

YNEWS

SECOND EDITION 2018



YWCA CANBERRA



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WELCOME TO YNEWS

SECOND EDITION 2018



CHIEF EXECUTIVE OFFICER'S REPORT

Dear members,
partners,
supporters and
friends,

It's with great pride that I share the second edition of Y News with you. Reading this issue reinforced how jam packed the first half of this year has been with advocacy and member engagement highlights.

In February, the YWCA Canberra board came together to develop a new strategic plan for 2018-2023. It was a fantastic opportunity to take stock of what we have achieved and ensure the organisation continues to prosper as we head towards our 90th anniversary.

Our new [strategic plan](#) is underpinned by a vision of 'Girls and women thriving' and affirms our mission to 'strengthen communities by supporting girls and women through our services and advocacy'. I'm excited to work with our board, staff and members to continue to lead the change for gender equality in the ACT and beyond.

An engaged and diverse membership is pivotal to YWCA Canberra's success, and our membership committee and staff are always looking for new ways to connect with members and involve them in our work. Our first She Meets event for 2018 was a huge success, with the February event selling out. We aim to create a friendly environment that is the antithesis of awkward networking events, and I hope to see more of you at our next She Meets event in June.

As part of YWCA Canberra's advocacy for International Women's Day 2018, we launched our [Leading the Change: Gender Equality Report Card](#), which assessed the progress of the ACT Government against the ACT Women's Plan 2016-2026, the Parliamentary Agreement for the 9th Legislative Assembly of the ACT and election commitments from the 2016 campaign.

The Report Card was launched at an IWD Morning Tea event on Wednesday 7 March, co-hosted with Griffin Legal. The event was held at the Theo Notaras Multicultural Centre and attracted over 70 people from across the community, business and government sectors to hear from female leaders in our community. Feedback from attendees was that the thought-provoking discussion gave them a clear idea of how individuals, civil society and government can work together to bring about change.

In March I joined the AWAVA delegation to the 62nd UN commission on the Status of Women (CSW) in New York, along with YWCA Canberra Vice President Dr Skye Saunders, Board Director Hannah Wandel and many other YWCA Canberra members.

With the emergence of the #metoo and Time's Up movements internationally, workplace sexual harassment dominated discussions at CSW. Thanks to the bravery of many Australian women, including Tracey Spicer and her establishment of NOW Australia, the issue won't be going away anytime soon. Feminist uprisings inevitably attract a backlash, so it's more important than ever that we don't lose momentum, and that YWCA Canberra continues to provide a platform for participation in this new wave of feminism.

I was heartened to see the many young Australian women that were part of the delegation and how many groups reached out to us. This is critical in the context of the shrinking space for NGOs at CSW, and we need to ensure there is space for independent voices and those with lived experience to contribute. For representatives from NGOs and civil society, CSW is an opportunity to share the knowledge gained from delivering grassroots programs that are having an impact at the community level, but also a chance to engage with our sisters and remember that we're not alone in this fight.


The coming months will continue our strong focus on advocacy, following the launch of our extended [Leading the Change research report](#) and release of the ACT Budget. There will be plenty of opportunities for members to get involved, so I look forward to connecting with you as we continue the fight for gender equality.

Kind regards,
Frances Crimmins
Chief Executive Officer | YWCA Canberra



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

PRESIDENT'S REPORT



Dear members,
partners,
supporters and
friends,

While the cool days of winter have yet to arrive in earnest in Canberra, everyone at the Y is nonetheless busy supporting a wide range of warming - and fabulously interesting - programs, services, events and activities for you throughout the rest of 2018.

YWCA Canberra's 2018 Extraordinary General Meeting took place on 16 May, and was a resounding success.

With the changes to our relationship with YWCA Australia, and to bring the YWCA Canberra in line with modern governance principles, our constitution needed updating. We are pleased to announce that all three special resolutions to YWCA Canberra's constitution were passed, which included changing our formal legal name to YWCA Canberra.

Our new constitution will make it easier for us to grow and service our membership base, meet the requirements of the Australian Charities and Not for Profit Commission and better align our constitution with YWCA Australia's.

The EGM event was also the formal launch of [YWCA Canberra's new strategic plan](#), and a panel discussion from Canberra delegates Asha Clementi, Dr. Skye Saunders, and our Chief Executive Officer Frances Crimmins, who all attended the 62nd Commission on the Status of Women session at the UN in New York earlier this year. The panel provided terrific insight into their experiences and reflections, as well as some great advice for those considering joining next year's CSW delegation.

Our first She Leads In-Conversation event in 2019 was with Laura Burr and Nayuka Gorrie in February, and it was absolutely fantastic. Personally, I greatly appreciated Nayuka's candour and sharing of her experiences and learning as an Indigenous feminist, and the discussion afterward was alight with further exploration of the topics she and Laura raised. Thank you to both Nayuka and Laura for a wonderful evening.

Our Great Ydeas Innovation Breakfast, one of my favourite events on the Y calendar, took place on the second of May. I'm excited that this program exists and provides early support to the dreams of Canberran girls and women. Thanks to our partners CBR Innovation, Microsoft, and Ernst and Young, this year we had \$14,000 to award to applicants. We also thank the attendees who came along to support these girls and women, hear a little about their amazing projects, and help fundraise for the YWCA movement, including our very own Computer Clubhouse in Tuggeranong.

The [Clubhouse](#) continues to attract partners and sponsors, which is greatly appreciated. Local business support enables the Clubhouse to succeed. If your business would like to sponsor our Clubhouse, She Leads, our Great Ydeas grants program or any of our other programs, please do get in touch.

If you haven't yet seen our gender scorecard, or read our [recent submissions to the ACT Government](#) on sexual consent and housing models, do have a read and see what we are advocating on behalf of Canberra women. You can also join our membership committee if you want to help steer how we interact with our members and with the advocacy that we do: just get in touch with our office.

There's so much going on. Isn't it marvellous?

Best regards,
Jude Burger
President | YWCA Canberra



JUDE BURGER SPEAKING AT THE 2018 YWCA CANBERRA EGM



JUDE BURGER WITH THE 2018 GREAT YDEAS SMALL GRANT WINNERS

COMMUNITY TRANSFORMATION AND CREATIVITY AT THE 2018 GREAT YDEAS INNOVATION BREAKFAST

On Wednesday 2 May we hosted 120 people at QT Hotel for the 2018 Great Ydeas Innovation Breakfast. The Breakfast not only marks World YWCA Day, but also sees the announcement of the Great Ydeas Small Grants program recipients, and fundraises for the [YWCA Canberra Clubhouse](#); a science, technology, engineering, arts and mathematics (STEAM) program for young people in the Tuggeranong area.

This year's breakfast commenced with Ngunnawal Elder, Aunty Violet, who delivered a Welcome to Country. Aunty Violet asked us to think about how the world will look in the future and the work environment young people will be entering. She said we must allow young people to follow their dreams, and support them to do so, regardless of their age, gender, or socio-economic status.

YWCA Canberra Chief Executive Officer, Frances Crimmins, then officially opened the Breakfast, talking about the importance of providing young people with skills in STEAM, and outlining how YWCA Canberra is supporting this through the YWCA Canberra Clubhouse.

"The [YWCA Canberra Clubhouse] exists to deliver better socio-economic outcomes for the Tuggeranong community and better STEAM employment outcomes for women and young people from Aboriginal and Torres Strait Islander and culturally diverse backgrounds. We're proud to support World YWCA's strategic goals of the empowerment of young women and girls to have educational, vocational, and career opportunities in science, technology, engineering, arts and mathematics - otherwise known as 'STEAM'.

"We know that girls, Aboriginal and Torres Strait Islander students and students from low socioeconomic backgrounds are underrepresented in the STEM workforce, are more likely to have negative perceptions of STEM disciplines and are less likely to aspire to STEM careers, and we want to address this."

Through Frances' enlightening speech, we all became aware of the need to act now to secure STEAM opportunities for young people, especially those from disadvantaged backgrounds.

"Our vision is to bridge the digital divide in Canberra.

"There is growing recognition of the pressing need for our young people to be provided with a fit for purpose twenty first century education in the STEAM field.

"The Education Council's recent report on optimising STEM Industry-School partnerships revealed that participation in challenging STEM subjects has declined up to ten percentage points in the past two decades.

"Even more troubling is that fewer students from disadvantaged backgrounds are classified as high performers in the STEM area compared to a decade ago. In a recently released report by the Foundation for Young Australians, it was noted that the future working world for a fifteen-year-old today will be vastly different from what most of us in this room have experienced.

"Over the next 10-15 years, 40 per cent of jobs are at risk of disruption due to technology advancements. Jobs like accounting, cashiers, and administration roles will be the most impacted. In fact, 75 per cent of the fastest growing occupations in Australia require skills in STEAM. And unless we increase the capacity of young people in STEAM now, they will be left behind."

