



Ynews

SPECIAL WOMEN'S LEADERSHIP EDITION 2014

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Welcome to this special edition of Ynews! The focus of this issue is women's leadership.

We'll explore recent and upcoming events, campaigns, and opportunities to deepen your engagement with the YWCA movement at a local, national and international level. Happy reading!



Guests at the She Leads Launch



Sophie McNeill, Frances Crimmins and the Hon Gai Brodtmann MP at the She Leads Launch



Guests at the She Leads Launch

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LETTER FROM THE EXECUTIVE DIRECTOR

Recently the YWCA of Canberra Executive Team was reflecting on our work in the Canberra community, and how the YWCA of Canberra has evolved and grown over our 85 year history here in this wonderful city.

When we considered why we do what we do, and how we have responded to the changing needs in our community, the one resounding purpose has never changed.

It was a bit challenging to sum it up simply, but we think the idea of women shaping our community is at heart of what we do, and is the message that we want our community to think of when they see the YWCA of Canberra.

Nowadays, most of our programs are not exclusive to girls and women. We work with boys, men, families and communities.

However, the governance and senior management of this organisation has been led by women, and our gendered focus of much of our work ensures we continue to address the underrepresentation of women in leadership roles in Australia.

Recently we saw the results of the Australian Human Rights Commission's Supporting Working Parents: Pregnancy and Return to Work National Review, that showed that one in two women in Australia reported experiencing discrimination in the workplace during their pregnancy, parental leave or on return to work.

The YWCA of Canberra seeks to address issues like this through our policy, advocacy, and professional development initiatives.

One such initiative is our first She Leads Conference on 13 May at Hotel Realm.

She Leads provides a forum for women to develop their management and leadership skills while learning how to recognise and mitigate the impact of gender bias.

Creating an enabling environment for young women to deconstruct notions of leadership, experiment with new leadership concepts, and build new leadership skills and confidence outside of gendered roles and expectations is

Acknowledgement of Country

The YWCA of Canberra proudly recognises the rights of Aboriginal and Torres Strait Islander peoples to own and control their cultures, and pays respect around these rights. The YWCA of Canberra acknowledges the need to respect and encourage the diversity of Indigenous cultures and aims to respect Indigenous worldviews, life-styles and customary laws.

key for young women's leadership development.

We know that the history of men dominating this space means that both management and leadership theory largely reflects men's experiences which are not always the same as women's.

The She Leads program addresses this gap by providing a leadership and management program that addresses gender differences.

It will be great to come together in our largest one day event to date, to learn and share, and continue to promote gender equality for all in our community.



Frances Crimmins, Executive Director

ALL YOU NEED TO KNOW ABOUT THE SHE LEADS CONFERENCE 2014

We're now just three weeks out from the inaugural She Leads Conference in Canberra, and the team couldn't be more excited!

We're absolutely thrilled to be working with this stellar lineup of speakers and facilitators:

- Author, journalist and pioneering Feminist, Anne Summers
- Director of the Workplace Gender Equality Agency, Helen Conway
- Award-winning journalist, author and commentator, Virginia Haussegger
- CEO of the Australian Women Chamber of Commerce and Industry, Yolanda Vega
- Executive Director of UN Women Australia, Julie McKay
- Equality advocate, Khadija Gbla
- Deputy Secretary Defence People, Department of Defence, Carmel McGregor
- Community Director for CollaborativeConsumption.com, Lauren Anderson
- Award-winning social researcher and leadership practitioner, Suzi Skinner
- Wiradjuri woman, dancer, and advocate for reconciliation, Casey Keed
- Barrister and World YWCA Vice President, Susan Brennan
- Principal of Directions for Change, Dianne van Meegen

See the enclosed Conference brochure for all the details!

She Leads Conference Scholarships

The YWCA of Canberra acknowledges that women at the beginning of their careers are not always in a position to fund their participation in professional development programs such as this.

Therefore, we have partnered with Westpac and the Zonta Canberra Chapter to offer three conference scholarships, and the Office for Women to offer 10 conference scholarships to local women, who would otherwise not be able to fund their participation.

