



YNEWS

FIRST EDITION 2016

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WELCOME TO YNEWS EDITION 2 2016

IN THIS EDITION:

The first half of 2016 has certainly flown by! This edition, we look look at what the ACT Budget means for women, delve into the world of School Age Care and take a trip around the world in the Global Y update.



EXECUTIVE DIRECTOR'S REPORT



Hello everyone and welcome to another edition of Ynews. In the past three months, YWCA Canberra has continued to achieve new goals, and connect with our membership in a range of ways.

Our She Leads Conference was held on Tuesday 17 May at QT Canberra, to a record number of 230 women at all stages of their careers. We heard inspiring keynote addresses from women leaders including Marita Cheng, Lucy Perry and Indira

Naidoo, and our MC Jane Caro also shared some great insights into leadership.

A highlight for me was seeing our delegates engaging with each other, making new contacts, and feeling inspired to take the next step in their own leadership journeys. We turn our attention now to the She Leads College Conference, which will take place on 26 July, and I look forward to telling you all about it in the next edition of Ynews!

Another key annual event for YWCA Canberra is the Round the World Breakfast, which marks World YWCA Day. This year, we held our breakfast at QT Canberra on Tuesday 29 April, and were thrilled to host 170 of our members, partners and friends to celebrate the YWCA movement, announce our Great Ydeas grants recipients and to raise funds for the YWCA Canberra Clubhouse.

We raised a massive \$5,000 with your support, which will help us continue to support young people to engage in careers in science, technology, engineering, arts and mathematics.

PRESIDENT'S REPORT



The national sustainability project remains the focus of the Board, during what is a very significant and exciting period for the YWCA movement in Australia.

We are working very closely with other Member Association Boards and the National Board to consider how to ensure the sustainability of the YWCA in Australia. What has been especially positive is the collective agreement, of all Boards, on our shared purpose of advancing gender equality.

The YWCA Canberra Board is enthusiastic about the opportunities presented by this project. A nation-wide restructure to establish one national entity (which has been proposed as one option), could allow us to strengthen our work locally, as well as expand our successful and innovative programs beyond the ACT.

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 to 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.

The Clubhouse continues to grow from strength to strength, and I was delighted to join our Clubhouse Coordinator, Lachlan Howarth, at the Global Clubhouse Network Annual Conference this year in Pittsburgh. One of the highlights for me was receiving the Global Clubhouse Network's Impact report, which demonstrates the real difference this program is making across the world.

It was great to see that our Clubhouse is much like others internationally that provide a crucial space for encouraging creativity and entrepreneurship in young people, as we have seen firsthand. I was also pleased to see the report demonstrate that young women reported that Clubhouses provide them with a safe space to pursue pathways into further education and careers.

Finally, as we get closer to the ACT election this year, we will continue to advocate for gender equality, social inclusion and support for young people through our election platform, *Every woman, every child, every day*.

I have been meeting with our MLAs from all sides of government to advocate for the issues outlined in the platform, and we responded to the ACT Budget to ensure that the issue of gender equality remains a priority. You can find out more about this on our website, and I encourage you to get involved.

Kind regards,
Frances Crimmins

There are still a number of considerations for us before any decision is made to change our structure. In September this year, Presidents and Boards will come together to consider and agree to the next stage of this work going forward. From here, the Board will need to work closely with you, our members to discuss the opportunities for YWCA Canberra. Caitlin Sandercock, our Vice-President and Chair of the Membership Committee, will be leading this work.

I have been privileged to play a leading role in this process, as we work to consolidate a strong national voice that advocates for the rights and opportunities of women and girls in Australia.

Please don't hesitate to contact YWCA Canberra should you have any questions at this stage.

Kind regards,
Kate Chipperfield

ADVOCACY

ACT 2016-17 BUDGET WRAP-UP

Advocacy is a major part of our work at YWCA Canberra. We work to raise public awareness and lobby government on key issues including gender equality, housing affordability and violence against women.