YWCA Canberra is excited to announce that through everyone's generosity, we raised over \$1,200 in donations, which includes funds raised from a silent auction of an incredible quilt by YWCA Canberra's Treasurer and Life Member, Betty Ferguson.

Following Frances' speech, we heard from our keynote speaker, [Olympia Yarger](#). Olympia is the Founder and CEO of insect farm [Goterra](#), a founding Director of the [Insect Protein Association of Australia](#) and an advocate and motivational speaker for families who care for wounded veterans.

Olympia shared her personal journey with us, discussing the profound loss she experienced when she lost her son, and the experiences she faced as a wife of an American soldier who joined the army after 9/11.

Born and raised in Canberra from a family of farmers, Olympia also has a long history of investing in

communities. Upon returning to Australia after years in America, Olympia turned back to her passion of agriculture and started her Agtech startup Goterra.

This year she was a finalist in the [Rural Woman of the Year NSW ACT](#) for her project to educate communities about the potential to bring industry together to utilise waste through insect farming.

Following Olympia, we heard from Hayley Teasdale, a 2017 Great Ydeas grant winner, and UC PhD student. Hayley shared her experience as woman in STEAM studying a PhD at UC, and the importance of providing young people having the opportunity to build STEAM skills and prepare for jobs of the future.

Hayley also discussed what she used her 2017 Great Ydeas grant for, and why these grants are so important. With the grant funding, Hayley could realise her idea of [assisting people with Parkinson's](#) who struggle with mobility issues and developed Buzz Balance Ball. She developed a prototype after researching new ways of improving mobility, and proudly explained the many lives she has now helped through her innovate technology.

Following Hayley's speech, YWCA Canberra President, Jude Burger, announced the 2018 Great Ydeas recipients.

Now in its eighth year, the Great Ydeas Small Grants program has supported 54 Canberra women to pursue a professional development opportunity, pilot a project, kick-start a business idea, or address a need in the community.

We are thrilled to announce that the following seven women were successful in securing a 2018 Great Ydeas Small Grant to make a meaningful impact in the Canberra community:

- Hayley Teasdale, for her project Buzz Balance Ball, supported by the 2018 CBRIN Great Ydeas Innovate Grant
- Fiona Hooton, for her project Lakeside Stories Pilot Project, supported by the 2018 EY Great Ydeas Creativity Grant

- Alexandra Green, for her project ANU Women in Leadership - Skills for the Future workshops, supported by the 2018 Microsoft Great Ydeas STEAM Grant
- Caitlin Figueiredo, for her project Jasiri Trailblazer Fellowship
- Sita Sargeant, for her project Change the Frame
- Yasmine Gray, for her project GetAboutAble
- Julia Faragher, for her project From Amateur to Artist

Read more about these incredible grants on [Great Ydeas](#).

Thank you again to everyone who attended the 2018 Great Ydeas Innovation Breakfast and donated to support the YWCA Canberra Clubhouse. You can relive this fabulous event by checking out our Flickr album.

If you would like to continue supporting [the Clubhouse](#), you can [make a donation](#) or [become a mentor](#). Each donation has a powerful impact:

- \$50 will send a YWCA Canberra Clubhouse member on a personal development-style excursion, such as International Women's Day at Big Day In
- \$150 will sponsor the YWCA Canberra Clubhouse for a day
- \$250 will sponsor a day-long Clubhouse STEAM focused workshop
- \$500 will support our school holiday program with resources and activities for one week
- \$1000 will support the resources for a term project in a school for up to 10 young people
- \$3000 will help us send a YWCA Canberra Clubhouse member to the international Clubhouse teen summit in Boston, USA.

Finally, YWCA Canberra thanks our 2018 Great Ydeas partners, [CBRIN](#), [EY](#) and [Microsoft](#), who generously provided three young women with the opportunity to realise their dreams through grant funding.



OLYMPIA YARGER SPEAKING AT THE 2018 GREAT YDEAS INNOVATION BREAKFAST



HAYLEY TEASDALE SPEAKING AT THE 2018 GREAT YDEAS INNOVATION BREAKFAST



DR SKYE SAUNDERS, JANE ALVER AND CODIE BELL SPEAKING AT OUR 2018 INTERNATIONAL WOMEN'S DAY EVENT

IWD WRAP UP: #LEADINGTHECHANGE AT OUR 2018 INTERNATIONAL WOMEN'S DAY EVENT

On Wednesday 7 March, we partnered with Griffin Legal to host our 2018 International Women's Day event, at the Theo Notaras Multicultural Centre. During this event, we launched our 'Leading the Change: The Pathway to Gender Equality' Report Card with more than 70 leaders, from across the community, business and government sectors.

Our event kicked off with Ngunnawal Elder, Auntie Violet Sheridan who delivered a Welcome to Country, followed by a brief address.

YWCA Canberra Chief Executive Officer, Frances Crimmins, gave a powerful welcoming speech, acknowledging that International Women's Day can be a day of mixed feelings for many people, asserting that "at best, it's a day to celebrate the achievements of women in all spheres of life... but it also highlights the persistent and ingrained nature of gender inequality - such as the pay gap - that doesn't change from one International Women's Day to the next."

Frances then launched YWCA Canberra's report card, 'Leading the Change: The Pathway to Gender Equality', explaining that she felt ready to embrace the International Women's Day theme for this year, 'Press for Progress'.

The 'Leading the Change' report card assesses the progress of the ACT Government's gender equality agenda, specifically their efforts to target primary prevention initiatives to tackle violence against women, and the importance of specialised women's services. It also provides a number of policy recommendations, designed to support the ACT Government, to ensure progress is made in these critical areas.

In launching the Report Card, Frances commended the ACT Government for positive progress, such as the development of the new Family Safety Hub and Early Childhood Education Strategy, as well as the passing of

legislation that criminalises the sharing of intimate text images without consent.

She went on to highlight some of the 'striking gaps' in progress, such as the lack of a current strategy for the prevention of violence against women and children in the ACT and the need for appropriate resourcing for the ACT Women's Action Plan. She also argued that more must be done to progress workplace gender equality and sexual harassment.

Frances concluded by saying she believes gender equality requires a community-wide effort, and hopes the 'report card provides impetus and inspiration to the ACT Government, the corporate and community sector, and individuals.

"We don't need lots of new ideas - we already know what needs to be done. Now we need to work together to do it."

The audience then heard from Griffin Legal's Managing Partner, Claire Carton, whose keynote provided an insight into her upbringing, which saw her and her siblings raised with positive messages about non-traditional gender roles. Claire explained how she grew up to discover that many people believe it simply isn't possible for women to have a successful career and be a mother at the same time. She described the systemic discrimination she and other young female solicitors experienced early in their careers. Claire reported employers telling them "not to expect to have an office" after coming back from maternity leave, and the immense difficulty they experienced up against an "antiquated", intolerant and inflexible workplace culture.

It was at this point that Claire met Peter McGrath, her current business partner, and together they established Griffin Legal, where flexibility and family values are core to the practice. Claire also reflected on how gender stereotypes continue to impact on her career, including



CLAIRE CARTON
MANAGING PARTNER, GRIFFIN LEGAL

dealing with clients who assume she isn't as capable as a male lawyer, and occasionally feeling overlooked, undervalued and a sense that she doesn't quite 'belong'.

Claire urged us to continue to challenge assumptions and negative stereotypes in our homes and workplaces - "achieving equality doesn't equal asking women for more; it means letting men do more, and being mindful not to sideline them in these matters. This 'male breadwinner' model punishes women, and reinforces negative stereotypes".

We were then treated to a robust panel discussion on 'the journey to gender equality', featuring three outstanding and accomplished women leaders: Jane Alver, Institute for Governance and Policy Analysis, University of Canberra, Dr Skye Saunders, Associate Professor, ANU College of Law and YWCA Canberra Board Vice President, and Codie Bell, local Canberra activist and comedian. Each woman shared their personal and professional leadership stories, as well as their insights into what needs to be done to see gender equality truly progress in our workplaces and communities.

To begin, Jane spoke about her experience working with a number of NGOs across the Pacific, and called on Australian feminists to support the diverse voices of Pacific women - "Pacific states have the lowest number of women in Parliament and the highest rate of sexual violence in the world... [However], diverse and intersectional recognition of women's experiences is on the rise in the Pacific".

Skye then spoke about her research, conducted in rural and remote Australia, where she spoke with dozens of women about their experiences of toxic masculinity, sexism, sexual harassment and violence, in male dominated industries.

