

YNEWS

THIRD EDITION 2017



YWCA CANBERRA



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WELCOME TO YNEWS THIRD EDITION 2017



EXECUTIVE DIRECTOR'S REPORT

Dear members,
partners,
supporters
and friends,

It's lovely to feel the warmth in the air again, as we approach the remaining months of the year. We've had a particularly eventful and energetic quarter, and I'm excited to share all the details with you in this edition of YNews.

Back in July we developed a submission to the ACT Green's consultation process on [the invasion of privacy and technology facilitated abuse](#). This submission was grounded in our work with young people, with input from the Youth Coalition of the ACT's network of youth engagement professionals.

It was made in response to the Council of Australian Government's (COAG) call for all states and territories to adopt a uniform approach to protecting the rights of young people and women, and hold perpetrators of technology facilitated abuse accountable for their actions.

Weeks later, we were pleased to see the passing of the Crimes (Intimate Image Abuse) Amendment Bill 2017, which makes it an offence to share intimate images without a person's consent. However, we believe that the ACT Government has more work to do in this area, particularly in providing adequate resources for public education and awareness, and ensuring that the law is accessible to those who want to seek legal recourse.

In August, we launched our new advocacy focused publication, YAction, in which we highlight our advocacy work, the work of other likeminded organisations, and the issues that are important to our community.

In our first edition of YAction, we looked at the growing issue of older women facing homelessness, summarise the key findings in our digital abuse submission development process, and speak to representatives from the ANU regarding the Australian Human Rights Commission's report into sexual abuse on university campuses.

You can download the first edition of YAction from our [website](#), and sign up to receive the publication on a quarterly basis [here](#).

In other news, I was delighted to hear from renowned Aboriginal feminist, unionist and social commentator, Celeste Liddle, and YWCA Canberra Vice President, Sarah Burr at our third She Leads In-Conversation event in August.

More than 115 Canberrans came together at the University of Canberra for a captivating conversation that covered First Nations feminism and intersectionality, racism, unionism, and the significant contributions that Aboriginal and Torres Strait Islander women have made, and continue to make within their communities. Attendees left with renewed inspiration to actively strive towards equality in Australian society. It was a truly remarkable evening.

In September, our Winyu Early Childhood Service received the 2017 ACT NAPCAN Play Your Part award, recognising exceptional primary prevention initiatives that keep children safe and prioritise their social and emotional wellbeing. This is also the first time that a childcare provider has been recognised in this category.

And finally, we were thrilled to participate in the official launch of the [Children First Alliance](#) earlier this month, where we celebrated an important new vision for providing quality early childhood education and care in the ACT.

YWCA Canberra is a proud member of the Alliance, which also includes Anglicare NSW South, Community Services #1, Goodstart Early Learning ACT, MOCCA, Northside Community Service, Woden Community Service and YMCA Canberra. These ten organisations operate 46 early learning centres, provide care for 3542 children, and have come together to make a number of best-practice recommendations for future early childhood policies and programs.

If you would like to learn more about the Children First Alliance, you can [watch this video](#) or visit the [website](#).

Enjoy the sunshine, and I hope to catch up with you soon.

Kind regards,
Frances Crimmins
Executive Director | YWCA Canberra

PRESIDENT'S REPORT



Hello everyone,
It's been a terrific few months here at YWCA Canberra, and I'm pleased to be able to share a number of highlights.

On 29 June, I was delighted to cut the ribbon to open the new Fairley Early Childhood Service in Murrumbateman, NSW. We were joined by 60 guests including Yass Mayor Rowena Abbey, Councilor for Murrumbateman, Mike Reid, and project partners, Rohan Arnold, Director of ArnoldCo, and Ben Hewlett, Director of Hewlett Property Group.

Our beautiful new centre will cater for 115 children aged from six weeks to primary school age in the Yass Valley region, delivering before and after school care, and school holiday programs.

This is an exciting achievement for our Children's Services portfolio, and I know many families are already eagerly anticipating its use. Unfortunately, some administrative matters delayed the opening of the site, but I am pleased to share that Fairley will open its doors to families on Monday 16 October. I look forward to seeing the rooms filled with happy little faces very soon.

In August, our She Meets Winter Warmer event brought a stellar and diverse group of women together for a night of mingling, great conversation, and games.

If you're looking to relax and get to know some terrific YWCA Canberra women, make sure you [subscribe to our weekly e-news](#), where you can find information on our upcoming She Meets events.

In August, YWCA Canberra Board members Caitlin Sandercock and Carina Zeccola facilitated the She Leads Board Governance workshop, as part of our She Leads management series.

During the workshop, attendees discovered the fundamental purpose that boards serve to organisations, different governance models, the obligations of board directors, reasons why people might want to join a board, and some of the important questions to ask if you're considering joining a board.

The next She Leads Workshop on negotiation skills will be held on 31 October. You can find out more about this valuable opportunity [here](#).

Our [2017 Annual General Meeting](#) will be held on Monday 16 October, where we will appoint our new board and celebrate a great year at YWCA Canberra. Applications for our [Board Traineeship program](#) are open until 23 October.

This professional development opportunity is open to any woman, including female identifying and non-binary people who would like the opportunity to gain board experience without having the requisite legal obligations of a board director.

I joined the YWCA Canberra board for the first time as a trainee, curious to learn what boards were all about, and it has been one of the most fulfilling roles of my career. So, I encourage anyone interested to have a shot!

Finally, I've been excited to read about the 2017 She Leads High Conference, and have passed the details on to my family. I'm expecting this event will be just as enlightening, fun and informative as our other She Leads events. You can find out more about the inaugural She Leads High Conference within.

Best regards,
Jude Burger
President | YWCA Canberra



GRAND OPENING OF THE FAIRLEY EARLY CHILDHOOD SERVICE IN MURRUMBATEMAN



ADVOCACY: OLDER WOMEN AND HOUSING IN THE ACT

(Originally published in [YAction](#), YWCA Canberra's new advocacy focused publication.)