This year, our advocacy is guided by *Every woman, every child, every day*, our ACT election platform outlining specific policy recommendations required to create a more inclusive and equal Canberra.

On 7 June, the ACT Government released the 2016-17 Budget. A centerpiece of the budget was the Safer Families package, a \$21.4 million commitment to address family violence in Canberra.



The Safer Families announcement included increased resourcing for the Domestic Violence Crisis Service and the Canberra Rape Crisis Centre, as well as boosted funds for urgently-needed translation and interpreting services, which echoed our election platform policy recommendations. Other features of the package included training for frontline staff and the establishment of a Coordinator-General for Family Safety.

Following the ACT Budget release, we were pleased to be invited to present a statement to the Select Committee on Estimates with our feedback on the budget.

Executive Director Frances Crimmins advised the

Committee that YWCA Canberra welcomed the landmark Safer Families package, in particular increased funding for local frontline services. However, we believe that primary prevention programs are essential to address the root causes of violence against women, therefore reducing its toll on future generations.

Frances shared our disappointment that the Budget did not include any further funding for these programs to be provided to young people in Canberra, as well as noting that funding for translation and interpreting services needed to be extended to reach more services.

Our advocacy will continue in the lead up to the October Territory election, to ensure that issues of gender equality and social inclusion are high on the agenda.

We will be holding a Meet the Candidates event in September, providing members with a chance to meet women running for the Legislative Assembly, and to ask about issues that matter to them.

In addition, our YouTube series #EveryWoman16 continues, with Senator Katy Gallagher among the local women who have shared their vision for the Canberra they want to live in.

We encourage members to get in touch with us for information about how to get involved in our advocacy.



GLOBAL YNEWS

We are proud to be part of a global YWCA movement, connecting women and girls across 122 countries. The nature of our work differs greatly across member countries, however our focus on advancing women and girls through leadership and human rights remains consistent for the 109 YWCA associations worldwide.

Based in Geneva, the World YWCA plays a crucial role in representing women and girls in global governance and advocacy. A focus area for World YWCA is holding governments to account for key international commitments, including the Sustainable Development Goals (SDGs) and the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW). Read on for a snapshot of the highlights from the last two months of global advocacy.

Women Deliver Conference, Copenhagen

From 16 - 19 May, Sarah Hill from YWCA Australia, along with Alisa Draskovic, YWCA Canberra Board Director attended the Women Deliver 4th Global Conference in Copenhagen. This landmark event brought together people from around the world to discuss girls and women's health.



Sarah found the unique conference experience to be powerful and inspiring. "For four days a hugely diverse group of women and male allies came together to discuss a broad spectrum of issues affecting women and girls, from sexual and reproductive health rights and maternal mortality, to ending child marriage and raising the standard of education for girls."

"It was also fascinating to meet women and organisations from around the world and learn about how they're working to achieve gender equality in their own communities," she said.

The conference focussed on implementation of the SDGs to ensure that they deliver the best possible outcomes for women and girls.

Sessions explored topics including the future of sexual and reproductive health rights, the role of women in development, workforce participation and economic empowerment and the need for regionally-specific solutions to implement the SDGs.

The conference brought together an impressive array of speakers, including Her Royal Highness Crown Princess Mary of Denmark, Melinda Gates, Professor Muhammad Yunus and Australia's own Julia Gillard.



Young people represented at the UN Human Rights Council

On 10 June, World YWCA hosted the first-ever Youth Forum in the margins of the United Nations Human Rights Council. The Forum brought together 120 young people to explore how the concerns and priorities of the world's 1.8 billion people aged 10-24 can be best represented in the work of the Human Rights Council.



The Youth Forum provided input on issues including sexual reproductive health and rights, migration, employment, gender and diversity, countering violent extremism and education. It is hoped that this forum provided the groundwork for a permanent presence for young people in global human rights mechanisms.

EDUCATION & TRAINING AT THE Y: DID YOU KNOW?