As a result of this work, Skye said she feels inspired by women who are courageous enough to have the difficult conversations that are necessary to catalyse positive change. She concluded by describing how, "important [it is] that we help men to consider how certain interactions can affect women, and men need to take responsibility for calling each other out for unacceptable behaviours, rather than simply being bystanders".

Adding to the discussion about toxic masculinity, Codie spoke about her personal experience as a victim of intimate partner violence, and said she believes it's crucial that we develop a culture of accountability for perpetrators of sexual violence, and encouraged us all to find the courage to speak up for what is and is not acceptable: "I don't mind if people don't like me, and I'm not afraid to say 'don't say that to me!'. We all have a role to play in achieving gender equality".

The highlights of this insightful discussion are available via Twitter, and an album of photos from the event can be found via Flickr.

You can find out more about our advocacy [subscribing to our YAction publication](#), downloading our [#LeadingtheChange Advocacy Toolkit](#), and sharing your vision for gender equality via Twitter using the hashtag [#leadingthechange](#).



RECENT SUBMISSIONS TO GOVERNMENT

In March, YWCA Canberra developed two [policy submissions](#) for the ACT Government on key issues affecting girls and women in the ACT.

We responded to the ACT Greens' proposed legislative change to introduce a statutory, positive definition of consent based on the concept of free and voluntary agreement, in the *Crimes Act 1900 (ACT)*. Our [submission](#) focused on three key issues:

- The positive definition of consent, defined as a free and voluntary agreement
- How the consent provision could impact on diverse and vulnerable groups of women
- The importance of public education campaigns in supporting legislative changes to change the public perception of issues surrounding consent.

This move for legislative change was first proposed in the Australian Law Reform Commission's 2010 Inquiry, *Family Violence – A National Legal Response* report. At the time of the Inquiry, the ACT was the only jurisdiction in Australia without a statutory definition of consent based on the concepts of either 'free agreement', 'free and voluntary agreement' or 'consent freely and voluntarily given'. A key recommendation of the Commission's Report was for all jurisdictions to 'include a statutory definition of consent based on the concept of a free and voluntary agreement', which would ensure a nationally consistent definition, provide legal clarity and set a benchmark for appropriate sexual behaviour.

The inclusion of a positive definition of consent would enable the law in the ACT to reflect the benchmark of appropriate sexual behavior, meet the key objectives of sexual assault law and bring the ACT in line with all other states and territories on this issue. For this reason, YWCA Canberra is backing the proposed inclusion of a positive definition in the *Crimes (Consent) Amendment Bill 2018*.

YWCA Canberra's submission recommended that:

- a statutory, positive definition of consent, based on the concept of a free and voluntary agreement, should be enacted in the *Crimes Act 1900 (ACT)*
- legislative reform is accompanied by consultation with Aboriginal and Torres Strait Islander women, culturally and linguistically diverse women and women with disability to determine the specialist support most appropriate to their needs
- the ACT government fund the implementation of Respectful Relationships education for all students from kindergarten to year 12
- fund and roll-out a public education campaign on the definition of consent and the meaning of the '2-year rule', targeted at young people.

The [second submission](#) we delivered was in response to the Ministerial Housing Choices [discussion paper](#). The submission outlined YWCA Canberra's support for housing models which address the multiple housing needs of women, and emphasised the need for urban and housing planning to adopt a gendered

lens to address the specific needs of all women, and in particular, those escaping domestic and family violence. This is because last year women fleeing family and domestic violence were the largest group of people seeking homelessness support.

In this submission, YWCA Canberra also called for the development and implementation of innovative housing models in the ACT which leverage private investment for the provision of affordable rental housing, and for the ACT Government to support ACT registered community housing organisations to provide affordable rental properties.

Finally, we emphasised the need for government to undertake consultations with diverse groups of women to ensure their views are considered in implementing housing policy.

YWCA Canberra's recommendations included that the ACT Government:

- provides land tax reductions to landlords who lease their investment properties to fellow Canberrans at 75 per cent or less of market rates through ACT registered community housing providers
- upholds and implements the Livable Housing Design Guidelines for new dwellings and links Universal Design commitments to the ACT Housing and Planning Strategies
- identify and address the intersectional vulnerabilities of women with disability through targeted consultation and specialist support
- consult with older women to develop innovative housing models that meet their unique needs
- work with Aboriginal and Torres Strait Islander communities to address the need for additional Indigenous-led housing support and service provision
- fund specialist and culturally-appropriate housing and homelessness services for Aboriginal and Torres Strait Islander women escaping domestic violence
- fund additional culturally-appropriate training for employees of mainstream housing and homelessness services
- consult with Aboriginal and Torres Strait Islander communities prior to the development of new social and community housing dwellings
- consult with sole-parent households headed by women regarding housing options that are most appropriate to their specific needs
- fund social and affordable rental properties for large families.

You can read both of these submissions in full [via our website](#).



YARRALUMLA SCHOOL AGE CARE PROGRAM MANAGER HANNAH CRAIG



LYNEHAM SCHOOL AGE CARE PROGRAM MANAGER RACHEL PACE

ASSESSMENT AND RATINGS SUCCESS FOR OUR SCHOOL AGE CARE PROGRAMS

YWCA Canberra provides before school, after school, and school holiday care and programs for more than 2,150 children age 4-12, across 16 schools and six school holiday programs in the ACT.

YWCA Canberra delivers high quality care, working closely with families and school communities to enhance the delivery of our services, and meet the highest standards of the National Quality Framework that underpins our approach.

Recently, our Lyneham and Yarralumla School Age Care programs underwent the rigorous Assessment and Ratings process, conducted by the Australian Children's Education and Care Quality Authority (ACECQA), and each achieved the rating 'Meeting', meaning the service is providing quality education and care in all seven quality areas in the National Quality Standards - a truly commendable result.

We spoke with Yarralumla and Lyneham School Age Care Program Managers Hannah Craig and Rachel Pace, who gave us an insight into their programs, the volume of work that goes into the assessment and rating process, and ultimately, their commitment to delivering exceptional quality education and care.

Q: Tell us a bit about yourselves?

A: I'm Hannah, and I'm currently in my third year studying a Bachelor of Education, specialising in Health and Physical Education. I'm also doing a masters in Psychology at University of Canberra. I have spent the previous ten years travelling and have lived in some amazing locations including Spain, Switzerland and South Korea. Once I have finished my degree, I look forward to getting into welfare in schools or doing some welfare or teaching work in Vietnam or Cambodia. I have been working with YWCA Canberra for a year now, starting when I came into the program manger role at Yarralumla.

“ The best part of my role is seeing how critical reflection and communication between educators, children and families can create a safe, inclusive environment that is fun for the children. **”**

A: I'm Rachel, and I have a phenomenal time learning alongside the children at Lyneham School Age Care, where I've been the program manager for the last two years. I am currently completing my last unit for my Bachelor of Early Education Degree. When I am not working you can find me cheering for the CBR Brave Ice Hockey team, or having brunch at a local cafe.

Q: What does a regular day look like for you?

A: (H) Once I have finished my university and teaching commitments for the day, I head to the centre at 2pm. From here, I go about preparing the afternoon for the children, which includes setting up the centre with activities and stimulating play, creating a warm inviting space for them to feel welcome and comfortable in, preparing a delicious and nutritious meal for their afternoon tea and debriefing my staff on the afternoon's procedures. From 3pm, the children arrive and our afternoon begins.

A: (R) I wake up at 6:30am to start my before school care shift, and spend an hour and a half helping facilitate a child-led program. On Wednesdays I spend three hours at the YWCA Canberra Central Office to organise the holiday care program. My afternoon starts at 1pm, where I get the centre ready for the children. Once 3pm hits, I am focused purely on the children and families in my care. At 6pm, I help the last parents convince their children to go home, because some of them don't want to leave.

Q: What are some of the best, and the most difficult parts of your role?

A: (R) The best part of my role is seeing how critical reflection and communication between educators, children and families can create a safe, inclusive environment that is fun for the children. The most difficult part of my role is watching my senior children graduate and move on to high school (we are lucky that these children still come back to visit).

A: (H) The most rewarding part of the role is the relationships I get to build with the children. Each child has a unique and interesting view on life and being able to be a part of their world is a truly humbling experience. The most difficult part of my role is time constraints. Having those extra few hours a week would help me get on top of paper work!

Q: Tell us a bit about the Assessment and Rating (A&R) process, and the work that goes into it for you and your teams?

A: (H) This was the first A&R that I had been a part of. A lot of the process involved ensuring all our back of house paper work was up to date, that all staff were refreshed and trained on procedures and that any areas that required improvement were addressed. Our A&R fell right at the beginning of the school year, which made it difficult as this was time we were forming relationships with new children and building a quality environment that the children felt comfortable and safe in.

