



# YNEWS

THIRD EDITION 2015

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YWCA  
CANBERRA



## WELCOME TO YNEWS 3RD EDITION 2015

### IN THIS EDITION OF YNEWS WE EXPLORE:

A day of inspirational leadership at our 2015 *She Leads* Conference; Celebrating NAIDOC Week 2015; the amazing outcome of our Fiver4Food Appeal; How our Y-Aspire program is building confidence and creativity, and more!

# WELCOME TO YNEWS

YWCA CANBERRA THIRD EDITION 2015.

## EXECUTIVE DIRECTOR'S REPORT



Welcome to our third edition of Ynews for 2015.

As you will recall, in our last edition I asked you to support our Respect NOW campaign, which was calling on the ACT Government to fund primary violence prevention programs in our schools.

As you may now know, our advocacy efforts were successful, with the ACT Government announcing \$615,000 in funding for primary prevention initiatives in the 2015-16 Budget. Thanks again to those of you who signed our petition, shared the campaign with your networks, and lent your voice to our call for action in this area.

We are now continuing our work with the ACT Government's Education and Training Directorate to ensure that any primary prevention initiatives rolled out to schools are best practice and evidence-based.

In May this year, we held our first *She Leads* College Conference and second *She Leads* Conference, bringing together over 200 emerging and established women leaders for a day of sharing, learning and inspiration.

We were honoured to have a range of very high calibre and diverse women leaders share their journeys with attendees. It was great to be able to connect so many of our members and friends with each other, and the outstanding established women leaders participating on the day. I hope you enjoy reading more about these events, and the latest updates on our *She Leads* Diploma of Management.

YWCA Canberra staff and our community partners also celebrated NAIDOC Week in July, by participating in an important event, 'NAIDOC week: Land and Learning'.

YWCA Canberra has been committed to reconciliation throughout its long history. For many years now we have worked to develop relationships with Aboriginal and Torres Strait Islander peoples and organisations to build respect and identify, and pursue opportunities for reconciliation. I encourage you to read my opinion piece about NAIDOC Week on our website, to find out more about our reconciliation journey.

Finally, I am excited to share with you YWCA Canberra's reviewed Strategic Directions and Values, which are supported by the Strategic Priorities that guide our operations. In this edition, you will see a feature on our *Priorities*, the outcome of many months of planning and development with our staff and Board. I look forward to sharing our progress on our goals with you in the near future.

Kind regards,  
Frances Crimmins

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

# PRESIDENT'S REPORT



I'm delighted to report that in July this year, YWCA Canberra reached a milestone of 500 members. This is the largest membership we have ever had, and truly positions us as a key network for women in the ACT community.

YWCA Canberra connects our members to a global network of 25 million women and girls, and to numerous opportunities on a local, national and international level. If you're a new member, I encourage you to come along to our next *She Meets* event, and become an active part of our community.

If you haven't already, like us on Facebook or follow us on Twitter to stay updated on all of our upcoming events and initiatives.

The past few months have seen us working hard to raise funds for the Lanyon Food Hub with our *Fiver4Food* Appeal. We set out with a goal of raising \$10,000 for this valuable emergency food relief program, and were blown away by the community's response.

We have raised a total of \$13,470, smashing our target! A huge thanks to everyone who has donated - your generosity means we can continue to support vulnerable Canberrans this Winter through the provision of healthy, nutritious food.

Our members are also busy running a crowd-funding campaign to further support the *Fiver4Food* Appeal. They're trying to raise another \$2,600 via

Pozible for the Food Hub, and unless they reach their target, we won't get any funds. Head to our Facebook page to find the link to their campaign, and share it with your networks - every dollar counts!

Earlier this year, I had the pleasure of co-presenting a *She Leads* Governance Workshop, alongside our immediate-past President, Jane Alver and Co-Vice President, Caitlin Sandercock. It was a great event, and an excellent opportunity to share our knowledge of governance with members, who took a lot away with them.

