s Domain, Melbourne, near Government House.

As the XXXIII **Olympic Summer Games** will be held in Paris from 26 July to 11 August, 2024, and recognising the significant women sporting events in 2023, including the Matildas soccer success, the growth of the AFL Women’s program, the Australian Women’s Cricket Team successes internationally, Ash Barty winning Wimbledon and the Australian Open tennis, and the development of girls’ and women’s sports at local levels, NCWV felt that acknowledging the women pioneers in sport, who have forged the way for the current positive environment, is timely.

After welcomes by President Elida, the National Anthem was sung, led by Jiayuan Music School Student Choir.



Two parliamentarians were guests, introduced by Elida.

Dylan Wight, MP, Member for Tarneit spoke on behalf of the Minister for Community Sport, the Hon. Ros. Spence, acknowledging the significance of pioneer women. In 2017 the Office of Women in Sport & Active Recreation was established by the State Government. Funding since has improved facilities to enable equal access to females, as well as 235 female friendly and community projects, but further breakdown of barriers is needed. Research shows that sport enhances cultural change/ participation.

Sam Groth MP, Member for Nepean, Shadow Minister for Tourism, Sport, Events, and for Youth, and past tennis champion, spoke about how tennis has led the way in inclusion and equality. He quoted Judy Dalton who won majors in singles, doubles and mixed doubles in the 60s and 70s and was one of the breakaway group which became the Women's Tennis Assoc Tour. He spoke of the legacy of others, including Yvonne Goolagong and Ash Barty, who have inspired generations of girls to take up tennis. There is more to be done, but female sport has come a long way.



Louise Zedda-Sampson is an author and award-winning editor. Her debut history book *Bowl the Maidens Over: Our First Women Cricketers* examines the Australian women cricketers' first games in the 1870s.

www.louisezeddasampson.com

Sharing stories of our pioneering women helps us understand where we have come from and where we are today. I'm not a follower of sports, but I am passionate about the rights and struggles of women and especially interested in our Australian pioneers. My main area of knowledge about women's sport is cricket. When I discovered a women's cricket match was played in 1874, I looked for information. There was very little. How could something of such significance be missing from history? The first games, called a casual match, yet there were crowds larger than those of the male cricketers in the day.

The first women's cricket games were played in Bendigo as charity matches to raise funds for the local asylum and hospital in 1874 and 1875. The women were organised, had uniforms – full-length calico dresses, sailor hats and garibaldi jackets designating the Blue team from the Red.

I've selected a few extracts from the newspapers of the times to show what the responses were to the women playing cricket, and you'll see a what the women had to contend with, and why these games are so important an account of why we fight for equality in women's rights.

The *Bendigo Advertiser*, reports after the game, 8 April 1874: *It certainly required a very considerable amount of courage on the part of the ladies to undertake to play a cricket match in public. ... Such a remarkable event ... has seldom happened, even in the old country. The cause ... however overcame all scruples, ... First twenty-two lady cricketers ... have added an additional charm to the game of cricket, and shown that, as a healthy exercise, it is fitted for the gentler as for the sterner sex. ... The ladies' cricket match commenced at the time the fair opened, but the booths, etc., were neglected as attention of all visitors was centred on the sight of the day. When the cricket match finished, the players were publicly "thanked for the successful effort made on behalf of the charities, and gentlemen present sang 'They are jolly good fellows.'*

These first news reports were complimentary, encouraging and supportive and at the end of the match, the women must have been on an absolute high. But as the news spread ... the tide turned. The Melbourne *Punch* made fun of the women, talking about flying hair and hair pins and general disarray, rather than offering any serious commentary on the match.

An article called 'Woman!' in the Melbourne *Herald*: *Let our women keep their own places in our homes in this day of growing disregard of the chimeric "moral" influence and fear, lest the men take to prayer meetings in the millinery shops ... Our premises were that cricket matches, played in public by ladies, could not do any good, and that the exposure of the players to the jests and applause of a motley throng was sure to make them less fitted for the noble duties of wife, mother and sister. Carry on this cricket experiment, and the results will be disastrous to women's best interest. She will acquire a confidence in her colloquial and physical powers that is unnatural. We are content with women as they are and are sure the great majority of women are content with the position occupied by their sex.*

When I first came across these articles and the ferocity aimed at the women, I looked at women's history in a new light. I'd known there was always an inequality, and that in history there was an ideal that women were more fitted for the home than for anything public facing, but I'd probably not realised how big the hostility was, or how deeply it ran in some sectors of the male community. Reading these pieces made me realise how, in some aspects, it was a story of today of the remnants of attitudes we are still fighting.

It must have taken incredible courage for the women to play again in 1875. The hostility picked up where it had left off in 1874, repeating the attacks on the women for playing and again questioning their virtue, labelling the match an 'unseemly exhibition', comparing it to a burlesque performance. But, while some criticised, others were full of praise. In another first, a reporter talked about the game in a way he would describe a men's game and compared the standard of play to other famous Australian cricketers.