A: (R) Upon notice of A&R, our team looked at our Quality Improvement Plan and the new National Quality Standards and reflected on where we could improve. We had just under a month to implement our ideas for program and practice for the year, and this process involved two educator meetings, several hours of programming time, and communication with

management, parents and children on ways we can continue to strengthen our program.

Q: What is one thing about the Assessment and Rating process that people might not know?

A: (H) The assessors make themselves very accessible prior, during and after the process for any discussions you have concerning A&R.

A: (R) It can be a long and stressful process, however, the assessors aren't approaching the assessment with a deficit view, and they want to help you succeed.

Q: What's next for your programs now that the assessment process is complete for now?

A: (R) We have started to build community links around Lyneham, and each fortnight we go on an excursion to Lyneham shops. We would like to build on these community links and start going on bike rides around the wetlands, or even look at purchasing some of our fruit and bread from the local shop with the children.

A: (H) Similar to Lyneham, Yarralumla SAC is looking to strengthen community ties this year. Working collaboratively with the school, we have begun participating in school and community events, such as the community summer BBQ that was held at the school.

YWCA CANBERRA CELEBRATES YOUTH WEEK 2018

On Friday 20 April, the YWCA Canberra Youth Engagement Team collaborated with Woden Community Services, Belconnen Community Services, Northside Community Services, Multicultural Youth Services, and Canberra PCYC to hold the Sunset Festival to celebrate National Youth Week.

The festival was held at Eddison Park, where young people were able to participate in a free skateboarding demonstration through Canberra Skate Association or enjoy the talent of other local skaters. Free giveaways of backpacks, t-shirts, stickers and skating accessories were also generously provided by Backbone BMX.

As the evening progressed, we all headed to Woden Youth Centre for a free barbeque, which was hosted by Multicultural Youth Services. A gig night was held inside the youth centre, which showcased talent from young artists across the Canberra district, including a beatboxer, a duo using loop pedals, and a band who were playing their first ever show. Outside, PCYC had set up their gaming trailer, so young people could play music and video games with each other and staff members. Smalls, a staff member from Belconnen Community Centre, provided a graffiti art demonstration which young people were encouraged to join him in to learn the basics of graffiti art.

It was a successful night with young people from the Tuggeranong region getting to connect with organisations, activities, and young people they might not usually have the opportunity to interact with. Many young people who live in Tuggeranong do not venture beyond the Tuggeranong region, so even

a trip to the Woden area was an exciting experience for these participants.

National Youth Week 2018
sunset festival
Celebrating young people in Canberra!

20 April 2018 | 3:00pm-10:00pm
Edison Park, Woden Skate Park, followed by gig night at Woden Youth Centre

Join us for:
Skate Demo | Graffiti workshop
BBQ | Gig night and much, much more!
For more information contact your local youth centre.

YWCA CANBERRA
ACTVW YOUTH WEEK
Belconnen Community Service
Multicultural Youth Services
NORTHSIDE COMMUNITY SERVICE
youth engagement team

MEET CARA JACOBS, DIRECTOR OF COMMUNITY SERVICES

Tell us a bit about yourself, personally and professionally?

I am originally from Cape Town but lived in Denmark and New Zealand prior to moving to Australia just over ten years' ago.

I am married to Dominic, who is an Associate Professor of political science, specialising in comparative Indigenous politics and we have two children: Lucy who is thirteen and Joey who is eight.

My early years in South Africa formed my strong interest in social justice. My parents were actively involved in the anti-Apartheid movement. This ultimately resulted in their arrest when I was just eighteen months old, while I was playing in the garden of some of our 'black' friend's houses, which was against the law. We also had our home phone 'tapped' by the security police and my parents were subject to tear gassing at protests. My father was a fluent Xhosa speaker - one of the eleven official languages in South Africa. As a business owner he employed more than five hundred people and established a free medical centre, as well as provided three nutritional meals a day to factory workers. He also provided fair wages and training and development opportunities for non-white workers, which were unheard of at the time. Additionally, I went to the first open school in South Africa, which was open to all races, some fourteen years before any other school.

My background fundamentally shaped my career in Community Services. I have worked in senior management positions in Western NSW and Canberra and have been responsible for diverse portfolios, encompassing: community development, education, case management and child, family, and youth services. I have experience in Indigenous policy, family law partnerships, domestic violence, employment, disability, out of home care, and health and services for homeless people.

I have a research interest in corporate social responsibility and am slowly working towards completing a PhD in this area. I am particularly interested in exploring the impact of, and relationships between, business and community, for social gains.

What drew you to work at YWCA Canberra?

I was drawn to work at the YWCA Canberra because of its ethical reputation in the sector, and in the community more broadly. I also sought to work in an organisation that has values that align with my own and to work with people with integrity. The Y's strong advocacy and policy aspects also appealed to me.

Tell us a little more about the YWCA Canberra Community Services portfolio?

The YWCA Canberra Community Services portfolio is comprised of a number of services. These include: Housing Support, which includes family support, transitional and affordable housing and supportive tenancy. Therapeutic Services, which includes a counselling program and Respect Education. Network Coordination, which promotes collaborative partnerships in the Tuggeranong community. Youth Services, including Youth Engagement, the Computer Clubhouse and the Mura Lanyon Community Centre. Lastly, Community Development and the Emergency Relief food hub.

“When our mothers, grandmothers and daughters have access to equal opportunities to succeed in employment, on boards, in their communities and in government, at equal pay to their male counterparts, our families and communities will thrive. I am passionate about supporting and empowering women and girl to achieve this end.”

What are the most rewarding and most difficult aspects of your role?

The most rewarding aspect of my role is supporting a team of twenty fantastic staff who are so skilled, dedicated and passionate about their work, to ensure that we deliver positive outcomes for our clients and other stakeholders.

The current political context provides lots of challenges, including

funding uncertainty, reduction in funding levels and the increased demand for affordable housing and emergency relief. Clients presenting with multiple and complex needs means we often have to do 'more with less' and, therefore, becomes quite a balancing act with limited resources. However, the creativity and collaboration across staff, programs and the sector ensures the responses to client and community needs are addressed in new and innovative ways.

Why do you think working to improve the lives of women, girls and their families is crucial to achieving gender equality?

When women and girls are empowered to take leadership positions, they benefit, their families benefit and the community benefits, both economically and socially. When our mothers, grandmothers and daughters have access to equal opportunities to succeed in employment, on boards, in their communities and in government, at equal pay to their male counterparts, our families and communities will thrive. I am passionate about supporting and empowering women and girl to achieve this end.

Who are you inspired by?

I am very privileged to have been surrounded by many inspirational people, from my parents who initially made me aware of the importance of advocating for equality and social issues, to meeting Mother Theresa and Nelson Mandela, to Jacinda Arden, current Prime Minister of New Zealand with whom I went to University at the Waikato Management School. Further, the many people I have worked with over the years in Community Services, inspire me every day. Be it in working for gender and social equality, refugee or employment rights, or at the grassroots level to support and empower people to transform their lives.

SHE LEADS: IGNITING YOUR LEADERSHIP JOURNEY

YWCA Canberra is proud of our She Leads program, which has impacted the lives of thousands of girls and women, including female-identifying and non-binary people, igniting their leadership journey and allowing them to thrive.

Now in its sixth year, the She Leads program has grown to encompass 13 annual events, including conferences, workshops and In-conversations, and a Diploma that has two annual intakes.

In this issue of YNews we're celebrating the achievements of our She Leads program, with back-to-back articles highlighting some of our recent events, and all the details you need to get involved in some of the exciting events that will take place in coming months.

This includes our 2018 She Leads Conference, which will bring together incredible women leaders at all stages of their leadership journeys, from a variety of fields. Now in its fifth year, the Conference includes a full program of keynote speeches, seminars, and panels that focus on creating and seizing opportunities, collaborative leadership, and confidence development, providing you with practical advice and skills to rise in your workplace and community.

More information about our 2018 She Leads Conference on the next four pages!

Also included in this edition is a profile on She Leads Diploma Coordinator, Mary Kirkman and She Leads

Diploma workshop facilitator, Vanessa Vanderhoek, and a profile on Jacq Burridge, a past life member whose estate now sponsors scholarships for the Conference.