Applications close COB on Monday 28 April 2014.

Scholarship guidelines and application forms can be downloaded from: www.ywca-canberra.org.au/she-leads-conference

Conference tickets

We're pleased to announce that early bird rates have been extended until 7 May! Get in quick to secure your seats! Part-time students are eligible for the student rate.

	Early bird (Before 7 May)	Full price (After 6 May)
Standard	\$539.00	\$689.00
NGO professional	\$429.00	\$579.00
YWCA member	\$374.00	\$524.00
Student & concession	\$132.00	\$282.00

DATES FOR YOUR DIARY

29 April: Round the World Breakfast with Katy Gallagher at the Lobby Restaurant. Tickets on sale until COB Friday 25 April.

5 May: Enrolments open for the 2014-15 She Leads Diploma program.

7 May: WOF+ Creating social change Workshop. Registrations open until COB 1 May.

13 May: She Leads Conference at Hotel Realm. Tickets on sale now!

10 June: WOF Board Governance Workshop. Registrations open until COB 5 June.

Visit ywca-canberra.org.au to register for these events!

SOCIAL MEDIA

Join us on Facebook and Twitter to keep up to date with all our events, advocacy campaigns and latest news.





SHE LEADS DIPLOMA OF MANAGEMENT 2014

The She Leads Diploma of Management will be available again this year, with enrolments opening on Monday 5 May 2014. Classes will commence in September, with class dates and location to be confirmed.

The course applies a framework of developing participants' cognitive capabilities and emotional intelligence (knowing), practical leadership skills (doing), and leadership identity (being).

The course interweaves this framework with a traditional Diploma of Management, allowing you to build your leadership skills while working towards a nationally recognised qualification.

You will have the opportunity to explore and refine your leadership identity, and reflect on your experiences, strengths, values, and vision for the future. Through this process, you will learn how to become an authentic and effective leader.

Upon completion, you will graduate with a Diploma of Management, recognising your competency in the following areas:

- managing personal work priorities and professional development
- providing personal leadership
- using complex workplace communication strategies
- ensuring team effectiveness
- managing people performance
- undertaking project work
- managing budgets and financial plans
- facilitating continuous improvement

The course is delivered over nine dynamic, full day classes

including seminars, practical exercises with case studies and role plays, personal development sessions, and peer coaching.

You will have the opportunity to learn from the experiences of distinguished women leaders during in-class panel discussions. Our 2013 program featured:

- Julie McKay, Executive Director of UN Women Australia
- Leah Armstrong, Chief Executive Officer of Reconciliation Australia
- Virginia Haussegger, ABC news reader, journalist and author
- Ellyse Perry, elite athlete
- Anna Rose, environmentalist and campaigner
- Hilary Charlesworth, Professor of International Law and Human Rights, ANU
- Natalie Howson, Director General, Community Services Directorate.

Course fees

The standard rate for individuals is \$5500, with YWCA of Canberra members (holding current membership as at 1 May 2014) receiving a rate of \$4950 (10% discount).

Organisations registering two participants will receive a rate of \$5225 (5% discount), while organisations registering more than two participants receive a rate of \$4950 (10% discount). Your course fees will include:

- nine modules taught by distinguished leaders in each field
- a nationally recognised qualification (Diploma of Management) upon completion of the program
- a comprehensive training manual
- lunch and refreshments on classroom days.

Upon acceptance into the course, applicants will receive an invoice for payment of course fees. Invoices must either be paid in full by the due date or arrangements to pay in installments must be made in order to secure a place in the program.

The YWCA of Canberra is investigating the possibility of offering VET FEE HELP in 2014, however this is subject to approval.

She Leads Diploma Scholarships

The YWCA of Canberra will endeavour to develop a scholarship program to assist women who would otherwise not be able to fund their participation. However, there are currently no scholarships available.

SHE LEADS THE WAY FOR CANBERRA WOMEN

This article was written by Jessica Schumann, first published online in Her Canberra on 10 April 2014.