It was over ten years later before the next major game was played, and over a century before women had a set place in these men's sports.

- In 1886, the Fernleas and Siroccos all-women cricket teams played in front of a thousand people in Sydney.
- In 1888 Queen Victoria spoke of the health benefits for women of playing cricket - a positive influence.
- In 1890 in Melbourne, women's cricket clubs had formed and competitions were a regular occurrence.
- In 1891, the first women's match was played between NSW and Victoria in Sydney.
- In the 1930s, women cricketers represented Australia in test matches at home and overseas against England and New Zealand.

- Even though Australia was being represented on the world stage, women's cricket never established itself in the 30s through to the 60s in the same way as the men's cricket did.

In the 1970s, women's cricket saw another resurgence. With the rise of women's rights and the push for freedom and equality, we might have thought that women were finally being looked at as serious sportspeople. But one incident showed society still had a long way to go.

In 1976, Australia was honoured to play England at Lord's Cricket Ground, which until this game had been men only. A significant game, with more focus on the match than perhaps there would have been if it had been played elsewhere. But again, the world's media focused on more than the actual game and the women's skills.

Before the game, a photographer snuck into the changerooms and took a photo while the women were in various stages of undress. An unauthorised photo appeared in newspapers across the globe. One article was titled 'Caught behind'.

Anne Gordon, captain of the team, said how appalled and upset the players were. Fortunately, they were not aware of this prior to the game. Anne is now an active member of the Pioneer Cricket Association, a women's group established in 1934 that supports and encourages the legacy of women's cricket in Australia.

Often underneath these terrible stories are amazing achievements and huge courageous feats that are worthy of celebrating. To celebrate, we need to show the context to truly understand how big the undertakings were.

At the launch for my book, *Bowl the Maiden's Over*, Harriet Cordner, AFLW footballer, primary school teacher and descendent of one of the original women cricketers presented a short video. Harriet stated that women's sports are becoming the norm rather than the exception, for kids, it was normal to see males and females play the same types of sport. A huge difference to her ancestor's treatment.

In March 2020 there was an enormous achievement in Australian cricket when the Australian Women's Cricket team won the T20 Women's World Cup against India at the MCG, playing in front of an 86,000-strong crowd.

At the Bendigo Easter Fair in this 150th year since the first match, there will be a commemorative game and an exhibition of women's cricket history to celebrate the women. And to think, these first games received such little recognition for what they were at the time.

When someone says, 'They can't do that!' women can now say, 'Yes we can – and let us show you how.' And it's all because of those who have helped pave the way.

In thanking Louise, Dr Deborah Towns OAM, quoted research on overarm bowling, initiated by women in the 1800s to avoid catching their skirts when underarming the ball! The men then tried it and found they could bowl faster!



Elida introduced Kathy Watt OAM

Elida told the amazing story of Australia's first Woman Olympic Gold Medallist, swimmer Sarah "Fanny" Durack. Fanny stunned the world in the 1912 Games in Stockholm. She held world records for years-- from 100m to the Marathon Mile --. She was offered no funding for the 1912 Olympics in Stockholm, and sadly missed the next Olympics (held in 1920 after WW1) at Antwerp when she had appendicitis followed by typhoid fever.



Kathy Watt OAM, was the first Olympic Gold winning female racing cyclist and inspiration to later champions including Anna Meares. Kathy won two medals, gold and silver, at the 1992 Olympics in Barcelona, Spain, and four Commonwealth Games gold

Kathy won 24 national championships in road racing, track racing, and mountain bike, and was third in the world time trial championship. Kathy was a brilliant tactician in races. We loved her stories, including the bias favouring the male Aussie riders who, for example, refused to lend her their mechanic when she needed help with her bike. She then took an interpreter to local bike shop and had it fixed.

At the 1992 Pre-Olympics, Kathy studied the Olympic Course, watching the opposition to determine their tactics in the race and in training, even photographed their equipment. The training was intense, the coach insisting that the women ride 200km each training ride. They didn't have masseurs, physios or other support and no funding.

Later she contacted Repco for sponsorship which was refused until she convinced them that it was in their interest as most of their sales were to families.

Kathy has competed in Le Tour de France, in US and in Europe, also in the Oceanic Games. She now has a cycling and fitness program working with clients from the age of 6 in the junior development cycling program with the eldest client so far being 84 years of age. "We cater for different fitness levels, skills and abilities."

<http://www.kathywatt.com/home.htm>



Kathy, Robyn Byrne OAM (thanking her), Pam Hammond

The final speaker was Sarah Morgan, NCWV Youth Adviser, who shared her experiences as a coach and teacher, including her work with Islamic schools, and her passion for Muslim and other minorities' girls to be involved in sport. Her talk is on Page 5 under Adviser News.