Our next *She Leads* Workshop will be on Finance, with the amazing Betty Ferguson, former Treasurer of YWCA Canberra. Betty has a reputation for 'making finance fun', so I strongly encourage you to RSVP through our website to attend this workshop in August.

Kind regards,  
Kate Chipperfield

# 2015 SHE LEADS CONFERENCE



## **SHE LEADS CONFERENCE – A HUGE DAY OF WOMEN'S LEADERSHIP**

When 250 women come together with some of Australia's most distinguished women leaders and thinkers for an event exploring women's leadership, it's set to be a big, inspiring day.

The annual *She Leads* Conference is a key professional development opportunity for aspiring and established women leaders from all industries and sectors.

The objective is to connect with inspiring women, discover their potential, gain new skills, and ignite their leadership journeys. This year, attendees had the chance to participate in masterclass sessions the night before the Conference, to develop specific skills in the areas of resilience, innovation, and online communication.

The stage was set at Hotel Realm on Tuesday 19 May, and the day kicked off with MC Tracey Spicer, setting the scene and sharing her advice from her own leadership journey. She stressed the importance of standing up for yourself in the workplace and not feeling pressured to be 'the good girl' all the time.

The Conference was split into keynote talks and panel discussions, providing attendees with the opportunity to ask questions and engage with speakers throughout.

More than 150 people who weren't able to make it in person tuned in via the live video stream, joining the conversation online through social media.

Steph Lorenzo was the first keynote talk of the day, taking attendees on her journey from a career in marketing and PR through to launching her own social enterprise, Project Futures, at just 22 years of age.

'I was quite angry,' she said, of being confronted with the injustice of human trafficking. 'I remember thinking, what do I do with all these emotions?'

Steph went on to encourage attendees to 'unlock their purpose' and find what they're truly passionate about, to become the most effective leaders they can be.

The morning moved on to a panel discussion on 'Lessons from leaders', with Emma Bennison, Kate Carnell AO, and Nipuni Wijewickrema. Tracey Spicer led the discussion around personal pathways to leadership, which highlighted some of the key barriers women face, and how to balance your values with leadership.

Nipuni discussed the potential barrier that age plays in leadership, and said that really, age has nothing to do with her capacity and skills as a leader.

Kate Carnell discussed how she managed her career as former ACT Chief Minister around her family, and admitted to not always succeeding at finding the right balance. She also discussed making difficult decisions in leadership, and advised attendees not to compromise their values.

Attendees also heard from Emma Bennison on combatting misconceptions about people with disability and their capability as leaders.

'People with disability are expected to be the ones needing assistance,' she said.

It's important to challenge these stereotypes and make leadership accessible to all people.

Attendees reflected on the first panel and talk over a delicious morning tea, before heading back in to hear from Clare Bowditch, one of Australia's leading singer/songwriters, on the myth of work-life balance.

The lights were dimmed, and anticipation high as Clare took the stage.

Getting attendees on their feet, the ARIA award-winning singer led them through a group sing-along that built a real sense of community and engagement, before delving into her journey to leadership.



She shared her advice for dealing with work-life balance - that it's important to keep your expectations manageable, and not try to be everything to everyone.

The second panel discussion was led by Sarah Burr, YWCA Canberra Board Director, and focussed on 'Leadership for a new era'.

Panellists Rebecca Skinner, Dai le and Tjanara Goreng Goreng discussed questions around inclusivity and diversity in leadership, and how to change and challenge workplace cultures to be more welcoming of women in leadership roles.

Over lunch, attendees had the chance to connect with She Leads Principal Partner, PwC, and participate in their survey on women's experiences of gender equality in the workplace.

Attendees were also interviewed by She Leads Live Stream Partner Newcastle, capturing their reflections on the day.

The third keynote talk was from Yamini Naidu, on the power of storytelling.

Yamini explored the concept of hard power versus soft power, and gave attendees practical skills in creating narratives and influencing change.