We all endeavour to kick start a new year with fresh ambitions; to progress further in our career, ask for that well-earned pay rise or simply put our hand up for more responsibility.

But before you know it January has turned into February, February into school holidays and you're well on your way to seeing the back of June.

The determination to step up starts to dissipate and the confidence you once had seeps away as other priorities start to fill its place, and you realise that your goal to be more of a leader will have to wait for yet another year.

Two weeks ago, I had the pleasure of attending the launch of the YWCA of Canberra's She Leads 2014 program and learnt that it's not so much about finding the time for leadership, but rather trusting your own values and abilities.

We need only look to Julia Gillard's experience as Australia's first female Prime Minister to see how isolating and lonely leadership can be. Every day, for three years, she faced the onslaught of Parliament and the microscopic scrutiny of the Press for being a woman in politics.

Yet she survived, but why?

As YWCA of Canberra Executive Director, Frances Crimmins shared with a group of 90 women; it's about standing by your beliefs—a truth that many successful women live by.

"When you put yourself out there you have to be prepared that people won't always agree with you," says Francis.

"Knowing your values and being true to them can help leaders negotiate the hurdles and barriers in their pathway."

Federal member for Canberra, Gai Brodtmann officially launched the 2014 She Leads program, which will include the inaugural She Leads conference next month and a year-long Diploma of Management tailored specifically to women.

Openly rejecting two (very) hairy chested notions often associated with what it takes to be a leader— don't wear pink and learn to play golf— Gai claimed that throughout her leadership journey, she has definitely worn her fair share of the overly stereotyped gender cue and never liked the 'thinking man's game' anyway.



Instead, the MP identified decency as the much-needed quality to make a good leader and allowing failure to be your teacher, not your undertaker while offering up some truthful advice.

"There are always going to be haters but take it with a grain of salt," she says.

"Be gentle with yourself; take criticism but not personally. Have an educated opinion but an opinion that is considered, and don't be shy in sharing that opinion."

It is perhaps the last sliver of Gai's advice that resonates with many Canberran women...well...most likely all women. Too often we hold ourselves back from sharing an idea, challenging an opinion or presenting a new direction only to find ourselves in a position of chronic uncertainty, anxiety or, at a later stage, regret for not speaking up when we had the chance.

We go with the flow in a passive and docile manner, and sometimes give in to self-defeating behaviours. It can be difficult to stand up for yourself and be assertive, particularly in a male-dominated environment.

Having travelled to Gaza, Lebanon, Syria, Iraq, Egypt, Israel, and Jordan, and sharing more than just insight into how she began her life as a reporter at the young age of 15, award-winning journalist Sophie McNeill admits that her biggest challenge of all was not working in war-torn countries as a female reporter; it was realising that gender inequality is alive and well in her very own backyard.

"I never really thought about being a woman until I went to the Middle East," she confesses.

"It was actually an advantage [because] I was treated as an honorary man. It meant I could interview men and women. I came back to Australia to try and have children and a career, and suddenly I was faced with all these issues about my gender."

Invaluable in accelerating the career progression and leadership roles of women, the She Leads program aims to provide young women with a safe space to have leadership conversations.

Frances Crimmins says She Leads addresses this important community need.

“We believe that leadership should be transformational and intergenerational,” she says.

“By creating a safe and enabling environment for young women to deconstruct notions of leadership, they are able to explore and experiment with new leadership concepts, and build new leadership skills and confidence outside of gendered roles and expectations.”

With the opportunity learn from the experiences of distinguished women leaders through in-class panel discussions, She Leads offers a 12-month long mentoring course to help young women develop their leadership skills, boost confidence and encourage professional networks.

Upon completion women will graduate with a competency in managing personal work priorities and professional development, facilitating continuous improvement, providing personal leadership and ensuring team effectiveness.

To read the full article online visit: www.hercanberra.com.au/index.php/2014/04/10/she-leads-the-way-for-canberra-women.