Lunch afterwards with Vice-Presidents Pam Hammond and Guosheng Chen, Elida (President) and speaker Louise Zedda-Sampson, at the NGV Tea Room.

February Council Meeting, 1st February, 2024

Circulating Textiles: From Design to Recovery



Elida, Robyn, Pam, Elisabeth, Kathy, Sarah, Louise, Guosheng, Deb, June



Danielle Kent is the Project Director at the Australian Fashion Council leading the National Clothing Product Stewardship Scheme, Seamless, with a Consortium of organisations.

This initiative aims to improve the reuse and recycling of textiles, providing a roadmap to 2030 for greater clothing circularity in Australia. Product Stewardship schemes need to ensure that end-of-life is included when products are created. Danielle shared that 200,000 tonnes of clothing goes to landfill in Australia annually. This wasted resource needs to be addressed, with the Federal Government expecting the clothing sector to find a solution. Seamless is suggesting that each clothing item have 4¢ added to the cost to create programs to incentivise clothing design that is more durable and recyclable, foster new circular business models, close the material loop & expand clothing collection, sorting and recycling. Several companies have signed up to Seamless: BIG W, Cotton On, David Jones, Lorna Jane, Rip Curl, R.M. Williams, Sussan Group and THE ICONIC. Each organisation will play an important part in the 12-month transition phase while Seamless is established.

Seamless is currently in a transition phase in order to establish its governance and operations. Between December 2023 and 1 July 2024 the new organisation will focus on finalising the Seamless business plan, which includes key components such as the funding levy and recruiting members. Register to be part of Seamless at <https://ausfashioncouncil.com/program/seamless/>



Flowers were laid near the commemorative plaque next to the Grotto, supplied by Elisabeth Newman AM.

Thanks go to **Geoff Bransbury**, Beaumaris Probus Club, for filming the and those who will edit it for our use, also June Anderson for the sound system.

This will be available in the near future with a link from our website.

ADVISER NEWS

Youth Adviser, Sarah Morgan - Pioneer Women's Ceremony 2024 Speech, The Grass Ceiling



Grass Ceiling campaign calls for a fair go for our sport-loving women and girls, the intent being to deliver on the ground everyday change in thinking, behavior and the way sport operates.

There are many women and girls with talent and desire to contribute to the sporting sector, but the opportunities to participate and/or lead are elusive or not readily evident, particularly if you are from a multicultural or recent migrant background.

Although positive steps to change this has happened in the last 5 years the issues affecting female participation in sport are not new or unique to Victoria, and these issues are the result of deeply entrenched practices, cultural norms and stereotypes.

The media still tends to focus on male dominated sports such as golf, basketball, baseball, wrestling, boxing and ice hockey. These are also the sports that have little to no female leadership (coaching or management) or media representation.

Over the past few years there have been other traditionally male sports that have put considerable effort into promoting the women's side of their game, such as AFL, Cricket, Rugby and Soccer, achieving great success at both the elite and grassroots community levels, supported and helped by the success of the Matildas and the Southern Stars.

Stronger and more resilient communities

Sport can play a vital role in bringing communities together and help them to extend their social networks. It also has a role in teaching people social values such as respect, responsibility, commitment and team work, as well as our Australian values. Females were much less likely than males to progress from a junior program to an open competition due to situations such as sporting pathways, cost, time, transportation, social and cultural norms.

Much better grassroots facilities are needed to increase accessibility and motivation for women and girls at all levels to have a lasting long-term impact and to create more opportunities for girls, especially in Regional areas.

AFLW

The AFL women's competition kicked off in 2017 with women participating in the sport from the elite to the local amateur community level, providing the chance for all women, regardless of ability, to play the game.

Australian Football is becoming the sport of choice for diverse communities. The AFL's multicultural strategy focuses on developing programs to increase engagement, participation, talent and social outcomes. The objectives of these programs is providing opportunities and pathways for diverse communities to be engaged in all areas of AFL football.

There have been several excellent initiatives aimed at promoting female sport and multicultural participation within sport with some examples being:

- 'This girl can' campaign
- Basher Houli AFL Cup in Islamic schools program

Mission Statement

To foster community harmony and provide development opportunities for young Muslim people through sports.

The Bachar Houli Foundation's objectives are:

- To promote community harmony and mutual understanding through sport
- To foster community harmony and facilitate an understanding of the values and contributions of Muslims to Australia
- To provide development pathways for Muslim players to increase their skills on and off the football field
- To connect the Muslim community into mainstream Australia
- To improve community engagement and participation
- To empower young Muslims as role models.

During my time teaching physical education in Islamic schools I have single handedly seen the benefits of this program and it has led me to find out more on how we can design a culturally safe sporting experience for multicultural women and girls, enabling Muslim girls to play sport and be active.