The energy in the room was only growing, as attendees settled in for the final panel discussion of the day, on 'Calibrating your leadership compass'.

Angela Priestley from *Women's Agenda* led the discussion, with panellists Jessica May, Stephanie Foster and Hala Batainah.

Panellists shared how their personal values have shaped their leadership pathways. As Hala Batainah said, 'You can teach people many things, but not passion and values'.

After a quick afternoon tea, attendees reconvened for the final and possibly most-anticipated keynote of the day, from Professor Gillian Triggs, President of the Australian Human Rights Commission.

Professor Triggs spoke with passion about the challenges she has faced in her role, as well as the status of gender equality in Australia.

She expressed disappointment about the slow progress of feminism since the 1960s, but was optimistic about the potential for accelerating this progress towards a truly equal society in the future.

It was the perfect way to round out a huge day of inspiration, learning and engaging with a vibrant network of women.

The personal stories shared and the intimacy of the She Leads Conference, despite 250 people in attendance, was testament to the community YWCA Canberra has created for women from all backgrounds, ages, and interests.

Attendees left feeling invigorated to take the next step in their leadership journeys, following the footsteps of the amazing women leaders they had heard from that day.



**YWCA Canberra would like to thank our She Leads Conference Partners for their support in producing this landmark event:**

- **PwC - Principal Partner**
- **Goosebumps - Creative Partner**
- **Newcast - Live Stream Partner**
- **Women's Agenda - Online Partner**
- **Aspen Medical - She Leads Friend**
- **Capital Chemist - She Leads Friend**
- **HESTA - She Leads Friend**
- **HorizonOne - She Leads Friend**
- **Microsoft - She Leads Friend**

# ***SHE LEADS DIPLOMA*** ENROLMENTS NOW OPEN



## **ARE YOU CONSIDERING YOUR PROFESSIONAL DEVELOPMENT OPTIONS FOR 2015-16? WANT TO TAKE YOUR LEADERSHIP SKILLS TO THE NEXT LEVEL?**

The September intake of the *She Leads* Diploma is now open for registrations, with earlybird pricing for course fees available until August 21.

During the nine-month *She Leads* Diploma you will have the opportunity to explore and refine your leadership identity, reflect on your experiences, strengths, values and vision, and develop your practical leadership skills.

Upon completion, you will graduate with the nationally recognised Diploma of Leadership and Management qualification.

In addition to the training component of the Diploma program, you'll also form a valuable support network with your fellow students, and will have the opportunity to network with and learn from a range of Canberra women leaders through the expert panel discussions that are integrated into the course schedule.

Check out what two of our recent graduates had to say about their *She Leads* Diploma experience on our blog [www.ywca-canberra.org.au/blog](http://www.ywca-canberra.org.au/blog).

**FOR MORE INFORMATION ABOUT THE COURSE CONTENT, FEES AND HOW TO ENROL, PLEASE VISIT OUR WEBSITE OR CONTACT THE LEADERSHIP PROGRAMS MANAGER, CLARE CONROY:  
[CLARE.CONROY@YWCA-CANBERRA.ORG.AU](mailto:CLARE.CONROY@YWCA-CANBERRA.ORG.AU)**

“**She Leads was full of ‘aha’ moments surrounding gender equality, leadership, management and personal values**”



# NAIDOC WEEK COMMUNITY EVENT: LAND & LEARNING



A COMMUNITY CELEBRATION TO HIGHLIGHT ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE'S STRONG SPIRITUAL CONNECTION TO LAND AND SEA, WITH SIX COMMUNITY ORGANISATIONS COMBINING TO CELEBRATE NAIDOC WEEK WITH THE THEME OF LAND AND LEARNING.

The Canberra celebrations started with a Welcome to Country, before artist Linda Huddlestone talked about her family and country. She explained how her father's story of being part of the stolen generation translated into her painting.

Entertainment for the day was provided by didgeridoo player Matthew Joseph and young singer Tahalianna Mahanga with a crowd of approximately 200 people.