Single older women increasingly face housing instability and homelessness in the ACT. 2015-2016 saw a 17.5 per cent increase in older women seeking help from homelessness services - twice the rate of growth in the general population. However, older women are still largely invisible from the official figures and so the size and scale of the problem is not yet fully comprehended.

In response to this, YWCA Canberra, along with the ACT Council of Social Services (ACTCOSS) [documented the evolving body of knowledge](#) on older women, and their pathways into homelessness. Our focus was on older women who are aged 45 years and over, experience homelessness or housing stress, and live in the ACT.

Through this process we looked at the research available, gaps in the research, and from this we developed high level recommendations for possible next steps for service providers and policy makers.

So what did we learn?

Women's vulnerability to housing stress is unquestionably a gendered issue: a longer term consequence of gender bias and ingrained structural inequality, women experience what the Human Rights Commission refer to as 'accumulative poverty'. That is, years of unpaid caring, wage inequalities, less secure work tenure, and insufficient superannuation, which compromise a women's resilience in later life.

For an older woman who may experience later life 'shocks' such as a relationship breakdown, death of a partner, illness or loss of employment - these can mean the difference between making ends meet and losing a tenancy.

Older women's homelessness tends to be more complex than the stereotypical image of the homeless man who sleeps rough. Women will often adopt survival strategies that disguise their homelessness, such as partnering up, sleeping in cars or taking jobs that include housing.

They are prone to cycles of homelessness as short term solutions become unsustainable. When women are on the streets, they generally hide from view as a survival strategy and so they can be invisible to traditional methods of street counting.

Lack of safe, affordable and appropriate housing options is a significant barrier to women exiting homelessness. High costs of private rental is a significant cause of homelessness in the ACT: [Anglicare's 2017 rental affordability snapshot](#) found that out of the 1,280

private rentals surveyed online, only 24 properties were affordable to single aged pensioners. Besides one granny flat and an apartment listed in Queanbeyan, the rest were shared houses.

There is also a gap in service delivery with many women's homelessness services targeted towards domestic and family violence, and are unsuitable for older women who do not necessarily have complex needs or require support.

In the [Home Truths](#) report published by ACT Shelter in 2014, Penny, an older

woman with lived experience shares her story. "At one point I had nowhere to go. It was overwhelming and embarrassing for me. I didn't have the financial ability to pay private rent in combination with the lack of places available. I had applied for affordable housing - but didn't earn enough to be eligible. I was shocked to realise that I was actually homeless."

In her journal article, [Addressing older women's homelessness: service and housing models](#), Dr Maree Petersen says different trajectories towards homelessness or housing insecurity call for more refined responses.

She says a variety of solutions are required to address the issue, all of which must address the social and economic factors that contribute to older women's vulnerability. "It's about being able to understand there are different ways of thinking about homelessness and we can't make assumptions," she said.

“At one point I had nowhere to go. It was overwhelming and embarrassing for me. I didn't have the financial ability to pay private rent in combination with the lack of places available. I had applied for affordable housing - but didn't earn enough to be eligible. I was shocked to realise that I was actually homeless.”

In a [series of interviews conducted by ACT Shelter](#), older women expressed a desire for housing programs that focus on secure tenure, rather than mechanisms that enabled them to buy their own homes.

Most women talked about the importance of their home life being equipped to cater for their broader life, which often involved caring for grandchildren or adult children, or the ownership of pets. Outdoor spaces and a spare room were identified as important considerations. Along with these, independence, autonomy and security were the most common priorities.

Immediate actions must address the lack of affordable and appropriate housing solutions for women, and prioritise their need for stable housing. These solutions must prioritise proximity to a woman's existing social networks and access to health care and services, as these are intimately linked to better health and wellbeing overall.

The potential flexibility of the new [National Housing and Homelessness Agreement](#) (NHHA) provides the ACT Government with the opportunity to design a program that is responsive to older women's needs. Consulting older women in this planning process will be critical to ensuring that this cohort is considered in its design.

Later this year, the ACT Government will hold the Housing and Homelessness Summit, bringing representatives from the public and private sectors together to further investigate homelessness and housing affordability in the ACT.

The summit presents a crucial opportunity to specifically address the unprecedented number of older women facing these issues here in the ACT, and develop adequate, long term public policy responses in direct consultation with women with actual lived experience.

In the lead up to the Housing Affordability Summit in October, YWCA Canberra is calling on the ACT Government to commit to a focus on housing models for older women that acknowledges their many different pathways into homelessness, and therefore their housing needs.

The ACT Government has just announced a [consultation process](#) in the lead up to the Summit, and it is crucial that women's voices are heard through this process. We will work to ensure that women are represented throughout this process, and encourage you to get involved in the process of shaping a more inclusive and realistic housing strategy for the ACT. You can download the ACT Government's Discussion paper and add your voice [here](#).

For more on YAction, download a copy from our website [here](#), or sign up to receive YAction on a quarterly basis [here](#).





NAIDOC WEEK COMMUNITY CELEBRATION

On Tuesday 4 July, YWCA Canberra came together with seven other Canberra community organisations to celebrate NAIDOC Week, and to recognise the history, culture and achievements of Aboriginal and Torres Strait Islander people.

The 2017 NAIDOC Week theme was Our Languages Matter, emphasising the unique and essential role language plays in cultural identity. More than 150 people of all ages attended the community celebration, which was officially opened by Minister for Aboriginal and Torres Strait Islander Affairs, Rachel Stephen-Smith at Community Services#1 in Narrabundah.