JOIN US AND THE ACT CHIEF MINISTER, KATY GALLAGHER AT THE ROUND THE WORLD BREAKFAST NEXT WEEK

We would like to invite all members and friends to attend the YWCA of Canberra’s Round the World Breakfast event on World YWCA Day, Tuesday 29 April at The Lobby Restaurant.

World YWCA Day is recognised every year across 120 countries. The passage of the YWCA as both a social influence and an organisation of hope, support and union for woman globally has seen two great wars, many challenges, the rise and fall of political leaders and progress in the human rights of women.

The Round the World Breakfast event is an opportunity for YWCAs to come together in honouring the contributions of women leaders in their communities.

The YWCA of Canberra’s event is well attended by members, colleagues and friends, and raises funds for the Global Power to Change Fund, which invests in the leadership development of women and girls to advance social change around the world.

This year, the Honourable Katy Gallagher, Chief Minister of the Australian Capital Territory will provide the keynote address. The YWCA of Canberra’s President, Jane Alver will also announce the lucky recipients of our 2014 Great Ydeas Grants Program, which supports exciting, innovative projects led by local women.

By donating on the day or participating in our silent auction, you will enter the draw to win one or more prizes including a signed Brumbies Rugby ball, a gorgeous handmade quilt, golf lessons with a pro at Royal Canberra, and much more!



When: Tuesday 29 April
Time: 7am-8.30am
Where: The Lobby Restaurant, Parkes
Cost: \$45 members*, \$55 non members, \$500 corporate table of 10
RSVP: visit www.ywca-canberra.org.au/upcoming_events and purchase your ticket by COB Friday 25 April
*Become a member today and receive this rate

WOMEN OUT FRONT 2014

The Women Out Front (WOF) workshop series is designed to develop women’s skills and confidence to take on leadership roles within their community. As part of the series, each year Directors of the YWCA of Canberra Board host Board Governance Workshops and a Board Finance Workshops.

The primary objective of these workshops is to build the capacity and confidence of women who would like to contribute to leadership through board and committee

membership. These skills-based workshops are designed to address the under-representation of women on boards, and provide great networking opportunities. The next WOF workshop will be held on 10 June with our President, Jane Alver.

The Governance Workshop gives women an overview of roles and responsibilities of board and committee members, different governance models, how boards operate, and an overview of legal responsibilities of board and committee members.

WOF+ Creating Social Change with Caterina Giorgi

Our Women out Front + workshops are an extension of the highly successful Women Out Front series, where our members come together to share their professional skills, expertise, and passions.

Developed for people working in or with not-for-profit organisations that engage in policy and advocacy activities, Caterina’s workshop examines theories of social change, tools for developing an advocacy strategy and an examination of approaches to advocacy.

During the session, real-life case studies will be used to demonstrate how advocacy strategies are implemented, and the qualities of these strategies that make them successful or unsuccessful.

Upon completion, participants will have the tools to develop an advocacy strategy, be able to identify a range of approaches for advocacy, and understand the basic theory for social change.

Caterina Giorgi is a member of the YWCA of Canberra, and the Director of Policy and Research and the Foundation for Alcohol Research and Education. Caterina has taught advocacy at the University of Canberra and is currently undertaking a Fellowship on social change with the Centre for Australian Progress.

When: Wednesday 7 May, 5:30pm-8:00pm
Where: Bright Consulting Building, Level 5, 161 London Circuit, Canberra
Cost: \$25 non members, \$20 members* and concessions
RSVP: visit http://www.ywca-canberra.org.au/upcoming_events to register by COB 1 May, places are limited.

WOF Board Governance Workshop with Jane Alver

The Women Out Front (WOF) workshop series is designed to develop women’s skills and confidence to take on leadership roles within their community.



This workshop provides an overview of the roles and responsibilities of board and committee members, different governance models, how boards operate, and an outline of the legal responsibilities of board and committee members.

Jane Alver is the President of the YWCA of Canberra, and has a long history with the YWCA movement in Australia. Jane has been involved in the YWCA Australia’s young women’s development program, and has also served on the YWCA NSW Board. Jane was first elected to the YWCA of Canberra Board in October 2008, and has a strong interest in women and leadership. Jane is a lawyer, with experience in private practice, and local, state and federal governments in Australia, UK and Kiribati.