Did you know that YWCA Canberra's Education and Training Unit is a Registered Training Organisation (RTO)? As a nationally recognised RTO (Number: 1373), our dedicated team of experienced trainer assessors facilitate accredited courses in early childhood education and care, training and assessment, leadership and management and business administration.

This function directly supports our strategic directions, namely that women are secure, independent and are participating economically, and for YWCA Canberra to be a leading, ethical and sustainable organisation.

We are proud to offer quality training that is responsive to the needs of learners and industry, and are among a number of RTOs funded under the Skilled Capital initiative to provide training in areas that require more skilled workers in the ACT.

In the lead-up to its 10th birthday, we'd like to share what makes our Training Unit stand out from the rest.

Dedicated trainers

Our trainers have extensive experience within their respective fields, enabling them to provide students with up-to-the-minute training that reflects industry currency and practice.

Small class sizes

Our classes average approximately 14-20 students, promoting individualised learning. In addition, the continuity of trainers throughout a course means that students get to know their trainer - forming relationships and establishing a friendly environment conducive to learning.

Mentoring

We provide extra mentoring sessions to support students with course assessment, an added support that is often unavailable at RTOs. Offered at no additional cost, this support is essential for students who may be unfamiliar with the training environment.

A diverse student cohort

A large portion of our students are from culturally and linguistically diverse backgrounds, with many women who have recently moved to Australia. A diverse student cohort creates a rich and varied learning environment.



A focus on quality

In 2015:

- 56 students graduated with a Certificate III in Early Childhood Education and Care
- 53 graduated with a Certificate IV in Training and Assessment; and
- 26 graduated with a Diploma in Leadership and Management.

To find out more about the Training Unit and courses available, visit our website.

INCLUSIVITY THROUGH SCHOOL AGE CARE

In Australia, School Age Care is underpinned by the national framework *My Time, Our Place*, which aims to assist educators to provide children with opportunities to maximise their potential and develop a foundation for future success. Inclusivity and respect for diversity are key principles of this framework.

Here, we speak with Kathleen, Geanean and Jilly, School Age Care Program Managers at Turner, Rosary and St. Bede's Primary Schools respectively. Read on to find out how they work to support every child's learning and development, while removing barriers to participation.

The educators at our 13 School Age Care programs certainly have their work cut out for them. Many programs care for more than 50 children each afternoon, with more than 120 at Turner!

Every child presents a unique opportunity for educators, in terms of gaining an understanding of their social, cultural and linguistic diversity. The goal is to find a way to incorporate these differences into all decision-making processes, and ultimately promote participation and inclusion in each program.

It all starts with a philosophy, where the overall aim is "to provide children and families with a sense of belonging through ensuring a safe, supportive, respectful and inclusive environment".

The National Quality Framework states that an inclusive approach translates to "all children having the same opportunity regardless of their age, gender, background or abilities."

Kathleen says a big part of the philosophy at Turner is to actively encourage children to learn to be accepting of one another. Children are supported to resolve conflict between themselves, and assisted in developing respectful relationships and empathy for each other.



All children are given the same opportunity regardless of their age, gender, background or abilities

Educators also make a point of helping children understand why it's important not to exclude others, particularly on the basis of gender or ability. Often, this is achieved through reflective discussions with children about how a person's actions can impact others.

The physical environment of each program is another important factor. At Turner, the space is divided into three areas: preschoolers, juniors (K to year 2) and seniors (year 3 to 6), with additional areas for indoor and outdoor play, cooking, art and craft and quiet, relaxing activities.

This approach helps to ensure that activities are engaging and age-appropriate. It also promotes children's sense of independence and agency as they are given the freedom to move between areas of the program, and make choices about how they want to participate.



Culturally diverse experiences are another way program managers provide children with opportunities to develop their understanding and appreciation of diversity.

Recently, Jilly and her educators at St Bede's organised a range of activities to mark National Sorry Day. Their well-planned approach to exploring this important concept enabled children to make meaningful connections and respond with empathy and compassion.