Ngunnawal Elder, Violet Sheridan gave a Welcome to Country and Dr Paul Collis led the Smoking Ceremony. The event also featured performances from young Aboriginal musician Dark Rose, children's performer, Johnny

Huckle, and highly-esteemed Canberra based dance group, the Wiradjuri Echoes, who had children and adults alike jumping around during the Kangaroo dance.

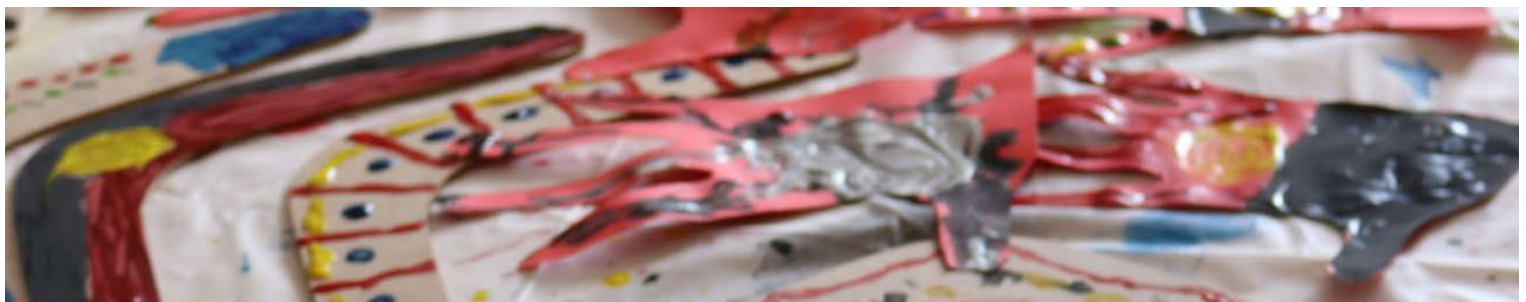
Attendees were also given the opportunity to sample platters of bush tucker, and participate in reading circles and an Indigenous art workshop.



A 'Conversation Circle' was featured, where four proud Aboriginal and Torres Strait Islander women shared their unique life journeys, and provided an interactive experience to promote learning and conversation.

We were proud to take part in this important event, and look forward to coming together with the community again next year.

You can find all the photos from the 2017 NAIDOC Week Community Celebration via the [YWCA Canberra Flickr page](#).



BUILDING AN EVIDENCE BASE TO DRIVE GENDER EQUALITY IN THE ACT



YWCA Canberra recently partnered with [The Australian National Intern Program \(ANIP\)](#), an extended workplace-based program that hosts students to undertake focussed research projects. This unique programme matches high achieving students with governments, NGO's and embassies to develop research that aligns with their academic interests and the organisations' research priorities.

Kelly Chan was selected to join our Communication, Advocacy and Fundraising Team to undertake research on institutional mechanisms and policies that can help drive progress on gender equality in the ACT.

As reported by the 50/50 By 2030 Foundation's Broad Agenda blog, Australia has steadily declined in the [global gender equality rankings](#) over the past two decades: Slipping from 15 out of 115 countries in 2006 all the way down to 36 in 2015. The situation is most alarming when you look at the participation of women in the political sphere, with Australia currently sitting at 61.

It is hard to imagine that in the 1970's, Australia was a leading global voice in gender equality policy and strategy. This early progression was largely the result of the early political activism of feminist grassroots organisations and the work of "femocrats" who were located in central government. During their reign, femocrats were instrumental in introducing gender sensitive policy across the whole of governments and institutionalising feminist analysis.

This period is associated with many progressive gains for women across Australia. One notable legacy was the birth of a distinct institutional design that positioned gender equality at the highest level of government, coupled with policy expertise across all departments, providing both leadership and the technical nous to drive reform¹.

So why then 40 years after these pioneering efforts is Australia slipping behind?

Over the past twenty years, we have seen this commitment to gender equality slowly erode. The women's office has been a moving caravan with its relocation dependent on the government's shifting ideologies, the loss of skilled bureaucrats, and the scaling back of committed funding.

At YWCA Canberra, we know that gender equality does not happen organically: it requires resources, leadership, and legislative reform. Critically, these measures must be supported by a cross-partisan commitment that stretches beyond a single election cycle.

We also know that this issue cannot be relegated to federal affairs. In fact, the experience of being a woman in Australia can vary greatly depending upon which state you live.

[The Sustainable Development Goals](#) underscore the importance of local level action in achieving gender equality, in acknowledgement that women's lives are deeply affected by routine decision making. But also that our local leaders with their direct contact with communities, hold significant power to create immediate social impact.

We believe that in the ACT we are primed for action. We have an historical composition of gender parity of the legislative assembly, coupled with the ACT's propensity to trial innovative social policy solutions. The ACT Government is well positioned to pioneer jurisdictional progress on gender equality.

Through this research partnership, we are building a case for change on gender equality in the ACT, and joining a growing voice of experts that are demonstrating through hard data and evidence, the benefits of addressing the persisting gender imbalance in economic, political and social life.

¹Maddison & Partridge, for the democratic audit of Australia (2007) how well does Australian democracy serve Australian Women? <http://democratic.audit.anu.edu.au> page 35.



ATLASSIAN FOUNDATION SOLVE-A-THON WORKSHOP

On 7 July, YWCA Canberra's Director of Communication, Advocacy and Fundraising, Joanna Le, had the opportunity to participate in an Atlassian Foundation Solve-A-Thon workshop in Sydney. Below, Jo tells us what it's all about.

For those of you who aren't familiar with Atlassian, they are one of Australia's leading software development companies, specialising in tools to help all kinds of teams to unleash their full potential.

Atlassian has partnered with the Australian Government Department of Foreign Affairs and Trade's innovationXchange program, and the Massachusetts Institute of Technology's (MIT) Solve initiative, to fund innovative solutions to big global challenges.

This year's challenge was to propose a solution that answers the question, "How can disadvantaged youth learn the skills they need to prepare them for the workforce of the future and thrive in the 21st century?"