After the initial formalities, participants created art with Frances Crow, discovered local bush tucker with Adam Shipp from Greening Australia and enjoyed fresh damper, a BBQ, and traditional Torres Strait Islander food.

To end, Rodney Dwyer (media student from University of Canberra), Dean Lomas and Kelvin Marr (students from Canberra Institute of Technology's Yuaruana Centre) and Warrant Officer Class One, Ken Nelliman (Defence Force), shared their journeys and provided insights for young people.

The participating community organisations were Woden Community Service, YWCA Canberra, Northside Community Service, Karralika, The Smith Family and ACT Council of Social Services.

Keith Brandy, a proud Wiradjuri man and Sector Development Officer - Gulanga Program, with ACTCOSS, said the event was an important celebration for Indigenous and non-Indigenous Canberrans.

"We brought together a great range of activities, from art to music, craft and talks from students and prominent Indigenous community members. It was a wonderful day of sharing knowledge together, learning about and celebrating Aboriginal and Torres Strait Islander cultures.

"We were greatly encouraged by everyone who came along on the day and joined in," Mr Brandy added.

“A wonderful day of sharing knowledge together, learning about and celebrating Aboriginal and Torres Strait Islander cultures.”

# FOR PURPOSE BOOTCAMPS

LOOKING TO GAIN SOME PROFESSIONAL DEVELOPMENT AND ENGAGE IN A GREAT NETWORK OF FOR PURPOSE PROFESSIONALS?

The For Purpose Bootcamps are back, with two new full-day sessions scheduled for the second half of the year!

### **Strategic and Business Planning Bootcamp:**

The Strategic and Business Planning Bootcamp will provide for purpose professionals with the knowledge and skills to develop a strategic plan, an accompanying business or operational plan and how to measure success.

**When:** 8:30am to 5pm, 25 September 2015

**Where:** CBR Innovation Network located at Level 5, 1 Moore Street Canberra

**Cost:** \$199 (inc GST)

**Register on our website:** [www.ywca-canberra.org.au/events](http://www.ywca-canberra.org.au/events)

### **Government Relations Bootcamp:**

The Government Relations Bootcamp will provide for purpose professionals with an understanding of the policy development cycle, parliamentary cycle, and opportunities for influencing decision makers.

**When:** 8:30am to 5pm, 13 November 2015

**Where:** CBR Innovation Network located at Level 5, 1 Moore Street Canberra

**Cost:** 199 (incl GST)

**Register on our website:** [www.ywca-canberra.org.au/events](http://www.ywca-canberra.org.au/events)

The last Bootcamps sold out quickly, so register to attend now.

# SHE LEADS FINANCE WORKSHOP

ADVANCE YOUR SKILLS AT OUR SHE LEADS GOVERNANCE WORKSHOP ON TUESDAY 11 AUGUST 2015

Our She Leads Workshops are designed to address the under-representation of women on boards, and provide participants with practical skills to prepare them for taking on board directorships.

The Finance She Leads Workshop gives women an overview of reading financial reports and statements and understanding the different elements, risks and internal controls.

Betty is renowned for 'making finance fun', particularly for people who don't have an accounting or finance background.

**When:** Tuesday 11 August, 5:30pm-8:30pm

**Where:** Bright Consulting Building, Level 5, 161 London Circuit, Canberra

**Cost:** \$30\* (members) or \$40 (non-members)

**RSVP:** Register online - [ywca-canberra.org.au/events](http://ywca-canberra.org.au/events) by COB Thursday 6 August, places are limited.

*\*Become a member today to receive this discounted rate*





# FIVER4FOOD: WHAT AN AWESOME OUTCOME



## IN JUNE WE LAUNCHED OUR ANNUAL FIVER4FOOD CAMPAIGN, RAISING FUNDS FOR THE LANYON FOOD HUB

The Lanyon Food Hub is an emergency relief program that helps families in need in the Tuggeranong region, by providing free, nutritious food through a pantry-like system. Located at our Lanyon Youth and Community Centre and run by a team of award-winning volunteers, the Food Hub is about more than just food - its about connections to the community.