We hope this issue inspires you to come and get involved in the She Leads program yourself. Upcoming events include:

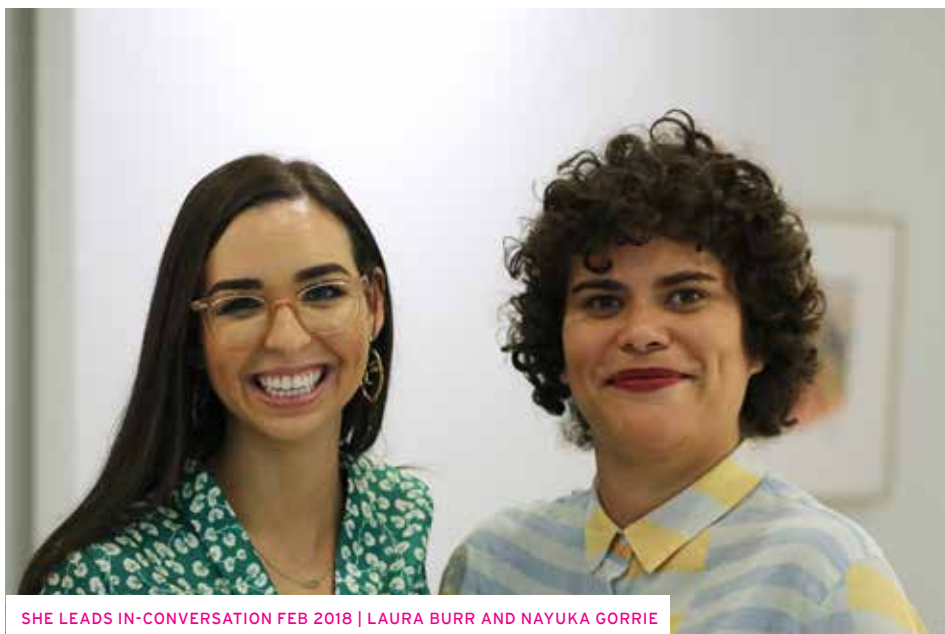
26 June	She Leads Workshop: Financial Confidence with Sharon Bruzga
31 July	She Leads Conference Networking Function
1 August	2018 She Leads Conference
July	She Leads Diploma intake 2
7 August	She Leads Workshop: Board Governance with YWCA Canberra Board Directors
August	She Leads Diploma intake 3
14 August	She Leads In-Conversation: Michelle Law
25 September	She Leads Workshop: Board Finance with Betty Ferguson
23 October	She Leads Workshop: Creative Thinking with Mikaela Danvers
20 November	She Leads In-Conversation: Gillian Triggs



SHE LEADS COLLEGE CONFERENCE 2018



SHE LEADS DIPLOMA GRADUATION APRIL 2018



SHE LEADS IN-CONVERSATION FEB 2018 | LAURA BURR AND NAYUKA GORRIE



SheLeads Conference

R

1 AUGUST 2018
REX HOTEL

WE GROW
POWERFUL
BY LIFTING
EACH OTHER

S E

OUR PARTNERS

PRINCIPAL PARTNER

DEFENCE FORCE RECRUITING



NETWORK PARTNER

centreRED IT

CONFERENCE FRIENDS



CONFERENCE CHAMPIONS



HAYS Recruiting experts worldwide

LUSH FRESH HANDMADE COSMETICS

CANBERRA MEDIA PARTNER

HER CANBERRA

ONLINE MEDIA PARTNER



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DESIGN + PRINT

SCHOLARSHIP PARTNERS

NCWA NATIONAL COUNCIL OF WOMEN AUSTRALIA

Personal donation from the family of YWCA Canberra Life Member

Jacq Burridge

Personal donation from YWCA Canberra Member

Fiona Jolley

2018 SHE LEADS CONFERENCE

Ignite your leadership journey with the fifth She Leads Conference - the premier event for women at all stages of their leadership journey.

This flagship Conference provides a fresh perspective on women's leadership and is not like any other conference for women you might have heard of. We don't just want women to succeed in their workplaces, we want them to thrive in all areas of their life.

The 2018 She Leads Conference provides a holistic approach to women's leadership that focuses on providing you with the expertise required to elevate yourself in your home, workplace, and community.

Held across two days at the Rex Hotel from Tuesday 31 July to Wednesday 1 August, the 2018 She Leads Conference will attract a diverse range of women, including female-identifying and non-binary people, leaders.

The Conference centres around the theme **Rise: We grow powerful by lifting each other**, and includes a full program of keynote speeches, seminars, and panels that will build your capacity to be a positive and influential leader in all that you do.

Practical skills you will gain include collaborative leadership, positive team work, emotional intelligence,

and innovative thinking through a framework of embracing diversity. Participants will gain the confidence and expertise required to increase their influence across all areas of their life.

The 2018 She Leads Conference also includes a networking and cocktail function the evening prior on 31 July, providing attendees with a rare opportunity to network with our incredible speakers and fellow attendees prior to the official conference.

Building on the success of our past four events, we expect a continued positive evaluation outcome as received in 2017, with 92 per cent of surveyed attendees evaluating the Conference as 'Excellent' or 'Good', 91 per cent stating they would recommend the Conference to other women, and 84 per cent of respondents indicating that they would attend the Conference next year. Learn more about our previous [She Leads Conferences](#).

To receive the YWCA Canberra member discount become a member today, or receive a corporate discount by booking a table for 10 by contacting sheleads@ywca-canberra.org.au.

[Read on for the Conference program, speaker profiles, networking function details, and ticket price information.](#)

PROGRAM	
8:30-9:00am Arrivals	
9:00 - 9:30am MC opening remarks	Meshel Laurie
9:30 - 10:10am Keynote: Levelling the Playing Field	Jamila Rizvi Jamila Rizvi will speak about the disadvantages faced by women in the workplace and society through an intersectional lens, highlighting practical solutions to level the playing field. Jamila will discuss the expectation placed on women and offer easy-to-follow advice on how to overcome these expectations to not only succeed, but thrive.
10:10 - 10:45am Morning tea	
10:45 - 11:45am Panel: Leading and Lifting	Four women from a range of industries and backgrounds will share what they have learnt as they rose to leadership positions, what they do to lift other women, and how they utilised the support of others. Drawing on industries including STEM, transport and policy, academia, and the Australian Defence Force, and panellists' diverse identities, you will gain practical advice on positive team work, collaborative leadership, and learn how to overcome challenges no matter your position, industry, or background. Dr Raji Ambikairajah, Bridget Clinch, Dr Vanessa Lee, and Natalie Walker, facilitated by Angela Priestley
11:45 - 12:25pm Keynote: Inclusive Leadership	Nas Campanella Triple J's news radio presenter, Nas Campanella, highlights opportunities for women who want to be more inclusive of people with diverse abilities and backgrounds, in their homes, workplaces, and communities. Understanding people's differences will help you develop and lead strong teams that create innovative business solutions to meet the needs of your customers and stakeholders.
12:25 - 1:10pm Lunch	
1:10 - 2:30pm Breakout seminars	<ul style="list-style-type: none"> • Holistic Career Planning • Productivity Hacks and Empowered Staff • Creating Successful Mentorships and Menteeships Details about these seminars can be found on our website.
2:30 - 3:00pm Afternoon tea	
3:00 - 4:00pm Panel: Creating Structural Change to Rise	Four women from a range of industries and backgrounds will present strategies that you can use to lead in your home and workplace, through a discussion on the benefits of creating a gender-equal world. Panellists will also discuss how they personally contribute to gender equality, what motivates and inspires them, and how to continue driving change. Libby Lyons, Prof Marian Sawyer, Dr Jessa Rogers, facilitated by Michele Fonseca. Final panellist to be announced.
4:00 - 4:40pm Keynote: TBA	TBA In this final keynote speech, you will be given the tools to put your new knowledge into action. You will leave knowing how to be brave in the face of uncertainty and how to positively lead and lift others.
4:40 - 5:00pm MC closing remarks	Meshel Laurie

CONFERENCE SPEAKER PROFILES



Meshel Laurie

Meshel Laurie is a radio and television broadcaster, writer and corporate speaker of over 20 years' experience. Meshel is currently a regular panellist on Channel Ten's *The Project*, and pops up quite a bit on TV, with numerous appearances throughout her career. Credits include *Hughesy*, *We Have A Problem*, host of ABC's *Stand Up!* co-hosting Ten's *This Week Live*, and regular guest appearances on shows such as *Rove Live*, *The Glass House*, *Can of Worms*, *Spicks and Specks*, *Good News Week*, *The Circle*, and *Adam Hills: In Gordon Street Tonight*. Meshel is also an accomplished author and practicing Buddhist, and has published a memoir, *The Fence-Painting Fortnight of Destiny* (2013), and two books in her 'Buddhism For...' series, including *Buddhism For Breakups* (2017), and *Buddhism For The Unbelievably Busy* (2017).