Approaches to support Muslim girls to play sport

- Building an understanding of the benefits of girls playing sport
- Working with sporting clubs to support positive change by clubs addressing barriers to girls' participation such as uniform options and cultural sensitivities

- A trusting relationship between Sports clubs and schools
- Build a trust with parents to support girls in sport
- Clubs offer free or low-cost programs on school grounds
- Offer “come and try programs” for mothers.

Understanding what are the barriers

Although women’s sport has come a long way from the inquiry into women and girls sport in 2014, the playing field at the grassroots level is still not accessible to all women and girls who wish to participate in sport, largely because of :

- Cultural background
- Socio economic background
- Body image / feeling uncomfortable / Fear of being judged
- Low confidence
- Prioritising schoolwork
- Not enough time/too many other commitments
- Cost (child care, transport, facilities, specific clothing/equipment, expense of training and competition)
- Poor health or injury
- Competitive/male dominated sports culture
- Limited media coverage/role models (Girls can’t be what they can’t see).

Conclusion

Female sport has come a long way, but we are still not equal with our male counterparts regardless of the level of sport or roles within a sporting organisation.

Why should another generation of women and girls have to accept second best on the sporting field?

Girls can not be what they can not see. If we start to promote multicultural female sporting leaders, then hopefully we can change these “sporting norms”

We should aim for a vision of the future where women and girls from all backgrounds participate in all roles of sport and active recreation, where women in leadership (professional coaches at the elite level and in media commentary roles) is the norm and where females and males have the same choices and opportunities.

The health, economic, social and equality associated with more and increasing engagement from multicultural women and girls involved in partnerships and leadership in sport and active recreation organisations , is not just the right thing to do, but it is also the sensible thing to do for Victoria.

“So, Come on” let’s crash through the Grass Ceiling.

Human Rights, International Relations and Peace Adviser, Robyn Byrne OAM



Robyn attended the prestigious 2023 Australian Human Rights Awards.

Women’s equity and racial equality advocate, Juliana Nkrumah AM, was awarded the Human Rights Medal.

The other award recipients were:

- Gabriel Osborne (Young People’s Award)
- Northern Pictures (Media and Creative Industries Award)
- Advocacy Tasmania (Community Award)
- Aboriginal Legal Service of Western Australia (Law Award)

Collectively these individuals and organisations courageously work for social justice, respect and equality. They draw on lived experiences, skills, and strategy to advocate, represent and tell stories, to benefit Australian society as a whole.

The Awards also commemorated 75 years of the Universal Declaration of Human Rights. To mark the occasion, Commonwealth Attorney-General Mark Dreyfus KC MP talked about the meaning and impact of the Declaration in Australia. This landmark document underscores the indivisibility and inalienability of the human rights of every individual, including rights to life, liberty, dignity, equality, security, education, employment, healthcare, privacy, freedom of expression, freedom of assembly, freedom to seek asylum, as well as the prohibition of slavery and torture.

Now, more than ever, it’s time to uphold human rights and strive for a world in which every person can live in peace and dignity. The Commission has produced a [5-part video series](#) which reflects on the Declaration from an Australian perspective. [Learn more](#) about the 75th anniversary. The Commission’s 5-year inquiry report, *Revitalising Australia’s commitment to human rights*, sets out a reform agenda to modernise human rights protections. The Commission hopes this report will amplify the conversation about the need to establish a National Human Rights Act and a framework to better protect peoples’ rights. [You can read the full report, a two-page explainer and a summary](#)

Susannah Duncan, NCWV Hon. Assistant Secretary attended the webinar launching the 2021 National Community Attitudes towards Violence against Women Survey (NCAS) *Findings for young Australians*. The link to watch the webinar can be found here: https://youtu.be/NZ0frwc44Wg?si=b_QJ06f6FpDZfPtU.

The link to the actual report, *Attitudes matter: The 2021 NCAS, Findings for young Australians*, is here: [2021 NCAS Findings for young Australians](#). The NCAS is a periodic, representative survey of the Australian population that is conducted every four years. The NCAS measures the Australian community's understanding and attitudes regarding violence against women, their attitudes towards gender inequality and their intentions to intervene when witnessing violence or disrespect against women. This report focuses on findings for young Australians aged 16 to 24 years.

"Young people are agents of change, not agents to be changed. They are the ones who are going to change the culture."

OTHER NEWS



WDV Presents: Count Us In: Accelerating Gender Equality for Women with Disabilities Through Economic Empowerment

Guest speaker Jessica Zammit and a panel of lived experience experts will discuss the United Nations theme for [IWD 2024](#), asking how we re-shape systems and remove barriers so that all women and girls can realise their full potential and build better economic futures for us all.

You will have the opportunity to network and share ideas with others working in the sector and receive high quality, evidence-based resources produced by WDV. Light refreshments will be provided for those attending in person.