Our goal for the Fiver4Food campaign was to raise \$10,000 and also raise awareness of the need for emergency food relief programs.

During the campaign we asked members of the community to host a Winter Warmer Event, inviting their friends, family and colleagues to participate by bringing a dish to share and make a donation to the Food Hub!

**The campaign was a huge success, raising an amazing \$13,470, smashing our goal of \$10,000!**

We've been completely blown away by how the community has rallied behind our Fiver4Food Appeal. We would like to say a special thank you to everyone who donated - your generosity will help us support more vulnerable members of our community this winter.

A special thank you to the following donors:

- ACT Cheif Minister Andrew Barr
- YWCA Canberra's Children Services Unit
- Australian Healthcare & Hospitals Association
- ACT Corrective Services
- Hardwicks Accounting Firm

Keep an eye out for our Christmas Appeal that will be launching this November.

# GREAT YDEA LEADS HEIDI ON A SUPRISING JOURNEY



BY HEIDI ZAJAC, A 2014 GREAT YDEAS RECIPIENT

I began Cooking Circles because I wanted to tell stories about the women of Timor Leste that were positive, engaging and relatable, woman to woman.

I believed that by telling stories in such a way I could break down some of the barriers between women in developing countries and women in developed countries. The project's mission was to foster social networks between women in their communities that expand friendships, skills and knowledge.

I aimed to do this in three ways:

- Highlight the strengths of women and their communities in Timor Leste in Australia through digital storytelling and in-person stories
- Promote the food and recipes of Timor Leste to encourage local and nutritious eating, and strengthen national pride among Timorese
- Run Cooking Circle groups in Canberra.

At the end of August 2014 I travelled to Timor Leste. The time was spent discussing food and recipes, arranging to cook with friends or friends of friends, all young women, taking photos and video of local produce and people, cooking, writing, and building networks with people and organisations.

Getting women together, explaining my idea and having people interested and

willing to participate was a big challenge, along with power cuts, the language barrier, and knowing when to persist and when to let go.

Returning to my core values and the principles of the project helped me to respond to my own uncertainty about 'where to next' throughout the trip.

Since returning, I've created a blog that celebrates the project and has space for recipes, women's stories, information on ingredients, guest blogs, and articles. Creating and developing the blog has been a time consuming but rewarding task.

In April 2015, I held a launch to formalise the project and report back to the many people who helped it get to where it was. The occasion generated interest from new women in the community including two Timorese women.

Cooking Circles has required a great deal more flexibility and patience than I believed I had, which is partly because the project combines several quite varied elements - women and feminism; personal power and social capital; international development; social media and technology; and food and culture.

I also believe that the rollercoaster that has been the project's first year is due to what it is - an early project still finding out what it wants to be when it grows up. Adjusting when needed, accepting mistakes, and being prepared

for continuous learning and change have helped this project be what it is today - small, recognised, relevant and supported.

I'm now taking Cooking Circles into its next phase, focusing on:

- Holding Cooking Circles among women in Canberra
- Continuing the blog with content from last year's trip to Timor Leste
- Creating a mailing list and beginning a monthly newsletter, and
- Collaborating with Timorese women living in Australia to share their recipes and thoughts on cooking, culture, and what it means to be a Timorese woman today.

The Great Ydeas grant has propelled my life forwards. I have developed strength of character and become skilled in ways I did not know I was capable of. My leadership potential, communication skills, and networking and engagement skills have grown enormously.

I have also deepened my commitment to my values.

Follow Cooking Circles on Facebook, or check out the blog at [www.cookingcircles.org](http://www.cookingcircles.org).