Jamila Rizvi

Jamila Rizvi is an author, presenter, and political commentator. Described as one of the preeminent voices of young Australian women online, Jamila injects her own special brand of humour, irreverence and authenticity into the public debate. Jamila writes a twice-weekly column for *News Limited* about politics, gender and parenting. She is an accomplished host and commentator, appearing regularly on *The Project*, *The Drum*, and *ABC Radio*. She previously worked as Editor in Chief of the *Mamamia Network*, and as a political adviser to the Rudd and Gillard governments. Her first book is *Not Just Lucky* and was published in 2017, and her second book, an anthology of essays about motherhood, will be released in 2018. Jamila is also an Ambassador for CARE Australia and refugee advocacy group, Welcome to Australia, and she is a board member for The McKell Institute and the Melbourne's Writer's Festival.



Nas Campanella

Nas Campanella is a journalist and newsreader with the *ABC* and *Triple J*. Nas lost her sight when she was six-months-old and also has Charcot-Marie-Tooth, which means she can't read Braille. Nas is the first blind newsreader in the world to read and operate the studio for herself live to air, and is passionate about travel; she has been published in *Lonely Planet* and the *Sydney Morning Herald*, and provides advice on accessible travel to members of the tourism industry. In 2016 Nas was part of a Disability Empowerment Skills Exchange in Fiji where she worked in a media communications and advocacy role with the Spinal Injury Association in Suva. During the month-long exchange, Nas devised a social media strategy for the organisation, assisted in the design and launch of a disability awareness training program for the United Nations, and ran workshops in public speaking, press release writing and interview skills. Nas is also a board director for Motivation Australia.



Dr Raji Ambikairajah

Dr Raji Ambikairajah holds a PhD in electrical engineering and has spent most of her career in the technology start-up and venture capital sectors. Raji is the Chief Operating Officer of Women in Banking and Finance, a current non-Chief Executive Officer of the Sydney School of Entrepreneurship, and is an Ambassador for Room to Read. Raji was also awarded the 2018 NSW Woman of the Year Award in the Community Hero category.



Bridget Clinch

Bridget Clinch began serving in the Infantry straight out of school, and quickly became a Captain. Bridget's life quickly changed when she informed the Australian Defence Force (ADF) she was transgender, and began transitioning. This life change transformed Bridget into a trans-rights activist, where she successfully dismantled the ADF's extant anti trans policy, allowing trans people to continue serving. Bridget continues to support trans visibility and inclusion projects, including the inclusion of trans women in sport.



Dr Vanessa Lee

Dr Vanessa Lee, from the Yupungathi and Meriam people, is a senior researcher in social epidemiology (Med. PBH) within the Faculty of Health Sciences at University of Sydney, an Honorary Associate of the National Centre for Cultural Competency, the Chair of Public Health Indigenous Leadership Education Network, a board director of Suicide Prevention Australia, and a founding member of Indigenous Data Sovereignty Network. Vanessa also works with Domestic Violence NSW LGBTIQ Interagency, providing cultural insight in addressing domestic violence issues within the First Nations sexuality and gender diverse community.



Natalie Walker

Natalie Walker is the Founder and Managing Director of Inside Policy, a national collaboration to design new solutions for old and complex policy challenges. Prior to founding Inside Policy, Natalie was the inaugural CEO of Supply Nation. Natalie is also the non-Executive Chairman of Evolve FM, a co-Chair of National Australia Bank's Indigenous Advisory Group, and co-Chair of the Cape York Girl Academy.



Angela Priestley

Angela Priestley is the Founding Editor of Women's Agenda, a journalist and editor turned media entrepreneur, a business owner, and author, most notably of *Women Who Seize the Moment*. Angela has interviewed more than 1000 women during her career, and regularly shares what she's learnt on Women's Agenda and in front of audiences as a speaker, panellist, and event moderator.



Libby Lyons

Libby Lyons is the Director of Workplace Gender Equality Agency, a statutory reporting process which gathers gender equality data from over 11,000 employers and covers more than 4 million Australian employees. Prior to joining WGEA, Libby headed BHP Billiton's Olympic Dam corporate affairs division, was General Manager of External Relations at Atlas Iron, and held senior roles at CITIC Pacific Mining, Alcoa Australia, the Western Power Corporation, and Telstra.



Emeritus Professor Marian Sawer, AO, FASSA

Marian Sawer is former head of the Political Science Program and is now Public Policy Fellow and Emeritus Professor at the Australian National University. She is a former president of the Australasian Political Studies Association, co-founder of its Women's Caucus, and recipient of its lifetime achievement award. Marian was made an officer of the Order of Australia (AO) in 1994 for her services to women and to political science and was elected to the Academy of the Social Sciences in Australia soon after. She has also served as Vice-President of the International Political Science Association (IPSA) and was Co-Chair of the 2016 World Congress of Political Science in Poznan.



Dr Jessa Rogers

Jessa Rogers is a Wiradjuri woman, Fulbright scholar and is currently leading the Indigenous Research and Education Strategy at the University of New England. She sits on the Federal Expert Reference Group on English Language Learning for Indigenous Children [ELLIC], the ACT Ministerial Advisory Council for Women, and the Management Committee of Future Earth Australia, Australian Academy of Sciences, recently completing her 3-year term on the National NAIDOC Committee.



Michele Fonseca

Michele Fonseca is the ABC's Head of Community Engagement, responsible for leading the ABC's key initiatives around community engagement as well as diversity and inclusion. Michele established a Diversity Working Group within ABC News, with the aim of making the operation more reflective of Australia's many communities, both on and off air. Michele has also worked as a reporter, producer and presenter across several ABC programs including 7pm News, 7.30, Radio Current Affairs and the Asia Pacific News Centre.



Vanessa Vanderhoek

Vanessa Vanderhoek is passionate about helping people have a fulfilled life by personally and professionally by working flexibly. She is an empowering career coach, a highly energetic facilitator and trainer, and an exceedingly experienced consultant. Vanessa is the proud founder of Flexible Working Day and CEO of The FlexAgility Group, which assists organisations to reap the rewards of flexible working for both their people and business goals.



Amanda McIntyre

Amanda McIntyre is a Partner in PwC Canberra's Business and Performance team, and has more than 20 years' experience working in Financial Management, and is a member of the DFAT Australia Award's Women in Leadership Program Steering Committee. Amanda has also headed International Delegations, representing the interests of the Australian Government in International Fora, and was part of the Senior Executive team that delivered the G20 Leaders Summit in Brisbane in 2014, and was Head of the Office for Women.



Frances McNair

Frances (Frankie) McNair is a comedy loving, anxiety ridden, rent scrounging optimist who is currently growing her hair out (#brave). Her comedy is combination of personal experience, unnecessary musical bursts, absurd voice overs and truth bombs that everyone was already aware of. She has performed all over Canberra and interstate including; Floriade Fringe Festival, Canberra Comedy Festival, and Melbourne International Comedy Festival.



Laura Campbell

Laura Campbell is a local disability activist, feminist, and comedian. During her time as an ANU Psychology/Law student, Laura was the ANUSA Disabilities Officer, and later the Executive ANUSA Education Officer. In 2016, Laura began performing stand-up comedy, and came runner-up in 2017's Triple J's RAW state finals, has sold out runs in the Canberra and Melbourne International Comedy Festival, and performing with the likes of Matt Okine, David Hughes, Josh Earl, Nazeem Hussain, Akmal, and Kirsty Webeck

CONFERENCE SEMINARS

At the 2018 She Leads Conference you can choose to attend one of three break out seminars, hosted by incredible women leaders. Check out their bios in the speaker profile section above!

The seminars have been designed to provide practical skills and advice in the areas that female leaders tell YWCA Canberra they want to know more about. We understand that women, wherever they are in their career, want to improve their productivity, strategically plan their career, and develop positive relationships that will help them succeed.

All of these skills are essential to achieving success in the workforce today, and remaining relevant in the unrecognisable workplace of the future. As organisations become more dispersed and businesses rely on higher order skills such as leadership and interpersonal relationships, it is vital you are prepared to ensure you can keep taking your career to the next level.

We have designed these three breakout seminars to deliver you the skills you need today, to be ready for the career you want tomorrow. Get your ticket to the 2018 She Leads Conference today to lock in your seminar slot - spaces in each class are limited.

Seminar 1: Productivity Hacks and Empowered Staff

Facilitated by the Founding Editor of Women's Agenda, Angela Priestley, this workshop targets mid and executive level women who not only want productivity hacks, but want to learn how to delegate work to their staff in an empowering way. Attendees will discover how to grow their employees' skills, confidence, and promotion success through delegation of tasks and

personal and professional development, which also improves productivity.

Seminar 2: Holistic Career Planning - How to get a Competitive Edge!

Facilitated by The FlexAgility Group CEO and Flexible Working Day founder, Vanessa Vanderhoek, this workshop targets aspiring and emerging leaders, empowering attendees to embrace this fast paced working world and not get left behind. Our world and workplaces are rapidly evolving; research from the World Economic Forum suggests that 35 per cent of the skills necessary for us to thrive in a job today will be significantly different by 2020. Never before has it been more important than now to take action and ensure that you have a competitive edge. Attendees will learn what sets them apart, how to achieve their goals and receive promotions, while also considering how to lift others as they rise.