When: Wednesday 6 March 2024 **Time:** 9:30am-12:30pm

Where: Hybrid event (in-person & live streamed online)

Hotel Windsor, 111 Spring Street, Melbourne 3000, Victoria, Australia

Online – via Zoom (details will be provided after registration)

Ticketed Event: **IN PERSON** Corporate \$70; NFP/Student \$35 **Register for IN PERSON**

ONLINE: Corporate \$20; NFP/Student \$10 **Register for ONLINE**

Registrations close Monday 26 February at 5pm.

Seeking lived experience expertise from women with disabilities from multicultural communities for a prevention project.

Women with Disabilities Victoria (WDV) have partnered with Multicultural Centre for Women's Health (MCWH), to develop resources to increase workforces' awareness, confidence, and skills on prevention of violence against women with disabilities (PVAWD) within multicultural communities.

In particular, we would like to develop:

- A 15 or 20-minute microwebinar whose format would be similar to our current PVAWD microwebinars, click watch [here](#) to watch others in this series.
- A storytelling resource/s whose format/s remain to be determined (clips, podcasts, etc)
- Training materials WDV & MCWH could use to deliver their PVAW online and/or in person training sessions.

We are seeking expressions of interest to participate in co-design consultations that would be considering content for these resources. Co-design of this content is essential. This will assist us in ensuring that the resources are purposeful, effective and include essential knowledge about how to prevent violence against women with disabilities from multicultural communities

Consultations will be held in February/March 2024 and will focus on asking key questions about what workforces need to know to build their capacity to undertake PVAWD with multicultural communities. The formats in which consultations can take place are flexible and participants will be provided a \$100 gift card in appreciation of your time and effort, and in recognition of your lived experience expertise. If you are interested in participating in an interview or focus group, please fill out this [survey](#) as your expression of interest.

If you have any questions, you can contact WDV at stephanie.sayer@wdv.org.au

The closing date for these expressions of interest is **COB 16th February 2024**.

The Australian Commission on Safety and Quality in Health Care released the National Safety and Quality Cosmetic Surgery Standards as part of reforms agreed by Health Ministers. The Australian Health Practitioner Regulation Agency (Ahpra) and the Medical Board of Australia are also implementing important changes that are aligned with the standards. Key focus areas addressed by the standards are assessment of patient suitability including psychological health, advertising, informed consent, complaints, clinician qualifications and post-operative care. Visit: safetyandquality.gov.au/cosmetic-surgery

PLAN INTERNATIONAL: <https://www.plan.org.au/>

From Susanne Legena, CEO, Plan International Australia: *The start of a new year is always a time where we find ourselves setting goals and intentions and making plans for the year to come, but I find it equally important to reflect first on where we have been, so we can truly appreciate how far we've come. That's why for the first eNewsletter of the year, I want to take an opportunity to reflect on the progress we've made thanks to your support over the past year.*

The year in numbers, in 2023

Globally, Plan International:

- Reached 45 million children, including 22 million girls, across 83 countries.
- Responded to 88 humanitarian emergencies.

Plan International Australia reached:

- 1.2 million people through 64 projects
- 675,000 people through the delivery of 35 Disaster Risk Management projects
- 240,000 people through 7 projects focusing on Girls and Women's Empowerment
- 170,000 people through 7 Water, Sanitation and Hygiene (WASH) projects.

Free Training a Smart Choice for Thousands of School Leavers

More than 14,400 VTAC second round offers have been made to students for vocational and undergraduate courses in round two. Beyond this figure, many more Victorian students are also currently applying directly to TAFEs outside of the VTAC offer process. This includes many courses funded through Victoria's Free TAFE program, which helps Victorians access more than 80 Free TAFE qualifications and short courses for free, no matter their existing qualification level. The program allows thousands of students to enter an in-demand career without the worry of the cost of tuition fees.

Students with pending VTAC offers can await their results until the offer rounds on, **13 February or 20 February**, or choose to change their preferences, provided they meet course requirements.

For the full list of Free TAFE courses, visit: <https://www.vic.gov.au/free-tafe> .

ELSIE CONFERENCE: 15-16 MARCH 2024, UNIVERSITY OF TECHNOLOGY SYDNEY [REGISTER NOW](#)

From its founding on 16 March 1974 by an intrepid group of feminists who declared squatters' rights to secure space for a shelter in inner-city Glebe, to the proliferation of refuges and shelters across the nation, it cannot be denied that Elsie Women's Refuge sparked a movement.

Hosted by the University of Technology Sydney (UTS), the Elsie Conference will bring together refuge and shelter workers, advocates and organisations, researchers and public policymakers and anyone interested in reducing domestic violence.

The conference aims to provide a national platform to celebrate the past and discuss emerging challenges. We will:

- Celebrate the history and achievements of the women's refuge/shelter movement.
- Shine a light on domestic violence and discuss how it's changing.
- Explore how we need to respond and reset to meet new challenges.
- Recognise the special issues affecting Aboriginal and Torres Strait Islander people, multicultural women and other high-risk groups.
- Honour the work of the thousands of women who have worked in women's refuges and shelters for the past half-century with our [Elsie Awards](#).