# Y-ASPIRE: CONNECTIONS, CONFIDENCE & CREATIVITY

EACH YEAR, YWCA CANBERRA RUNS Y-ASPIRE, A LEADERSHIP PROGRAM FOR YOUNG WOMEN IN YEARS 7 AND 8 OF HIGH SCHOOL

The program offers a weekly two hour session for groups of up to 12 participants over eight weeks. Topics covered throughout the program include identity, skills and skill building, body confidence, relationships and careers.

On Monday 12 June, the participants from last term's Y-Aspire program came together for a special follow-up session at the YWCA Computer Clubhouse, where they had the chance to reflect on their experiences of the program and make a creative response using the technology in the Clubhouse.

Shanika and Casey were busy learning how to use Photoshop to enhance some of the photos from the program, to use in their visual response. They said that one of the things they got out of Y-Aspire was being able to think about what's important to them, and what they want to do in the future.

'I want to do photography,' Shanika said. 'I don't really know what I want to be yet, but with doing Y-Aspire and looking at careers, it kind of opened up different things I could do.'

For Ashlee, one of the best things about Y-Aspire was making new friends.

'I didn't know most of the people who did Y-Aspire, so now I know them more. Sometimes we hang out at school,' she said.

Ashlee also shared what she learnt about body confidence.

'In all magazines and movies, the girls are really pretty, so we think "I have to look like that"', she said. '[Y-Aspire] sort of tells you don't worry what other people say, just worry about what you think of yourself.'

A lot of the girls found the body confidence and identity sessions in Y-Aspire to be really meaningful.

'I used to be afraid of being self-confident, but now I know it's just a normal thing and there's no problem with it,' Kiara said.

'Body confidence was my favourite part [of the program],' Florida said. 'We got to talk about how we feel about our bodies and stuff, and let out everything we hadn't said to other people before. Y-Aspire helped us be more confident.'

For Maddie, the program also made her realise what was important to her. 'School - I like learning new skills and getting better at maths.'

Florida also shared the bigger impact the program has had on her.

'I moved here from New Zealand last year. It's really different here and I'm getting used to it. My mum knew I was shy and I told her about the program and she said I could do it. And she's happy that I've changed. It helped me make friends.'

The girls had a great time at the Clubhouse using the video cameras, Photoshop, drawing tablets and more to develop their creative responses, which they shared with each other.

They are an amazing group of smart, engaged young women. Y-Aspire has had a great impact on their confidence and personal growth.

To find out more about Y-Aspire, contact Natasha Drumgold at [natasha.drumgold@ywca-canberra.org.au](mailto:natasha.drumgold@ywca-canberra.org.au). To learn more about the Computer Clubhouse, visit the website - [www.ywca-computerclubhouse.org.au](http://www.ywca-computerclubhouse.org.au).



# STRATEGIC DIRECTIONS



## OUR STRATEGIC DIRECTIONS

### **Women, young women and girls are influencing, leading and deciding**

Women, young women and girls are leaders in their communities, and participate in decision-making processes on a local, national and international level.

### **Women are secure, independent and are participating economically**

Women are safe both in their homes and the broader community, and are able to participate freely and fully in the workforce to lead valued and economically independent lives.

### **Women and their families have access to the conditions and resources they need to lead healthy lives**

Women and their families are able to access safe and affordable housing, education, therapeutic services and affordable childcare.

### **Communities are safe, inclusive and connected**

All members of our community live lives free from violence, whether it is physical or emotional, and are connected to vibrant, well-resourced and professional support networks.

### **Children and young people have the skills and attributes to create a better future**

Children and young people are supported to develop their skills and knowledge, and are able to contribute positively to their communities.

### **YWCA Canberra is a leading, ethical and sustainable organisation**

YWCA Canberra continues to promote and enact ethical and sustainable practices in all areas of its work, and leads the way for the community sector in best practice and strengths-based approaches. We will continue to partner with and support the national and world YWCA movements.

## OUR MOTIVATION

As a feminist organisation, YWCA Canberra believes that everyone has the right to contribute to, and share equally in, the benefits of the community's social, cultural and economic development.