Seminar 3: Creating Successful Mentorships and Menteeships

Facilitated by PwC Canberra Partner and previous head of Office for Women at PM&C, Amanda McIntyre. Amanda is passionate about inspiring, empowering and educating women to be leaders of the future. This workshop targets anyone seeking to establish a mentor/mentee relationship in the workplace. Attendees will come away understanding the benefits and importance such a relationship offers, how to establish one, what it involves practically, and where obligations lie in making sure partnerships work. Attendees will also have an opportunity to partner up with others on the day and put to practice some of the skills highlighted in the seminar.

CONFERENCE NETWORKING FUNCTION

On Tuesday 31 July, the night prior to the Conference, there will be a networking and cocktail function. With a highly limited number of tickets, this networking event provides attendees with the exclusive opportunity to socialise with like-minded people prior to attending the Conference.

The function, held on the new and luxurious Rex Hotel rooftop bar, includes complimentary drinks and canapés, and attendees will also be treated to a comedy show by

two leading Canberra comedians: Laura Campbell and Francis McNair.

Now a Conference tradition, the Function is best suited to women looking to meet like-minded individuals and speak to the Conference speakers - many of whom also attend. You can expect the Function to provide you with an exclusive networking opportunity with incredible and high-profile women leaders in Canberra, particularly from government and corporate backgrounds.

CONFERENCE TICKETING INFORMATION

Tickets for the Conference are currently on sale, with early bird ticket prices ending 30 June 2018.

Discounts are available for current financial YWCA Canberra members and for corporate tables of 10.

Tables of 10 are great options for work groups and offer generous discounts. If you or your workplace is interested in booking a table of 10, please get in touch with the She Leads team at sheleads@ywca-canberra.org.au.

TICKET TYPE	EARLY BIRD PRICE	NORMAL PRICE
Conference Only Tickets		
YWCA Canberra member	\$350	\$550
NGO/Self-Funded Individual	\$400	\$600
Corporate/Government	\$500	\$700
Group of 10 (NGO/Self-funded)	\$3,500	\$5,500
Group of 10 (Corporate/Government)	\$4,500	\$6,500
Networking Function		
Single ticket	\$65	\$80
Group of 10	\$620	\$700
Conference + Networking Function		
YWCA Canberra member	\$400	\$600
NGO/Self-Funded Individual	\$450	\$650
Corporate/Government	\$550	\$750
Group of 10 (NGO/Self-funded)	\$4,000	\$6,000
Group of 10 (Corporate/Government)	\$5,000	\$7,000

To secure your ticket today, head to the YWCA Canberra website!



2018 SHE LEADS CONFERENCE SCHOLARSHIPS

She Leads has secured a number of full scholarships for this year's Conference, which ensure equal access to this one of a kind leadership event. Through the generosity of Jacq Burridge, Fiona Jolley, Zonta Club of Canberra, and the National Council of Women ACT, female-aligned attendees have a wide variety of scholarship options to suit their personal circumstances.

Jacq Burridge Scholarship

To apply for one of the Jacq Burridge scholarships, attendees should:

- be a woman (includes female-identifying and non-binary people)
- be a current full-time university student*
- be a young woman (30 years and under)
- commit to attending the event
- write a 500-word article (by 15 August 2018) describing how attending the Conference has enriched your life

*Please note that one scholarship is available for one student from each of the following Canberra universities: University of Canberra, Australian National University, and Australian Catholic University.



Fiona Jolley Scholarship

To be eligible for a Fiona Jolley Scholarship, attendees should:

- be a woman (includes female-identifying and non-binary people)
- be a young woman (30 years and under)
- commit to attending the event
- write a 500-word article (by 15 August 2018) describing how attending the Conference has enriched your life

NCW ACT Scholarship and Zonta Club of Canberra Scholarship

To qualify for a NCW ACT scholarship, you must identify as a woman (including female-identifying and non-binary person), commit to attending the event, write a 500-word article (by 15 August 2018) describing how attending the Conference has enriched your life, and identify with at least one of the following:

- Aboriginal and/or Torres Strait Islander
- culturally and linguistically diverse
- person with a disability
- single parent
- survivor of gendered or domestic violence
- unwaged
- otherwise marginalised group

To apply for any of the above scholarships, please complete the online scholarship form located on the YWCA Canberra website, on the She Leads Conference event page.

MEMORIALISING JACQ'S VISION THROUGH THE JACQ BURRIDGE SCHOLARSHIP

Jacq Burridge began her involvement with the YWCA at the age of six, taking ballet lessons after her family moved to Canberra from Perth in the 1930s. As a young woman, she attended dances and other YWCA events, like many long-term Canberra residents.

Jacq was YWCA Canberra President from 1984-1987 and 1993-1995. In the 1980s she led the organisation through one of the most difficult periods in our history. Jacq gave thousands of hours of voluntary time to improve the lives of women in Canberra and Australia, and was a Life Member of both YWCA Canberra and YWCA Australia.

Her vision for YWCA Canberra and the empowerment of young women helped make us a strong and prominent women's organisation in Canberra, and in the YWCA movement. She is remembered as a mentor and an inspiration to many Canberra women.

Jacq's care for young women and YWCA Canberra continues, even today, through the newly created Jacq Burridge Scholarship. This Scholarship will provide

young, full-time student women with the opportunity to attend the annual She Leads Conference. In this way, Jacq continues to encourage diverse and meaningful pathways for young women in Canberra.

Further, in ensuring breadth of access, three Jacq Burridge Scholarships will be awarded each year. One Scholarship will be awarded to each Canberra based university, including University of Canberra, Australian National University, and Australian Catholic University. By broadly targeting the three largest Canberra universities, young women from all backgrounds will have the opportunity to apply and enhance their leadership skills.

We send our heartfelt thanks to Jacq Burridge's family for honouring Jacq in this fitting way, and for proving young women with this leadership opportunity. We are also grateful that the incredible memory of Jacq will be memorialised through the continued success of young women in Canberra, and through Jacq, they will be able to shape our community and amplify their voices.



SHE LEADS DIPLOMA OF LEADERSHIP AND MANAGEMENT

Through the She Leads program, we strive to increase the leadership skills of women in our community. One way we achieve this is by delivering the She Leads Diploma of Leadership and Management, which provides participants with cutting edge education, taught by leading women in their field.

The She Leads Diploma of Leadership and Management is at the cutting edge of leadership development. It applies a framework of developing participants' cognitive capabilities and emotional intelligence (knowing), practical leadership skills (doing), and leadership identity (being).

We have two upcoming intakes in July and August - book now

The course interweaves this framework with a traditional BSB51915 Diploma of Leadership and Management, allowing participants to build their leadership skills while working towards a nationally recognised qualification. YWCA Canberra is a Registered Training Organisation (RTO 1373). The course also explicitly acknowledges and addresses the perspectives, challenges and opportunities for women in leadership.

During the She Leads Diploma, participants will have the opportunity to explore and refine their leadership identity, and reflect on their experiences, strengths, values, and vision for the future. Through this process, participants will learn how to become authentic and effective leaders.

She Leads has both the capacity to provide participants

DIPLOMA PROFILES

Our She Leads Diploma builds the capacity of women to grow their leadership and management capabilities, and it relies on capable women to deliver these skills. The following two women manage our Diploma and tell us what you can expect to gain.



**Mary Kirkman -
She Leads Diploma
Coordinator**

**Tell us about your role at
YWCA Canberra**

I am the She Leads Diploma Coordinator, which means I ensure the smooth running of the She Leads Diploma of Leadership and Management, provide support to students and facilitators, design programs and assess student work. I also promote the program through my networks. I have only been in the role for a short time, but I can tell it will be an exciting challenge.

“The world will be a better, kinder, fairer place with more women in leadership positions. Diverse women, with diverse life experiences, perspectives and abilities coming together and leading change and making equality a reality. I want to help make that happen.”

with a new skill set or formalise the skills that they have accumulated through their careers.

Upon successful completion, participants will graduate with a BSB51915 Diploma of Leadership and Management, recognising their competency in the following areas:

BSBWOR501	Managing personal work priorities and professional development
BSBMGT517	Managing operational plans
BSBFIM501	Budgets and financial plans
BSBLDR503	Communicating with influence
BSBLDR501	Develop and use emotional intelligence
BSBADM502	Managing meetings
BSBMGT502	Managing people performance
BSBWOR502	Lead and manage team effectiveness
BSBHRM405	Supporting the recruitment, selection and induction of staff
BSBHRM405	Managing diversity
BSBMGT516	Facilitating continuous improvement.