There are now over 800 refuges and shelters — in our biggest cities and our smallest rural towns — that provide emergency shelter and practical support for women and children escaping family and domestic violence.

50 years on, we have much to celebrate, but there is much to do. [Recent research](#) has revealed that Australian women are still being forced to choose between staying in a violent relationship or risking poverty for themselves and their children. Join us to examine the current challenges we're facing and explore what we can do differently.

YWCA Australia: Gender, Housing Insecurity and Homelessness in Australia: Data Insights

YWCA Australia and UNSW City Futures Research Centre have released a research report [Gender, Housing Insecurity and Homelessness in Australia: Data Insights](#) that sheds light on the complex landscape of homelessness in Australia, particularly the unique challenges faced by women, First Nations women, and young people. YWCA Australia commissioned UNSW City Futures Research Centre to explore the gendered pathways of housing insecurity and homelessness and identify gaps in data to inform and improve future policy design. [Download the Report now](#)



FREE EVENTS

Webinar: Reserve Bank of Australia - Economic Conditions and the Outlook

Vic Association Lunch: Attracting Members and the Government dollar through Targeted Media



Presenter: Tony Nicholls, CEO & Founder, Good Talent Media

Date Thursday, 15 February 2024; **Time:** 12:00 pm - 2:00 pm AEDT

[Register Now](#)

Place Melbourne Marriott Hotel

Join Good Talent Media CEO and ex-ABC and SBS journalist Tony Nicholls who will help you create a slate of great stories targeted to specific media outlets to catch the eye of the minister you want to reach and set you up as the industry leader that your sector needs.

Victorian Equal Opportunity & Human Rights Commission

The Australian Human Rights Commission implements pivotal changes to workplace obligations, guiding a new era of accountability and cultural transformation for workplaces across Australia: <https://loom.ly/Pc7TpmU>

What is positive duty? The concept of positive duty refers to employers or “persons conducting a business or undertaking” (PCBUs) actively working to prevent “unlawful conduct” at work, rather than responding to or managing unlawful conduct after the fact.

The obligation of positive duty is outlined in [Section 47C](#) of the Sex Discrimination Act 1984 (Cth), which was introduced into the legislation in December 2022.

It requires employers and PCBUs to “take reasonable and proportionate measures to eliminate, as far as possible” the following acts of “unlawful conduct”, in a workplace context:

- Sex discrimination
- Sexual harassment
- Sex-based harassment
- Conduct creating a workplace environment that is hostile on the ground of sex
- Related acts of victimisation



Melbourne Women's Foundation: Avenues to Inclusive Giving

Friday 16 February, 1:00 - 3:30pm at Koorie Heritage Trust, Yarra Bldg, Federation Square, Melbourne

At the heart of this lunchtime learning event is our commitment to equitable, representative and effective giving.

CALD communities expert, Elizabeth Drozd OAM, will delve into the opportunities presented by cultural inclusivity in philanthropy, enhancing understanding of community needs and ensuring more effective support. Elizabeth is CEO of Australian Multicultural Community Services, champion of anti-ageism and member of Melbourne Women's Foundation.

The Koorie Heritage Trust was recently refurbished by DLG SHAPE, a proud Aboriginal owned and managed fit-out and construction services specialist, committed to building a better Australia and engaging Australia's First Nations.

Delicious native-inspired cuisine will be presented in individual lunchboxes by Jarrah Catering, a proud Aboriginal company built on a shared commitment to Indigenous business development, including community initiatives across Victoria. Their mission is to introduce cuisine that “tells our stories of the land, pays homage to our heritage and fuels reconciliation”

[Get tickets](#)



MITEY YEARS Spreading The Story of Vegemite in Beaufort

More Victorians and visitors can learn about the history of Australia's iconic Vegemite, with a new museum in the Pyrenees which celebrates the life and history of its inventor Cyril Callister. Located in the heart of Beaufort in a former 1950s service station, the museum has transformed this local landmark.

The museum will facilitate tours, talks and events for visitors of all ages and includes photos, memorabilia and a gift shop which celebrates all things Vegemite and the story of one of Australia's greatest scientists, Cyril Callister. The museum has been launched by The Cyril Callister Foundation, established in 2019 to celebrate the life, work and scientific legacy of the chemist and food scientist, who was born and raised in nearby Chute along with his 8 siblings and attended Ballarat School of Mines. He completed his Doctor of Science through a scholarship, becoming a laboratory assistant at the Fred Walker Company, later known as Kraft, where he invented the salty black paste now known as Vegemite. The yeast extract's flavour wasn't an instant hit when it first rolled off the production line in 1923, but 100 years on it can be found in 8 out of 10 Australian pantries and fridges. This year the sandwich spread celebrates its centenary, its popularity surviving two world wars, a depression and the polio epidemic. VEGEMITE has been proudly made in Port Melbourne, Australia since 1923, in Vegemite Lane.