We will work towards a world where reconciliation, justice, peace, health, human dignity, freedom and care for the environment are promoted and sustained through women's leadership.

In all of our work, we apply a human rights-based approach by realising women's rights and the rights of vulnerable people in the Canberra community.

## OUR VALUES

### **The values which guide and inspire our work are:**

**LEADERSHIP** – We develop the leadership of women, young women and girls.

**EQUALITY** – We ensure equality of opportunity, rights and access to social, cultural, economic well being are promoted in all the work we do.

**ADVOCACY** – We are a feminist organisation. We advocate to improve the quality of life of women, families and communities across the ACT.

**DIVERSITY** – We value the diversity of people in our community and respect differences in culture, race, religion, sexuality, abilities and lifestyles.

**EMPOWERMENT** – We support women's self determination through the provision of information, skills and resources.

**RECONCILIATION** – We work with Aboriginal and Torres Strait Islander peoples to improve the wellbeing of the whole community.

**STEWARDSHIP** – We manage our financial and environmental resources to bring about maximum benefit to the Canberra community.

# STRATEGIC PRIORITIES

## OUR STRATEGIC PRIORITIES 2015-18

We are very pleased to announce our new Strategic Priorities for the next three years.

These are in addition to our well-honed Purpose, Motivation, Values and Strategic Directions, which already shape and drive the work we do.

The Strategic Priorities have been developed by our Board and Executive Team, to ensure we continue to not only sustain our mission driven work, but also thrive and grow in an environment of significant change.

### Strategic Priority 1:

#### INVESTMENT MANAGEMENT

- Leverage our investments to ensure the sustainability of the organisation
- Implement, Monitor and report on the Strategic Investment Policy
- Resolve opportunities for expansion of affordable housing properties
- Maintenance of property assets

### Strategic Priority 2:

#### BE AN EMPLOYER OF CHOICE

- Invest in the organisation's most important assets - its people
- Build our reputation as an employer of choice for women
- Create easy-to-use resources and processes that support best practice people management
- Use data to inform key human capital decisions and processes
- Develop a proactive work health safety culture
- Organisational succession planning

### Strategic Priority 3:

#### CORPORATE INFRASTRUCTURE

Invest in the organisation's corporate infrastructure to ensure best practice governance, management, quality service delivery and continuous improvement.

- Make significant improvements to the organisation's ICT infrastructure, processes and procedures
- Planned maintenance and investment program for childcare facilities
- Ensure all external and internal communications are conducted in line with the 12-month strategic communication plan
- Ensure robust and accountable governance structures are in place
- Implement business and human resource management software to support efficient and robust business systems

### Strategic Priority 4:

#### HIGH QUALITY SERVICE DELIVERY

Identify opportunities for growth and innovation in our community services, children's services and training and education services.

- Continued investment in measurement and evaluation culture
- External quality frameworks compliance maintained
- Implementation of an accredited risk management system
- Raise our advocacy, policy and research profile
- Deploy cloud-based Attache accounting and payroll systems

### Strategic Priority 5:

#### DIVERSIFY INCOME STREAMS

- Develop independent income streams to enhance our role as a leading not-for-profit organisation
- Grow and strengthen our membership and donor base
- Enhance our success rate with large grant and tender applications from both government and philanthropic sources
- Raise our profile as a sustainable, innovative, leading NFP in Canberra
- Registered Training Organisation services expanded to other YWCA's in Australia



# SUPPORTING OUR CLOSEST NEIGHBOURS



YWCA CANBERRA IS PROUD TO BE ABLE TO SUPPORT THE GROWTH AND DEVELOPMENT OF THE YWCA MOVEMENT IN OUR REGION.

As part of our strategic directions, we are committed to promoting the World YWCA, and connecting our members to the global movement.

Since 2005, YWCA Canberra member, Gordana Morphet, has been working with the YWCA Australia Timor-Leste Working Group to support the founding of YWCA Timor-Leste. YWCA Australia first connected with Timor-Leste in the hopes of fostering stronger networks with existing NGOs in Timor-Leste, and creating opportunities for young women.