At YWCA Canberra, we believe the global [Clubhouse Network](#) has demonstrated significant impact in enabling disadvantaged young people from low socio-economic backgrounds to access skills, opportunities, and professional mentoring in science, technology, engineering, arts and mathematics (STEAM).

So, we put forward a proposal to work with the Flagship Clubhouse in Boston, and the global YWCA network to scale this amazing program, particularly in the Asia-Pacific region, with a focus on engaging young women and girls.

When we received the call to participate in the Atlassian pre-solver workshop, to further develop and refine our solution, we were thrilled. We joined representatives

from civil society, philanthropy, government and business to work collaboratively to share and learn from one another, and identify strategic partnerships for our work.

The Hon Julie Bishop was in attendance, and set the scene for what the Solve-A-Thon Challenge was all about.



"It's estimated that about half of the jobs that exist today won't exist in coming decades. It's also been estimated that 65 per cent of the world's schoolchildren today will be in jobs or in industries or sectors that do not currently exist.

"Exacerbate that challenge for young people in developing countries in our region. What are their jobs going to look like? What are the skills that they will have to have? What qualifications? What background? What training? That's what we are seeking to solve with this Solve-a-Thon," Ms Bishop said.

Atlassian Head of Foundation, Mark Reading noted that the company has a goal of educating 10 million disadvantaged youth within the next 10 years, through technological solutions.

"Anybody who's got a great scalable technology based approach to help disadvantaged youth can apply through solve.mit.edu, and the applications close 1 August," he said.

Our local Clubhouse team, alongside the Flagship Clubhouse in Boston, and World YWCA in Geneva submitted a solution to scale the Clubhouse model.

While we were unsuccessful in receiving a grant, this work has provided us with blueprint for future partnerships work with government and industry around the world.



WINYU NAPCAN AWARD

The National Association for Prevention of Child Abuse and Neglect (NAPCAN) [Play Your Part Awards](#) recognise primary prevention initiatives which reduce children's risk of experiencing abuse and neglect, and prioritise children's social, emotional, educational and economic wellbeing.

In September, our [Winyu Early Childhood Service](#) in Gungahlin received the 2017 NAPCAN ACT Play Your Part award, marking the first time that a childcare provider has been recognised in this category.

Winyu is one of four YWCA Canberra early childhood education and care services in the ACT and NSW, and

opened its doors in 2015. It is designed based on early childhood trauma informed practice, and internationally renowned research that focuses on building community and responding to potential vulnerabilities such as those identified in the Australian Early Development Census (AEDC).

Primary prevention initiatives happen every day in our early childhood services, from our recruitment practices and policies, through to the operations of our service, and Winyu is a great example of how trauma informed practice and great relationships with community services lead to great outcomes for children and their families.

Through strong partnerships with community services such as the Adult Migrant English Program (AMEP), Gungahlin Child and Family Service (GCFS) and Child Protection, we facilitate flexible, personalised educational opportunities that stabilise the family, and enable families to continue to access our service.

Winyu's mixed age platform allows children to create longstanding attachments with students and educators, building a sense of connection and belonging to the

community that can last from infancy through to formal schooling.

It also has a gender-neutral philosophy, which challenges gender stereotypes from early childhood, promoting a sense of gender equality and inclusion, and ensuring all children are treated equally and are respected as individuals.

We are immensely proud to be the first early childhood education and care provider to receive this award, and will continue to serve the children who need us most, and their families.

Thank you our talented, passionate and innovative Early Childhood Services team, whose exceptional work is behind this award. Their tireless dedication to vulnerable children sets a new and admirable standard for early childhood education and care provision in the territory.

If you would like to find out more about Winyu or our other quality early childhood services, visit our [website](#).



FAIRLEY GRAND OPENING

Thursday, 29 June saw YWCA Canberra welcome a crowd of more than 60 people who gathered together over drinks and canapés to officially open the brand new [Fairley Early Childhood Service](#) in Murrumbateman, NSW.

Before the ribbon was officially cut by YWCA Canberra President Jude Burger, guests heard from Rowena Abbey, Mayor of Yass Valley Council and Mike Reid, Councillor for Murrumbateman, as well as project partners, Rohan Arnold, Director of ArnoldCo, Ben Hewlett, Director of Hewlett Property Group, who were all proud and excited to welcome Fairley Early Childhood Service, which will provide innovative care to local children in the Yass Valley region.

During [an interview](#) with [Nine News](#), Mike Reid said, "I like change, I like to see development and I think the community will really value this as an asset."

Fairley Early Childhood Service will care for up to 115 children from six weeks of age through to after school care and holiday programs. This service will employ

experienced and well-trained educators, several with Bachelor degrees in early childhood education. It will be a flexible, sustainable, and stimulating workplace.

YWCA Canberra's Executive Director, Frances Crimmins said, "I think that's another bonus to this region that we will be able to provide 30 full-time positions once the Centre is fully opened."

Fairley Early Childcare Service will provide an innovative and flexible format, including a focus on gender-neutral education. The innovations are based on leading global practices, and will set a new standard for quality, affordable early childhood education and care in the region.

Taking on this project has been an exciting next step in the suite of services offered by YWCA Canberra's Children's Services portfolio. It's been a collaborative effort between us, ArnoldCo, and Hewlett Property Group in what is a much needed early childhood service for families in Murrumbateman and surrounds.

[YWCA Canberra's vision](#), purpose, motivation, and values all influence the decisions that are made within our services; from the curriculum that informs how we teach children, to the flexibility, structure, support and opportunities we offer each employee.

They say it takes a village to raise a child and Fairley intends to be that village for Murrumbateman. With services catering to young infants, all the way through to After School Care and School Holiday Programs, everything we do here will be about fostering a sense of community.