Cyril's grandson Jamie Callister lives in his family's hometown near Chute and had established the museum, spreading the story to the next generation of happy little vegemites.

New School for the Royal Children's Hospital

Children and young people with chronic and acute health issues will be able to go to school and stay engaged in their learning, with the State Government set to open a new school at Melbourne's Royal Children's Hospital, which will open in the first half of 2024, providing a full education for kids from Prep to Year 12. It will be governed by a School Council, led by a principal, and employ teaching and non-teaching staff like all other Victorian government schools.

NCWV endorses this development as it will provide students with individualised teaching and learning programs aligned with the Victorian Curriculum and VCE – using flexible modes of teaching to engage students, including classroom sessions, small group sessions and individual bedside support depending on individual patient needs.

The school will replace the existing Royal Children's Hospital Education Institute, offering students a broader range of curriculum and education support. The Royal Children's Hospital School will also expand remote learning opportunities for students who are recovering at home but not yet well enough to attend school. This will also create a more consistent approach to the operation of Victorian hospital schools, aligning it with other hospital-based education, such as the Monash Children's Hospital School.

Support for Students with Disability and their Families

The State Government is giving hundreds of Victorian families access to High Intensity Outside School Hours Care (OSHC) specifically designed and staffed for students with disability. OSHC services will get underway for the first time at 15 more specialist schools in 2024, building on a pilot program established in 2018.

Parents have said that one of their biggest challenges is finding care that suits their kids' needs outside hours or in school holidays – and if they can find a service at all, it's rarely affordable.

The pilot of OSHC in five specialist schools across Victoria made a profound difference to kids – showing improvements in their educational and emotional outcomes, parents reported improved wellbeing, and 92 per cent of mums and dads had either taken up, or were planning to, extra work or training. The five pilot schools will continue to provide OSHC alongside the 15 new sites – with a further ten schools to follow in 2025 and 2026.

The services will be completely free for families to use, with high educator-to-child ratios and activities, excursions and school holiday programs tailored to the needs of children with disability.

OSHC will get underway for the first time in 2024 at:

- Ballarat Specialist School
- Concord School
- Diamond Valley Special Development School
- Emerson School
- Lake Colac School
- Marnebek School Cranbourne
- Melton Specialist School

- Monash Special Developmental School
- Nelson Park School
- South Gippsland Specialist School
- Sunbury & Macedon Ranges Specialist School
- Warringa Park School
- Wayi School
- Western Autistic School
- Yarraville Special Developmental School

Six schools are located across regional Victoria – with two in Bendigo and one in Ballarat, Geelong, Colac and Leongatha.

Global Citizen Bound for Melbourne, March 2024: [Global Citizen Bound For Melbourne In March 2024 | Premier of Victoria](#) Young leaders from Australia and around the world will come together with global entertainers in a major event in Melbourne to fast-track action on issues such as poverty and climate change. Melbourne will host a Global Citizen international youth leadership summit in March this year.

The summit will include a thought leadership conference bringing young leaders from across the Asia Pacific together with international students, philanthropists and leaders from business, media, culture and politics.

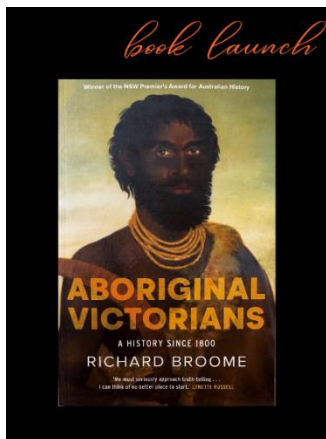
It will culminate with a music event expected to draw visitors from around the country. Global Citizen events convene the biggest names in music and entertainment alongside world leaders and prominent advocates. Previous events have included the participation of Chris Martin, Pharrell Williams, Katie Holmes, French President Emmanuel Macron, Canadian Prime Minister Justin Trudeau and Malala Yousafzai.

There are more than 140,000 international students from 160 countries studying in Victoria, making Melbourne the most diverse student city in the world. Melbourne is No.4 in the world city for international students.

Headquartered in New York and with its Oceania team based in Melbourne, Global Citizen works to defeat poverty, demand equity and defend the planet in partnership with young leaders, government and business. It was established by friends Simon Moss, Hugh Evans, Wei Soo and Michael Sheldrick in Melbourne in 2008.



BOOK LAUNCH: "ABORIGINAL VICTORIANS. A HISTORY SINCE 1800" by RICHARD BROOME



Date: Tuesday 13 February; Time: 5:30pm for 6pm, ending at 7pm

Cost: FREE;

Event type: in person only

Launch of second edition of this history by Emeritus Professor Richard Broome AM.