When: Tuesday 10 June, 5:30pm-8:00pm
Where: EY Canberra, 121 Marcus Clarke Street Canberra
Cost: \$25 non members, \$20 members* and concessions
RSVP: visit http://www.ywca-canberra.org.au/upcoming_events to register by COB 5 June, places are limited.

SHE SPEAKS – HAVE YOUR SAY!

The YWCA Australia recently launched its annual She Speaks survey, which asks girls and young women between the ages of 15-30 to share their attitudes towards, perceptions on and experiences of leadership.

Last year the YWCAs of Victoria, Canberra, Queensland and Adelaide all participated in and promoted the survey to young women in their respective States and Territories. This year every State and Territory is participating in what is now a nation-wide survey.

This survey is an important part of the YWCA movement’s work in Australia, because the research shows that women still face lingering and persistent barriers in reaching leadership positions in Australia.



The 2012 Australian Census of Women in Leadership found that women comprised 9.2% of executives in the ASX 500 and held 12.3% of directorships in the ASX 200, women make up 31% of the Federal Parliament and 39% of Senior Executive Service positions in the Australian Public Service.

The She Speaks survey provides the YWCA movement with a deep understanding of the challenges women face in their leadership pathways and also yields important information on the tools young women need to embark on their own leadership journey.

YWCA Member Associations in Australia are committed to creating the next generation of women leaders. Our services and programs, specifically She Leads, are creating a pipeline of young women ready to take on leadership positions.

The survey is open until 30 May 2014 and can be accessed online at www.issr.uq.edu.au/YWCASheSpeaks

WORLD YWCA INTERNSHIPS 2015: AN OPPORTUNITY OF A LIFETIME

Applications for the World YWCA Internship Programme 2015 are now open!

The World YWCA welcomes all young women leaders between the ages of 22-30 years, who are passionate about advocacy, programmes, and communication in the YWCA movement to apply.

The World YWCA Internship Programme was established in 1991, to enhance and further develop young women's leadership. During the 2012-2015 quadrennium, the World YWCA is committed to building a critical mass of young women champions engaged in strategic actions at all levels.

The Internship Programme is intended to increase the number of globally experienced and young women champions who will share their experiences and learning with their local

Member Association, and also to provide leadership for increased and improved understanding of what the world movement is all about.

The one-year Internship Programme (February to December, 2015) will provide a special opportunity for two young women to work as part of the World YWCA staff and volunteer team in Geneva. One intern will be afforded the opportunity to work as part of the communications team, and the other a part of the programmatic team.

Priority will be given to ensure that interns experience the diversity of the work of the World YWCA. Emphasis will be placed on the development of expertise in global issues such as young women's leadership, sexual and reproductive health and rights, HIV and violence against women. In addition, as 2015 is a World Council year, young women interns will be very involved in the organisation of this special event.

The internship is an excellent opportunity for young women interested in communications. You will have the opportunity to assist in a range of communications projects, including media relations, message development, publications, event management, planning and managing social media.

Other experiences include:

- training opportunities in leadership development, programme development and advocacy work
- exposure to the work of international NGOs and UN agencies including representing the World YWCA at UN and international NGO meetings
- developing skills in management, team-building, financial development, administration, computer systems and electronic communications
- participating in World YWCA global trainings, global platforms and actively participating in NGO working groups, and developing analysis and documentation.

The short-term advocacy and communications internships will provide four young women with the opportunity to participate in important sessions at either the UN Commission on the Status of Women (CSW) in New York, sessions of the CEDAW Committee, the UN Human Rights Council and World YWCA World Council 2015, to be held in Bangkok, and other international events.

The World YWCA actively encourages applications from young women from developing countries and young women living with HIV.

The deadline for applications is June 30, 2014. Download the application forms at: <http://www.worldywca.org/Member-Associations/World-YWCA-Internship-Programme-2015>