Neighbours, friends and community members can spend beautiful sunny afternoons playing by the creek in our backyard, or planting veggies to share with families. Children of all ages will gather in the dining hall, sharing meals and memories. You'll be able to walk through these doors soon and hear the laughter that comes with so many amazing childhood experiences.

There are many people who have contributed to this important project. But we'd specifically like to thank:

- Rohan Arnold, Director of ArnoldCo
- Ben Hewlett, Director of Hewlett Property Group
- Bernadette Carbin, YWCA Canberra's Director of Children's Services
- Louise Billman, YWCA Canberra's Manager of Early Childhood Services.

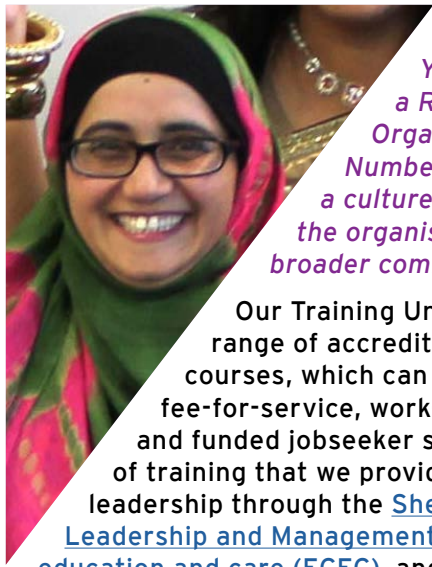
Also, to the YWCA Canberra Board for their vision and willingness to make an investment in providing leading early childhood services in regional NSW.

If you are interested in seeing this [stunning new centre](#) for yourself, please see the Fairley Early Childhood Service website for more detail on upcoming open days, employment opportunities and enrollment details, or contact Louise Billman on Louise.Billman@ywca-canberra.org.au

As Rohan Arnold, Director of ArnoldCo said, it's now time to "fill this thing with kids and make a lot of noise!"



EDUCATION AND TRAINING: DAISY ULAIN



YWCA Canberra is a Registered Training Organisation (RTO National Number: 1373) that nurtures a culture of learning within the organisation and the broader community.

Our Training Unit offers a diverse range of accredited and non-accredited courses, which can be accessed through fee-for-service, work-based traineeships and funded jobseeker services. The key areas of training that we provide are in women's leadership through the [She Leads Diploma of Leadership and Management](#), [early childhood education and care \(ECEC\)](#), and [business administration](#).

We caught up with our Early Childhood Education and Care Trainer and Assessor, Daisy Ulain, to get an insight into the ECEC courses that YWCA Canberra run, to find out what it's like to be a trainer and assessor, and to discover why Daisy has worked at YWCA Canberra for nearly a decade.

When you began working for YWCA Canberra in 2008, what was your position, and what motivated you to apply?

One of my friends recommended YWCA Canberra, as she was working as a family day care educator and she really enjoyed it. So, in 2008 I applied for an assistant position within School Age Care, and worked for a couple of weeks. After working as a casual, I applied for a Director Position for School Age and Preschool Care at the O'Connor Cooperative School, which I was successful at attaining.

You have been the Early Childhood Education and Care Trainer and Assessor since 2012. What does this role involve?

I am mainly responsible for delivering and assessing the completion of students who are studying towards their Certificate III in Early Childhood Education and Care and the Diploma in Early Childhood Education and Care.

I visit and work alongside the students in their workplace, building their confidence and mentoring and guiding them to achieve the best results possible. It can sometimes be a tough role, but it is so rewarding

and it produces really high-quality, knowledgeable and prepared educators.

What do you like most about this role?

I feel very lucky working at YWCA Canberra as a Trainer and Assessor in our Education and Training team, as it gives me the opportunity to continuously improve my skills, and provide high quality training and education to students who are role models for young children.

I believe that students who receive education from highly trained professionals are more likely to flourish and have greater opportunities for learning. To be able to help provide this to children and the Canberra community is truly fulfilling.

How is the CHC3013 Certificate III in Early Childhood Education and Care and CHC5013 Diploma of Early Childhood Education and Care different from other similar courses?

I think that while all the courses are similar with the same content and outcomes for students, it is the delivery and quality educational strategies and techniques that makes YWCA Canberra's approach unique in this industry. We connect to our students and make them feel valued and supported, and we also provide continued training and education that leads to improved skills in child care educators that gives greater benefits to the children.

What makes you proud to work at the Y?

YWCA Canberra is my second home now; after my family, I think about the Y and its continual growth. YWCA Canberra has provided me with a flexible, respectful, and very friendly environment that I doubt I would be able to find anywhere else.

Working in the training sector is also fantastic, as it provides me with the opportunity to view training as highly beneficial, allowing me to experiment with new perspectives and fresh new techniques. I am also proud of the high retention rate of quality trainers, which is one of the best indications of the YWCA Canberra's success.

What can we find you doing when you're not working?

I love playing and spending time with my two children, and cooking for my husband in my spare time.



MEET PHILIPPA MOSS LGBTQIA+ & ALLIES PROM:



The LGBTQIA+ & Allies Prom is an opportunity for young people to experience a formal style event and express their identity in a safe, supportive, and non-judgmental environment. Now in its second year, we've partnered with a number of local community organisations to make it bigger, better and more accessible.

We spoke with Philippa Moss, Executive Director of AIDS Action Council of the ACT, and acting Executive Director of A Gender Agenda, to find out why both organisations are excited to part of the 2017 LGBTQIA+ & Allies Prom.

Tell us a bit about yourself?

Who am I? That is a good question - I am many things to many people. I am an HIV activist, occasional author, professional feminist and strong advocate for healthy public policy. I am professionally driven and have an absolute love for community as the threshold of society.

I am a mother of two very tall, beautiful young people who both live in Melbourne and are doing so incredibly well. One is a professional media promoter and DJ and the other is at university studying human services.