The She Leads Diploma is delivered over ten dynamic full day classes (held monthly) which include: seminars, practical exercises with case studies and role plays, personal development sessions, and peer coaching.

For course and enrolment information, please contact the She Leads Diploma Coordinator, Mary Kirkman at Mary.Kirkman@ywca-canberra.org.au.

What do you enjoy doing in your spare time?

Right now, I am completely obsessed with mountain biking! I started last year at a 'come and try' day run by Her Canberra. It was terrifying, riding down bumpy and narrow dirt tracks at what seemed like quite a quick pace - at one point, I think I even cried! After an hour of challenges and stress, I ended up leaving with such a feeling of accomplishment! I went out and bought my own bike a few weeks later. I ride as often as I can, wherever I can, over whatever I can! Recently, I took a trip to Rotorua NZ to ride the Whakarewarewa Forest, which was brilliant, and competed in a Canberra based women's mountain bike race called the Dirt de Femme. I came 98th!

Prior to commencing this role, you were the Human Resources Manager. What prompted the move to She Leads Diploma Coordinator role?

I love HR and I have always cared about women's leadership. I feel like moving from HR to She Leads isn't really a stretch; it's just a shift in focus. Prior to joining YWCA Canberra, I held HR roles in Learning and Development, Leadership and Diversity. What drew me to the Y in the first place is

the same thing that drew me to the She Leads Diploma. The world will be a better, kinder, fairer place with more women in leadership positions. Diverse women, with diverse life experiences, perspectives and abilities coming together and leading change and making equality a reality. I want to help make that happen.

What do you enjoy most about being the She Leads Diploma Coordinator?

I haven't been in the role very long, but already I can tell that it will be working with the amazing women who make the program what it is - the facilitators and students. I look forward to seeing what everyone contributes, what networks will be formed and what changes people will make as a result of the She Leads Diploma.

What would you say to women who are thinking about enrolling, but aren't sure if this is the opportunity for them?

It's a bit of a commitment, but time will pass whether you do something or not. Do it!

How can women find out more about the She Leads Diploma of Leadership and Management?

The best place to start is on YWCA Canberra's website. People are always welcome to drop me an email at mary.kirkman@ywca-canberra.org.au or call me for a chat on (02) 6175 9900.



Vanessa Vanderhoek - Diploma workshop facilitator

Describe your role within the She Leads Diploma of Leadership and Management.

I facilitate the Leadership, Emotional Intelligence and Communication modules. I do this by building on my industry and career experience, which includes over 15 years' experience in senior executive roles in government and not-for-profit organisations, including a 10-year role with one of the "Big 4" professional services firms, and being the founder of [Flexible Working Day](#), a Founding Director of [Career Inside Track](#), a freelance coach for [FlexCareers](#), and a volunteer [Psychological First Aid Officer](#) with the Australian Red Cross.

How long have you been involved in the Diploma, and why do you keep coming back?

I'm very proud to share that for the last four years I've facilitated workshops for the Diploma. I love seeing that transformation of all the wonderful women, it's simply amazing! Many of the students start off not quite sure of themselves or understand what their career trajectory could be, and end up with an incredible amount of confidence to move on and up and meet some huge goals. It's so inspiring!

Why do you think the Diploma is a worthwhile investment for women's careers?

The Diploma offers a lot of skills beyond leadership that you may not have considered, but which are vital to success as a good leaders and manager. These are skills like networking, self-reflection. Practical and research-based tools and tips, gaining the space to grow and develop a leadership style, and also learning to be held accountable for your actions and the inactions of others. It is through all of these broad-ranging skills that the worthwhile investment is found; through the extensive development of tangible skills and styles.

What sets this Diploma apart from other women's development qualifications?

Unlike other Diplomas, I have found the She Leads Diploma to offer a contemporary and modern approach to leadership that works for all women at all levels of their leadership journey. This Diploma is also unique in that it is woman centric - designed by and for women. It's also taught in a safe environment that allows everyone to work through their concerns and previous issues or mistakes, and ultimately empowers participants to be the best leader and manager they can be.

If a woman is considering enrolling in the Diploma, what advice do you have for them?

Take action and do it today! Put in a business case to your employer to see if they'll support you. I promise you that the investment will reap you rewards for years to come.



PARTNERING TO CREATE POSITIVE SOCIAL CHANGE

YWCA Canberra empowers women, girls and their families to achieve equality for all. For nearly 90 years we have provided community services and represented women's issues in Canberra.

YWCA Canberra provides essential, quality services for women, girls and families in the ACT and surrounding regions. We work in the areas of children's services, community development, housing, youth services, personal and professional training, women's leadership and advocacy.

At YWCA Canberra, we understand the importance of choosing a not-for-profit partner that aligns with your organisational and corporate social responsibility objectives.

We work collaboratively with like-minded organisations, schools, businesses, all levels of government, and leaders in the community to ensure that our collective resources make the biggest possible impact for the people we serve.

Dozens of companies have already discovered the impact that a collaborative partnership with us can have. There are a range of ways that your company can work with us to not only strengthen your business, but transform the Canberra community for the better.

Young people and STEAM

75 per cent of the fastest growing occupations in Australia require skills in STEAM. And unless we increase the capacity of young people in STEAM now, they will be left behind. The Clubhouse learning model is specifically geared for delivery by community-based organisations in low income, disadvantaged areas around the world.

Increasing young people's core skills of problem solving, critical thinking and communication using STEAM activities will increase their readiness, interest, understanding and connection with technology and the broader world.

Girls, Aboriginal and Torres Strait Islander students and students from low socio-economic backgrounds are underrepresented in the STEAM workforce, are more likely to have negative perceptions of STEAM disciplines and are less likely to aspire to STEAM careers, and we want to address this. Our programs specifically target young women and girls, and provide supportive, inclusive spaces for them to engage in science, technology, robotics and engineering.

Our Clubhouse members come from a variety of backgrounds and experiences, and through a focus on inclusion and self-driven knowledge building, we

have seen countless examples of improvement to members' attitudes and achievements in school.

Building skills in young people today to enter STEAM industries is crucial to long-term economic prosperity and equality. Our learning model empowers vulnerable young people to become more capable, creative and confident learners, through creative experimentation, positive engagement with mentors and industry professionals, and the provision of a safe, secure and structured environment. Our impact studies show that our members report the

engagement with the Clubhouse has increased the likelihood they will finish school, and pursue further studies or careers in STEAM.

The importance of partnerships

YWCA Canberra

Clubhouse is a free, out-of-school learning space that connects young people aged 10 - 18 in Tuggeranong with access to the latest technology, and the mentoring and support needed to grow their skills in science, technology, engineering, arts and mathematics (STEAM).

The Clubhouse learning approach is designed to empower youth from all backgrounds to become more capable, creative, and confident learners.

The sustainability and success of the YWCA Canberra Clubhouse is determined by the support of corporate and philanthropic partnerships. These partnerships include financial contributions to cover operating costs, professional mentoring for Clubhouse members, and software and hardware donations.

We're proud that our partners span the government, private and community sectors - together we are making an incredible impact on young people's lives.

Our approach to partnerships

Our partnerships are built on trust, transparency, a shared vision for equality for all, and a commitment to creating positive social change.

With each of our partnerships, we develop clear goals and strategies before resources are allocated. Through our Results Based Accountability framework, we collect and share data on our progress, reflect on lessons learned, and continuously adapt our approach. Key to this process is ongoing dialogue and iterative ideas development with our partners, and celebrating our successes together along the way!

To discuss the exciting ways in which your organisation can contribute to the YWCA Clubhouse, contact Director of Communication, Advocacy and Fundraising Helen Machalias via helen.machalias@ywca-canberra.org.au

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SHE LEADS IN-CONVERSATION FEB 2018 | LAURA BURR AND NAYUKA GORRIE



SHE LEADS IN-CONVERSATION FEB 2018 | LAURA BURR AND NAYUKA GORRIE



SHE LEADS COLLEGE CONFERENCE 2018



SHE LEADS COLLEGE CONFERENCE 2018 | MC CODIE BELL



SHE LEADS COLLEGE CONFERENCE 2018 | OUR PARTNER, DFR



SHE LEADS COLLEGE CONFERENCE 2018



SHE LEADS DIPLOMA APRIL 2018 GRADUATION



SHE LEADS IN-CONVERSATION MAY 2018 | JAX JACKI BROWN AND YEN ERIKSEN



SHE LEADS IN-CONVERSATION MAY 2018 | JAX JACKI BROWN



YWCA CANBERRA'S 2018 EGM




YWCA CANBERRA'S 2018 EGM



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YWCA CANBERRA'S 2018 EGM