Children were guided through a collaborative reading of a story called *The Rabbits*, which parallels European settlement with the introduction of rabbits in Australia, and how things changed as a result. The children also talked about how they might feel if their favourite toy was stolen or went missing.

A great craft activity followed, in which children traced and cut out shapes of their feet, and then decorated them so that one foot represented themselves and the other represented Australian Indigenous cultural heritage.



Meanwhile, at Rosary, Geanean and the children are enjoying a pen pal program with school children in Bhutan, South Asia, which has been running for the last six months

This began after an educator Sonam moved back home to Bhutan after completing his Master of Teaching in Canberra. Sonam now teaches at a school in Bhutan, and the pen pal program sees children at Rosary writing emails and 'snail mail' and sharing photographs with him and the children in his class.

Through this experience, children are gaining a better understanding about not only the differences, but the similarities they share with their pen pals, and are developing a deeper respect for diversity by communicating with one another.

All of our School Age Care educators work hard to ensure that children with additional needs are supported to participate in activities, and enjoy the same positive experiences and outcomes as every other child.



For some children with behavioural or social difficulties, customised action plans may be developed by program managers in consultation with the child's family, teachers and other relevant specialists. These plans outline a strategy to overcome the barriers to participation that the child is facing, and support them to enjoy the same learning opportunities and outcomes as their peers.

It is a collaborative process in itself for educators to come together to develop programs that foster positive opportunities for learning and developing relationships, while also catering to the specific needs, capabilities and interests of all children. We appreciate all of the School Age Care staff who work hard to provide such opportunities for the children in their care.

For more information about any of our School Age Care programs, please contact Sarah Lovelady, School Age Care Manager via email at sarah.lovelady@ywca-canberra.org.au or via telephone 6175 9900.

YOUTH ENGAGEMENT:

2016 Childhood Trauma Conference

The Mura Lanyon Youth and Community Centre provides services to young people in the Tuggeranong region, including information, advocacy, individual support and referrals, and school holiday programs. Natasha Drumgold and Annie-Lea Rowley are Youth Engagement Officers at the centre, and together, they recently attended the 2016 Childhood Trauma Conference in Melbourne.

Here, they tell us about their work, and explain how the conference has brought new insights to their approach to supporting the needs of the young people at the centre.

As Youth Engagement Officers, Natasha and Annie-Lea explain that each day is different to the last, and the work is quite diverse. Natasha's primary role is to oversee programs that have been implemented into schools, such as Y-Aspire, Lanyon Literacy, Food Time and transition to high school programs. Annie-Lea delivers personal development programs for young girls such as Every Girl and Y-Aspire, as well as A-Z, a sexuality and gender diverse program.

In addition to these programs, Natasha and Annie-Lea also work on an individual basis with young people, providing support and counselling across a number of areas including mental health, wellbeing, education and employment.

The Youth Engagement team operate within a strengths-based framework, whereby each client is viewed as a resourceful and resilient individual, and identifying personal strengths is the focal point in terms of working towards recovery and aiding personal development.

"One of our biggest challenges is finding ways to remove or manage the barriers that prevent young people from making positive changes," says Natasha.

"Sometimes the role is confronting, but working to make a difference to the lives of young people is hugely rewarding," adds Annie-Lea.

Just last month, Natasha and Annie-Lea attended the 2016 Australian Childhood Foundation Childhood Trauma Conference, held at the Melbourne Convention Centre.

The conference comprised keynote speaker seminars, masterclass workshops and presentations on topics such as the neurobiology of trauma and attachment, and therapeutic approaches to working with young people towards recovery and



change.

"The conference was not only informative, but inspirational. The fact that the speakers were so engaged in their content helped me to expand on my own knowledge and skills. My experience from the conference has reminded me that in every interaction I have with a young person there is an opportunity for connection and growth. Listening to the stories shared by the speakers helped me see more clearly that the work I do can make great positive change.