Over more than a decade, this work has expanded to result in the founding of YWCA Timor-Leste, the only women's organisation in Timor-Leste that is driven by and for its members.

Gordana has visited Timor-Leste eight times over the years, and has contributed her skills and knowledge both in her key area of expertise – early childhood education and care – and her experience in the administration and organisational requirements of setting up a new not-for-profit.

Now, YWCA Timor-Leste has developed three young women's groups – a craft group, a discussion group, and a group that focusses on leadership and equality, including literacy and numeracy training.

'There are a lot of university students involved in this last group, who have travelled to Dili to study and want to find ways to give back to women in their local communities,' Gordana explains.

Recently, Gordana visited Timor-Leste to continue her current work, which is preparing the delegates from YWCA Timor-Leste who are attending the World YWCA Council in Bangkok this October.

She took with her a gift of acrylic paints and materials for the young women's craft group, funded through a Board donation from YWCA Canberra. Over the years, YWCA Canberra has contributed to the development of YWCA Timor-Leste in numerous ways – by donating technology, funds, hosting membership drives for specific items, and helping Gordana source additional support.

YWCA Canberra is excited to be able to support our closest neighbour in this way, and commends Gordana for her passion and commitment to fostering women's leadership in Timor-Leste!



# MEMBER OF THE MONTH

## ABBY THEVARAJAH

THIS ARTICLE IS PART OF OUR MEMBER PROFILE SERIES ON OUR BLOG. OUR MEMBERS TELL US THAT ONE OF THE THINGS THEY REALLY LOVE ABOUT BEING PART OF OUR COMMUNITY IS GETTING TO KNOW LIKEMINDED WOMEN.

Meet Abby Thevarajah, who is part of our Membership Committee.

### You in a nutshell:

A coffee loving free spirit who loves to dance, travel, cook and embrace positivity in the world around me.

### What was your highlight of the past year?

Over the past year there have been a variety of significant events in my life. Going to the jungles of Borneo to complete an orangutan project was definitely a highlight. This adventure showed me the vulnerability of the environment around us and how simple actions can collectively influence our surroundings.

### What's an achievement you're proud of?

An achievement I am proud of is being a recipient of a grant to attend the YWCA World Council and Young Women's Leadership forum in Bangkok in October this year. This event will be part of my journey to awaken my purpose and thereby contribute to the broader YWCA community. I hope this networking opportunity will help me empower young women to become involved in women's issues and promote gender equality.

### What's on your playlist?

My playlist has a broad range from classical music to tunes from all over the globe. What I listen to is heavily based on my mood at the time!

### Why did you join the Y?

I joined the Y as an avenue to get involved with women's issues and gain more insight in to the work the Y does for the broader community. It has provided a wealth of information regarding these areas and so much more. I have been able to network with like-minded women and together aspire to bring forward actions towards positive change. The Y enables young women to fulfill their potential through the creation of various opportunities. This has been a striking point of my involvement with the organisation as it has truly provided a launching pad towards some inspiring and innovative plans!

### Who inspires you?

My biggest inspiration is my mother. She was my first introduction to feminism and continues to provide me inner strength and wisdom, yet all through a humble nature. On a global scale women who have clearly been "the change they want to see in the world" have been a constant source of inspiration for me.

### What's the change you want to see in the world?

The change I aspire to see in the world is that of unity and equality. I believe in a giving society in which people are able to embrace those around them and work together towards humanitarian goals. I hope the future is filled with peaceful pathways to enable an optimistic, nurturing human race!



YWCA Canberra member - Abby Thevarajah

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# 2015 *SHE LEADS* CONFERENCE

BELOW ARE SOME GREAT PHOTOS FROM THE 2015 *SHE LEADS* CONFERENCE ON TUESDAY 19 MAY AT HOTEL REALM. THANKS TO KATE LUKE PHOTOGRAPHY FOR THE GREAT PHOTOS.