I am a resident of Braddon and just love the current juxtaposition between the indie vibe at the hamlet and the development of the Nibu and Palko. My life is a bit of a bubble; I live, play and work in a 3km radius and, whilst my friends joke that it is hard to drag me beyond 2612, I do, however, have a big and non-binary world view and a deep interest in global issues.

Tell us about your role at the AIDS Action Council of the ACT, and at A Gender Agenda?

I am the Executive Director of the AIDS Action Council of the ACT and have been in that role for over 4 years. I love every day, even the hard days when I have to do *shite* things like organisation restructuring or performance managing staff to ensure the Council reaches its best potential.

Beyond the day to day managerial stuff, I also get to meet amazing people, see the results of fantastic work, and experience the connection between the little stuff and the big picture. I feel incredibly lucky to have this role.

At the moment, I am assisting A Gender Agenda during a time of transition. I had no idea how much I had to learn and I can't quantify the massive amount of personal growth I've experienced from my time there. I knew in theory the concept around sex, sexuality and gender but now it resonates with me in a whole different way. I feel the reality of the inescapable emotional need to express an alternative gender identity, or no gender identity at all. I respect the reasons why people reject gender roles and I can honestly say I now actively support a non-binary humanitarian world view.

Both the AIDS Action Council and A Gender Agenda recognise the central role of lived experience to our organisation, and use peer-based approaches as ways to access this expertise. We recognise the importance of

embedding our work within the community and creating spaces that are safe and owned by the community.

Working within a human rights framework, the Council and AGA recognise that the health and wellbeing of community members is intimately linked to past and current discrimination and the denial of human rights. With this in mind, we work to create and nurture a happier, healthier and more equitable future for our communities.

Why are you excited to support the 2017 LGBTQIA+ & Allies Prom?

The Council and AGA are privileged to be part of the 2017 LGBTQIA+ & Allies Prom. Both organisations acknowledge that the Prom is a great way to support the community, and raise community awareness about the support and resources we can provide.

There is still lots of HIV stigma ultimately based in fear. I hope young people can champion change and understand that is a cyclical relationship between stigma and HIV; people who experience stigma and discrimination are marginalised and more vulnerable to HIV, while those living with HIV are more vulnerable to experiencing stigma and discrimination.

Why do you think it's particularly important that we ensure young people are aware of the range of mental health services that are available here in the ACT?

Just like HIV stigma, there is stigma and discrimination when accessing mental health services. Young people are one of our community's greatest assets; there are services and support systems in place, the important thing is to make sure young people are aware of them and feel safe and supported to access the services when they need them.

What advice would you give to LGBTI young people in Australia at present?

I recently attended an Out for Australia youth event and was shocked at how the youth of today take everything so seriously and so personally. My advice to LGBTIQ young people in Australia would be - don't take it personally, it's not a personal attack, the problematic issues we see in Australian society for LGBTIQ people are intrinsically political, legislative and systematic. Don't be so angry with other people - be constructive and strategic in your call to action and work to change the system.





YWCA
CANBERRA



LGBTQIA+
& ALLIES

From

FRIDAY 13TH OCTOBER 2017



GOLD PARTNER



SILVER PARTNERS



Canberra
Gay and Lesbian
Tennis Club



BRONZE PARTNER





SHE LEADS IN-CONVERSATION WITH CELESTE LIDDLE

Our [She Leads In-Conversation](#) events provide Canberrans with the opportunity to hear from women leaders from different backgrounds and industries, in a conversational format, followed by a live Q&A session, and networking.

On Wednesday 16 August, we featured Celeste Liddle in conversation with Sarah Burr, where issues related to Aboriginal and Torres Strait Islander community, particularly women, were highlighted.

Ms Liddle is an Arrernte woman living in Melbourne. She is the current National Indigenous Organiser for the National Tertiary Education Union (NTEU). Ms Liddle blogs personally at [Rantings of an Aboriginal Feminist](#) and is particularly interested in education, politics, and the arts.

Ms Burr opened the evening with an acknowledgment of Country, and then invited Executive Director Frances Crimmins to officially open the event. Ms Crimmins also acknowledged Country, further adding "I would also like to pay my respects to the Aboriginal and Torres Strait Islander women who have been custodians of culture for generations, and continue to contribute to our culture today."

Next, Shubhra Roy, Funded Research Manager and Project Manager of Science in Australia Gender Equality UC Pilot from the University of Canberra, discussed the ongoing work that the University of Canberra and the 50/50 by 2030 Foundation undertake.

Ms Roy also spoke about the work that that University and Foundation continue to undertake towards reaching gender equality, and highlighted the University of Canberra and YWCA Canberra's commitment to gender equality, as demonstrated through our [Workplace Gender Equality Agency \(WGEA\)](#) certifications. The University of Canberra and YWCA Canberra are the only two Canberra-based workplaces to hold this certification in the Territory.

Ms Burr and the excited crowd of more than 115 Canberrans then gave a warm welcome to Celeste Liddle as she entered the stage.

Ms Liddle began the evening by discussing First Nations Feminism and intersectionality. Ms Liddle stated that she has "loudly and proudly identified as a feminist since I was 16", however, her identification with feminism has been shaped by early experiences of racism and being "othered".

This experience of being othered led Ms Liddle to intersectional feminism and unionism, as her understanding of the hegemonic systems of colonial and racist oppression that persist today against Aboriginal and Torres Strait Islander people pushed her to seek justice and create platforms for self-expression and sovereignty.

However, Ms Liddle is also critical of intersectional feminism, stating that while in theory intersectionality works to understand the multitude of layers of oppression and discrimination faced by all women, the intersectional space can often come across as tokenistic towards women of colour.

To counter this, Ms Liddle argues that all feminists must not only create a permanent space for women of colour and actively listen to their voices, but intersectional feminists must also understand that one Aboriginal and/or Torres Strait Islander person does not speak for the entire community.