"The conference has also re-ignited my passion for learning, and I left having purchased a few books to help me achieve some of my new learning goals. I take away a feeling of pride for the line of work I am in and I look forward to using newly-gained skills and knowledge" Annie-Lea said.

“Listening to the stories shared by the speakers helped me see more clearly that the work I do can make great positive change.”

SHE LEADS

MEET COURTNEY LAWLER



She Leads Events Coordinator Courtney Lawler is passionate about engaging with young women and empowering them to take on leadership roles. Here, she shares some insight into her role, and tells us about some of the fabulous She Leads events coming up later this year.

Tell us about your role.

I'm the Events Coordinator for the She Leads program - YWCA Canberra's women's leadership pathway. I organised the She Leads Conference in May and am currently putting together the program for the She Leads College Conference for year 11 & 12 girls.

I also manage our monthly She Leads Workshops and the communications for all of our different She Leads offerings.

What interested you about working at the Y?

As a feminist and a person who is passionate about social justice, I feel like the Y was always going to be a great fit for me. I had heard great things about the Y from a friend who works here, and when I started to look into what Y Canberra does and what the global movement stands for I thought it would be a perfect fit with my values. This is my first job out of uni and I feel like I completely lucked out!

What your favourite part of the role?

My favourite thing about my job is getting the opportunity to meet so many amazing women. Whether they are speakers at events, attendees, or my amazing colleagues - it's so lovely to be surrounded by clever, passionate women all the time.

Tell us about the College Conference - what's on the program?

The College Conference is going to be fantastic! I was really excited to get Amelia Telford on board as our keynote speaker. She does such great work - I can't wait to meet her! We're also doing a networking session to connect the students with inspiring local women.

The girls will get to meet 2016 ACT Young Woman of the Year, Rachael Stevens, Country to Canberra CEO, Hannah Wandel, robotics entrepreneur, Erica Hediger, ABC radio producer and publisher, Farz Edraki, cricketer, Sally Moylan, UN Youth Strategic Advisor, Caitlin Figueiredo, and academic and gender equality advocate, Emma Pocock. (CLANG - that was some serious name dropping!)

As well as meeting incredible women, the students will take part in two great workshops on leadership identity and bringing out the best in others, and will learn all about how to lead effectively and how to develop strategies to overcome adversity. The program has been crafted to empower the students and show them that they can become leaders - whatever being a leader means to them.

How important is it to engage with girls at a young age on issues of equality/leadership?

I think it's hugely important. Despite what some people would have us believe, we have not achieved gender equality in this country. There is an absolute stack of research on why that is - but one thing that is clear to me is that things will only get better if we can engage young women on issues of equality, give them the tools they need to overcome gender barriers, and empower them to take on leadership roles.

What's next for the She Leads program?

It's going to be an exciting year for the She Leads program. I'm hoping to expand our events to include in-conversation events and professional development masterclasses, as well as launching straight into organising the 2017 She Leads Conference and kicking off a new intake of our She Leads Diploma of Leadership and Management.

PARTNERSHIPS THAT MAKE A DIFFERENCE: AUSTRALIAN CATHOLIC SUPER

YWCA Canberra's Great Ydeas Small Grants provide funds to local women and girls to pursue a professional development opportunity, pilot a project, kick-start a business idea, or address a need in the community.

This year, YWCA Canberra partnered with the Australian Catholic Superannuation and Retirement Fund to provide the first ever Australian Catholic Superannuation Great Ydeas Enrichment Grant.

The Enrichment Grant is available to help a young woman reach her potential through personal development. For Australians from all walks of life, Australian Catholic Superannuation

is committed to promoting financial literacy and supporting young people.

This year, the grant was awarded to Elyse Lenehan, who is studying at the prestigious NAISDA Dance Academy in Gosford. Elyse hopes to dance with Bangarra Dance Theatre, and this grant will support her with living expenses

during her study, including the purchase of a laptop.