- Music by singer songwriter Butjulla and Gubbi Gubbi man, Gavin Somers.
- To be launched by Gunditjmara woman, Jill Gallagher AO, CEO of VACCHO (Victorian Aboriginal Community Controlled Health Organisation)

The MC will be La Trobe University's Indigenous Studies Professor Julie Andrews OAM, a Yorta Yorta and Woiwurrung woman and member of the Dhul-an-yagan family clan of the Ulupna people.

[Click to book for Aboriginal Victorians launch](#)

3rd BILLIBELLARY INDIGENOUS HISTORY LECTURE WITH PROFESSOR LYNETTE RUSSELL AM

Date: Tuesday 20 February; Time: 5:30pm for a 6pm lecture, ending at 7pm

Cost: \$10 | \$20

Event type: Hybrid: in person and ZOOM

Lecture topic: *The View From Here: Thinking About Australian Indigenous Histories and Their Future.*

Even in the late 1990s, the most popular textbooks were outdated, divided into a chapter or two on pre-European history, and then wandered through Cook's 'discovery', the First Fleet, the rum rebellion, and the rise of squatters, bushrangers, depressions both great and not-so, Federation, railways, wheat, and wool. There was a clear division between Indigenous and non-Indigenous histories. There is a new generation of school teachers using new resources, both hard copy and digital. What might we imagine the landscape will look like as we contemplate the future of Indigenous history?"

[Click to book for Billibellary Lecture](#)

March Council Meeting, Thursday March 7, 5:15pm – 7:00pm

This is the first of our late meetings to accommodate those who have difficulty attending at lunchtime. This meeting will be by ZOOM, but we are hoping to have hybrid meetings in the future. Please join us.



We are delighted to announce that the speaker will be Sue Karzis, the CEO of State School's Relief (SSR), an incredibly important charity that provides uniforms, shoes, educational resources and other essential school items for disadvantaged students in 85% of Victoria's state schools. Sue has propelled the charity to record numbers of impact, assisting over 74,000 financially disadvantaged Victorian school children in 2022/23 with the number and value of items distributed exceeding 305,000 and \$7.07M respectively.

Sue has also been the driving force behind the SSR 'Shoes with a Purpose' range of leather school shoes which are sold via the SSR website with every dollar being reinvested into funding school children in need.

This simple and practical service ensures that all students can attend school in warmth and comfort with a sense of belonging and improved self-esteem, which in turn enhances their educational engagement.

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

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

National Council of Women of Victoria Meeting Dates for 2024

Month	Date	Day	Meeting Type	Time	Method
January	22nd	Monday	Pioneer Women's Ceremony, Pioneer Women's Garden Kings Domain	10:15	In person
February	1 st	Thursday	Individual Members & Council Meeting	12:15	tbc
February	12 th	Monday	Standing Committee Meeting	16:30	tbc
February	15 th	Thursday	Committee Meeting	10:00	RHSV
March	7 th	Thursday	Council Meeting	17:15	tbc
March	18 th	Monday	Standing Committee Meeting	16:30	tbc
March	21st	Thursday	Committee Meeting	10:00	RHSV
April	4 th	Thursday	Individual Members & Council Meetings	11:00, 12:15	Tbc
April	18 th	Thursday	Committee Meeting	10:00	RHSV
May	2 nd	Thursday	May Forum & Council Meeting	12:00	Zoom and RH
May	16 th	Thursday	Committee Meeting	10:00	RHSV
June	6 th	Thursday	Individual Members & Council Meetings	11:00, 12:15	Zoom and RH
June	17 th	Monday	Standing Committee Meeting	16:30	Zoom
June	20 th	Thursday	Committee Meeting	10:00	RHSV
July	4 th	Thursday	Council Meeting	17:15	Zoom and RH
July	18 th	Thursday	Committee Meeting	10:00	RHSV
August	1 st	Thursday	Individual Members Annual Meeting; & Council Meeting	11:00, 12:15	Zoom and RH
August	12 th	Monday	Standing Committee Meeting	16:30	Zoom
August	15 th	Thursday	Committee Meeting	10:00	RHSV
September	5 th	Thursday	AGM	12:15	Zoom and RH
September	19 th	Thursday	Committee Meeting	10:00	RHSV
October	3 rd	Thursday	Individual Members & Council Meetings	11:00, 12:15	Zoom and RH
October	14 th	Monday	Standing Committee Meeting	16:30	Zoom
October	17 th	Thursday	Committee Meeting	10:00	RHSV
November	7 th	Thursday	Council Meeting	17:15	Zoom and RH
November	15 th	Thursday	Committee Meeting	10:00	RHSV
November	28 th	Thursday	Annual Luncheon	12:00	In person
December	5 th	Thursday	Individual Members & Council Meetings	11:00, 12:15	Zoom and RH