Ms Liddle also spoke passionately about the contribution Aboriginal and Torres Strait Islander women have made and continue to make to their own communities and Australian society, and she highlighted how their knowledges are the longest continuing knowledge bases in human history.





To begin to create an honest dialogue, representative of all Aboriginal and Torres Strait Islander voices, Ms Little encourages all Aboriginal and Torres Strait Islander individuals to find a space for their views that is accessible by all Australians and the media.

Ms Little concluded the conversation by discussing the continued strength of the Aboriginal and Torres Strait Islander community, particularly in the face of ongoing oppression and persecution, and encouraged all Australians to work in solidarity to celebrate and respect culture and the right of all individuals to self-determination.

We hope that attendees left the event with renewed motivation to strive for equality in Australian society, and to acknowledge and highlight the voices of Aboriginal and Torres Strait Islander women.

You can find photos from the event on [Flickr](#).

The next She Leads In-Conversation is happening on Wednesday 22 November with Virginia Haussegger and Jane Alver. To receive updates about this upcoming In-Conversation, and future She Leads events, follow us on [Facebook](#) and [Twitter](#), and [subscribe](#) to our She Leads Newsletter.

Further, Ms Little argued that the knowledges of Aboriginal and Torres Strait Islander people are often considered as secondary to knowledges based around white, western-centric, and patriarchal systems, which are favoured within Australia education systems. The lack of inclusive and diverse knowledge education, Ms Little states, then leads to ignorance, intolerance, racism, and significantly disproportionate rates of high incarceration and suicide rates, poor health, and premature death.

Ms Little then discussed at length issues of prejudice and racism in Australian society, conferring that while many Australians are quick to point out racism overseas, they are reluctant to acknowledge the colonisation of Australia built on Terra Nullius. Ms Little encourages allies to recognise this history and its continuing injustices, and begin to critically dismantle the fake truths that permeate society. Ms Little says that these mainstream prejudiced views “are literally killing us” and “unless we get a lot more truth telling, we’re not going to get anywhere.”





SHE MEETS: WINTER WARMER

A Canberra winter is normally reminiscent of hibernation but not even the rain could keep away the women who met for the She Meets Winter Warmer event at Highball Express last month.

From life members to Board Directors to women who had moved to Canberra that very week, the night was a fantastic opportunity for forming new friendships and networking with women from diverse backgrounds and experiences across Canberra. Conversation filled the room from 6pm and didn't stop with topics ranging from startup tips to feminist journeys to adored pets (and that was just in the first half hour)! A round of Feminist trivia had everyone in stitches, adding to the fun and informal nature of the night.

Country to Canberra (C2C) CEO and YWCA Canberra Board Director, Hannah Wandel, was the key speaker for the event. She spoke passionately about her calling for Canberra, how she built C2C to affect social change and the role that YWCA Canberra has played in supporting her leadership journey so far. Fittingly, Hannah's own introduction to YWCA Canberra was at a She Meets event where she was prompted to apply for the



Great Ydeas grant that would eventually make her C2C vision a reality.

The sharing of leadership journeys didn't stop there with conversation continuing long after the 8pm finish and many numbers and promises of future collaboration exchanged at the door on the way out.

The August Winter Warmer event was the first of a new series of She Meets events driven by members. These events have transpired from the recently updated Membership Implementation Plan which Y Canberra's Membership Committee and staff have been working hard on over recent months. The plan identified Y-Community, which is the platforms and events that bring Y members together and contribute to building a vibrant and diverse community of Canberra women, as a key pathway for YWCA Canberra membership engagement.

The She Meets events are open to all Canberra women (including female-identifying and non-binary people), and those who are new to Canberra or just new to the YWCA Canberra are particularly encouraged to attend! Keep an eye on YWCA Canberra's e-news or checkout [YWCA Canberra](#) for details on upcoming She Meets events.

SHE LEADS HIGH: PREVIEW

She Leads High Conference is a one-day leadership event for young women, including female identifying and non-binary people, in years 9 and 10. It will be held on Tuesday 28 November at the Ann Harding Centre at University of Canberra, with tickets costing \$40 each.

The event provides attendees with an understanding of the fundamentals of leadership, and will explore topics such as social and emotional development, peer relationships and pressures, self-esteem, and body image. Upon completion, attendees will be empowered to start defining and developing their leadership pathway.

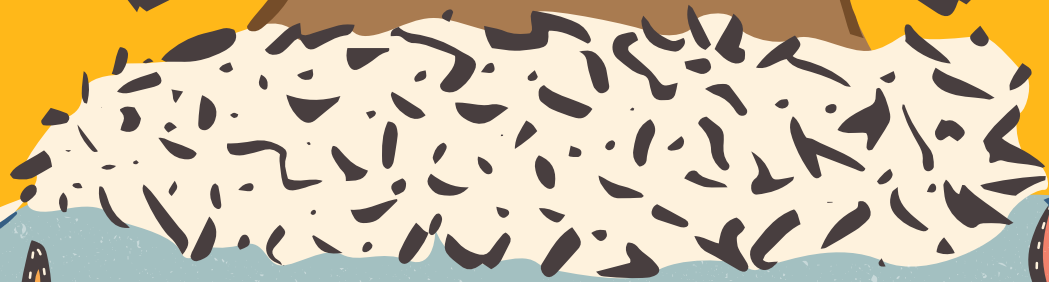
The event format includes two interactive workshops, including *Language for Empowerment* hosted by Stella Schools, and *Positive Identities* hosted by the YWCA Canberra Youth Engagement Team. She Leads High also includes an emcee, three keynote speeches, and speed networking with seven young women who are leading in their communities.