To find out more about Australian Catholic Superannuation's interest in helping young people in our community, we sat down for chat with Kim Wilcke, Regional Manager.

What drew Australian Catholic Superannuation & Retirement Fund to sponsor a Great Ydeas grant?

We care about the development of young women and are interested in both their financial and general wellbeing. The Great Ydeas grants encourage innovation and provide a platform from which young women can evolve in a manner that is aligned with our values, so partnering seemed like a natural fit.

Your grant has a focus on innovation - how does this link with Australian Catholic Superannuation's priorities?

Our fund is run to benefit members. We see innovative thinking as vital to overcoming challenges and better meeting the needs of members. We'd like to provide the opportunity for the recipient of this grant to experience the benefits of rising to their own challenge.

Australian Catholic Superannuation has a great history of supporting local communities - why is this important to you?

Supporting local communities allows us to connect with people and empower them to take control of their financial futures. This grant is important to our fund because it allows us to engage with the local Canberra community and to bear witness to the development of the recipient as well as the impact of their work.

What sorts of projects would you most like to see funded through the Australian Catholic Superannuation Great Ydeas Enrichment Grant?

Projects that empower the recipient, entrusting them with their own growth and development, whilst challenging existing norms in a respectful manner.

You can find out more about Australian Catholic Superannuation at www.catholicsuper.com.au



EVENTS

She Leads Diploma Information Session

Do you want to take the next step on your professional development journey? The She Leads Diploma of Leadership and Management may be exactly what you've been looking for.

In this 90 minute session, YWCA Canberra Leadership Programs Manager, Clare Conroy, will introduce a simple model that you can use to prepare for and conduct learning conversations. You will learn how to facilitate more productive conversations with your supervisors, peers, and family members (just in time for performance management season!).

The session will be followed by a Q&A about the Diploma program.

When: 6pm - 7:30pm, 19 July
Where: Level 3, 71 Northbourne Ave
Cost: Free. ywca-canberra.org.au

Australian Institute of Management - Great Debate 2016

The Australian Institute of Management is once again hosting the AIM Great Debate in Canberra. In its 17th year, this event will feature our own Executive Director, Frances Crimmins amongst other speakers debating the controversial topic "Positive Discrimination Works".

The event is designed to celebrate the importance of diversity in Australian society, and in the workplace in particular.

When: 12pm - 2:30pm, 29 July
Where: National Convention Centre
Tickets: www.aim.com.au/events/

She Leads College Conference

The 2016 She Leads College Conference is for girls in years 11 and 12, and will be held at the University of Canberra on Tuesday 26 July.

The conference will feature inspiring talks and interactive workshop sessions delivered by leadership experts, and focus on equipping participants with the practical skills and knowledge they need to become confident leaders.

When: 9am to 4pm, 26 July
Where: University of Canberra
Tickets: \$44.00. Register at ywca-canberra.org.au

For Purpose Strategic Communication Bootcamp

The Strategic Communication Bootcamp is facilitated by Jo Le, Director of Corporate Relations and Communications at YWCA Canberra.

It will provide for purpose professionals with the opportunity to develop critical skills to build their organisation's profile, raise funds, influence decision-makers, and communicate key messages.

When: 8:30am to 5pm, 30 September 2016
Where: Level 3, 71 Northbourne Ave, Civic
Cost: \$199. Register at ywca-canberra.org.au



She Leads Finance workshop with Betty Ferguson

The She Leads Finance 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!

Registrations for this event will open soon.

When: 5:30pm-8:30pm, 20 September
Where: Level 3, 71 Northbourne Avenue, Canberra
Cost: \$35* (members) or \$50 (non-members). (All prices are GST inclusive)

To stay up to date with our events, sign up to the weekly E-News by visiting our website: ywca-canberra.org.au.

SHE LEADS CONFERENCE 2016

SOME HIGHLIGHTS FROM THE 2016 SHE LEADS CONFERENCE, HELD AT QT CANBERRA ON 17 MAY.