The speaker line-up includes emcee Laura Campbell, keynote addresses by Nipuni Wijewickrema, Francesca Maclean, and Isabel Mudford, and speed networkers Sophie Fisher, Julia Faragher, Moira Cully, Sophie Hope, Sam Launt, Holly Vanderpol, and Staycee Charles.

Note that this is a school excursion, and all students must attend with their teachers/school supervisors.

To attend the event, or share this event with an aspiring young women leader you know, visit the event page now at <http://bit.ly/2yE3u1V>. Register by Thursday 9 November 2017, and ensure you complete and return a photography consent form available on the website.

We are committed to assisting as many young women as possible attend this event. We have allocated a small pool of scholarships that we may be able to allocate to eligible students. Please contact the She Leads team at sheleads@ywca-canberra.org.au for further details.



SWEET!

 **SheLeads
High**

**BE
FEAR-
LESS**

28 NOVEMBER | 8:45AM - 4:00PM
ANN HARDING CENTRE UC | \$40
GIRLS IN YEARS 9 AND 10
REGISTER AT [HTTP://BIT.LY/2FLXQWU](http://bit.ly/2FLXQWU)



YWCA CANBERRA

PARTNERSHIPS THAT MAKE A DIFFERENCE: MEET UC'S DIRECTOR OF MARKETING AND COMMUNICATIONS, EOGHAN O'BYRNE



At YWCA Canberra, we are fortunate to have built strong partnerships with organisations that share our vision of women shaping our communities. Here, we chat to Eoghan O'Byrne, University of Canberra's Director of Marketing and Communications about how our partnership and UC's contribution to achieving gender equality.

Tell us a bit about yourself and your role at UC.

I joined the University of Canberra in July 2016 after 23 years in broadcasting. My transition to the University sector has been exciting and rewarding. I feel we are making a real difference to people's lives and promoting positive change in our community.

I have lived in Canberra since 1998 and I have seen some big changes to our city over the years. This is a great city that promotes a safe, healthy lifestyle and I think there is no better place to live.

UC has supported a number of our She Leads events over the last few years. Why supporting women's leadership is important to UC?

University of Canberra vision statement, Strategic Plan and Charter of Conduct and Values clearly states the university's commitment to equity, diversity and social justice through actions.

The University of Canberra (UC) has a number of objectives in place to continually work towards this vision, including for example, activities to continue to improve our gender equity statistics at all levels of the organization and improve our academic promotions rates for women.

The University's commitment to diversity and inclusion is demonstrated in the gains we have made in closing the gender gap at all levels of the University. In 2016, the University of Canberra won its tenth consecutive citation as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency (WGEA). The WGEA Gender Equality benchmark report demonstrates that the gender composition of our workforce continues to maintain a significant advantage over its comparison group.

What do you think are some of the barriers that women continue to face in reaching leadership positions, and what are some of the ways that UC works to remove these barriers?

Although the University of Canberra does have excellent gender balance overall, there is a recognition that we need to do more and ensure that the pipeline for our future leadership is healthy. Our recruitment and promotion statistics reveal that gender balance is taken into consideration at every step of the process. However, there is much work that needs to be done at the application stage, so that more women are mentored and supported to put their hat into the ring for roles of influence and leadership. To do this, a range of initiatives have been put into place as described above that embed solutions into these programs such as the

Management Essentials and Emerging Leaders courses, negotiations skills workshop that focus on helping women be successful.

Tell us about some of the exciting things that are happening at UC to promote gender equality and women's leadership?

There are many programs that the University is currently either implementing or conducting feasibility analysis on.

For example, in recognition of the required improvement in the gender composition at management levels, the University's Talent Management team has shifted its gender focus to leadership programs targeting this cohort of employee, with women's participation targets. The two flagship programs aimed at current and aspiring professional and academic managers are the Management Essentials and Emerging Leaders courses which have a gender target of > 50% women attendees. The same target applies to the University's mentoring program.

The considerable time it takes to establish a research profile, both in terms of attracting research grant income and building a record of publishing in world ranked journals, means that career breaks for parental leave and caring responsibilities can have a greater impact on academic employees than their professional and clerical staff colleagues. This is evidenced by the lower rates of promotion for women to the Associate Professor and Professor levels. This strategy includes two measures to address this issue:

A new recruitment policy has been launched to support greater flexibility and take into account the need for ensuring gender balance. In order to progress promotion rates for women, the University has committed to the introduction of targeted coaching, mentoring and support for women Associate Professors aimed at increasing our promotions rate to Professorial appointments.

The Athena Swan Charter & the Science in Australia Gender Equity (SAGE) Pilot program has completed an audit of all policies, practices and culture and is actively working towards launching a series of special initiatives to strengthen gender balance, particularly in STEM.

Similarly UC's commitment to Science in Australia Gender Equity (SAGE) pilot program and the related activities under it including specialized focus on supporting gender balance through specialised training and development on soft skills such as negotiation, unconscious bias, getting the best out of mentorship etc.



UNIVERSITY OF
CANBERRA



50|50 BY 2030 FOUNDATION



SheLeads Workshops

Negotiation Skills
31 October
5:30pm to 7:30pm



Register now at:
www.eventbrite.com.au/e/she-leads-workshop-negotiation-skills-tickets-37934937419

DATES FOR YOUR DIARY

13 October: The LGBTQIA+ & Allies Prom
15 - 21 October: 2017 Anti-Poverty Week
16 October: 2017 Annual General Meeting
23 October: Applications close for the Board Traineeship program

31 October: She Leads Workshop: Negotiation Skills
22 November: She Leads In-Conversation with Virginia Haussegger and Jane Alver



CHILDREN FIRST ALLIANCE LAUNCH 2017



CHILDREN FIRST ALLIANCE LAUNCH 2017








CHILDREN FIRST ALLIANCE LAUNCH 2017



NAIDOC WEEK 2017



NAIDOC WEEK 2017

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