



THE NATIONAL COUNCIL OF WOMEN OF QUEENSLAND INC.

Affiliated with the National Council of Women of Australia Inc. Ltd
And The International Council of Women

Patron: His Excellency Paul de Jersey AC
Governor of Queensland

Postal Address: The Honorary Secretary, NCWQ,
Harris Terrace, 46 George St. Brisbane, Qld 4000.

January 2015
Newsletter 228

President

Noela O'Donnell

president@ncwq.org.au

Vice-President

Annette Lourigan

Secretary

Avril Kent

Treasurer

Paula Ivanovic

Recording Secretary

Kathy Cavanagh

State Coordinator

Lisa Hooper

Membership Secretary

Kirsty Levis

Newsletter Editor

Lisa Pring

ncwqnewsletter@gmail.com

Website

www.ncwq.org.au



Telephone

(07) 3846 4418
0414 771 736

ABN 43 025 349 777

Opinions expressed in this
publication do not
necessarily coincide with
those of the NCWQ.

Happy New Year! As Courier Mail Editor Chris Dore wrote on 1 January 2015 "...There is plenty to be happy about and ample causes for optimism as we flip open the calendar to begin a new year.

We woke up today in a very special corner of this big blue planet-one of the most beautiful, safest, most prosperous and inclusive countries in the world.

We have a political system free from extremes.

We are free to follow whatever faith we choose-or none. We enjoy educational and health systems up there with the very best and we have a welfare net that cares for the elderly, infirm and disadvantaged when they need it. Australians are, frankly, the envy of very, very many of our seven billion global co-inhabitants."

This year – 2015 – sees 110 years of the National Council of Women of Queensland; 100 years of the Women's International League of Peace and Freedom; 100 years since women in Queensland could run for parliament and 100 years of compulsory voting in Queensland. All significant events.

NCWQ continues to pay tribute to the past, celebrate the present and look to the future. This issue highlights the life and work of Yvonne Bain; celebrates today's members and their work and shares the considered thoughts of young Queensland women on the equality of participation rates between men and women. And much more.

We hope to see you at one of our events – whether it be at an Everyday Women Seminar (EWS), focussing on empowering women through education; our president's dinner or being involved in our bursary program. Our first event for 2015 is an initiative coordinated by NCWQ Vice-President Annette Lourigan with the goal of encouraging younger women to be more involved in the organisation.

I extend my best wishes to you and your organisation for this year. May we continue to work together for women and families.

In closing, something to share from the Community Friends Update 11-01-2015 "Follow these three rules: Do the right thing, do the best you can and always show people you care." (Lou Holtz)

Noela O'Donnell

President, NCWQ



Member Organisation Profile - *Relief Society*

The modern woman wears a number of hats. She may be a mother, an aunty, a grandmother. She could be a student, a worker, a full-time carer. She may love to read, play sports or fix a car. Each woman is different and unique in her own way. The Church of Jesus Christ of Latter-day Saints has recognised that each woman is different, with their own needs and created a women's organisation to accommodate for all these wonderfully individual women.

In 1842, Relief Society began with the purpose of strengthening women and their communities. In the early days of Relief Society, women would spend their time



caring for the spiritual and physical needs of others. The motto Charity Never Faileth was adopted and the women from Relief Society would gather round and help a new mother give birth, care for sick children and provide much needed moral support for those in need. The early Relief Society worked to fund medical training for women, make and market homemade goods, make their own silk, store grain for relief, build hospitals, secure suffrage and establish adoption services and programs of loans and grants to women.

Relief Society has become a worldwide women's organisation, which provides much needed relief and support to those around them, spreading across countries and continents. The twenty women in one township, who first participated in sewing circles and helped birth children, could never imagine the 6 million women spread across 170 countries who continue the legacy of charity which makes such a profound impact on the world today.

Relief Society is composed of women 18 years and over divided into geographical area groups. Each group has a President and two councilors who oversee and co-ordinate the relief effort. When a young woman from the Church of Jesus Christ of Latter-day Saints turns 18 years old, she becomes a member of Relief Society. The mission of Relief Society includes increasing personal faith and righteousness, strengthening homes and families and seeking out and helping those in need.

In Queensland, Relief Society began in West End in 1898 and has grown to 15,000 members throughout the State. There are currently 75 Relief Societies in Queensland. They have completed many projects for local needs, interstate and overseas. Hygiene kits have been sent to third world countries and also to disaster stricken areas within Australia. Book bags have been sewn and sent to local primary schools and groups have conducted book and toy drives to replenish lost books and toys when areas have been devastated by weather events. When a natural disaster strikes, the local Relief Society gathers bed linen, food, toys, hygiene supplies and other much needed goods and delivers them where they are needed.

Around Australia there have been great examples of service provided by local Relief Societies. In Adelaide, Perth and Canberra, women put together birthing kits, in Melbourne women sewed sanitary napkins, in Sydney supplies were gathered and distributed to women recovering from domestic violence.

Closer to home, the Relief Society does not wait for big disasters to serve their neighbour. Many dinners have been cooked and served to ill families, quilts have been given to infants, babysitting services have been provided and also a listening ear has been lent to anyone who needs a little time just to talk and be supported. Relief Society members are prepared to serve. A perfect example of charity is that of Joy, a lovely member of Relief Society in Brisbane. Joy discovered that a friend became ill and bed ridden early in her pregnancy. For the remaining months of her pregnancy and a few months after the baby was born, Joy would pick up dirty washing from the new mother, complete the washing, drying, ironing and folding, then deliver it back to the new mother, with a batch of fresh baked biscuits. That simple act of service has been remembered.

As one of world's largest women's organisations, Relief Society shows what women can achieve when they work together. Combining will power, strength in numbers and care and empathy for our neighbours, Relief Society will continue to stretch forth their hand to give charity to those in need.

Sue Owen - QLD Director of Public Affairs

MEMBER PROFILE

Avril Kent

I arrived in Australia from the UK with my husband Colin and two children aged six and four on this day 39 years ago, and spent the next three weeks watching my leather shoes turn green and my children go stir crazy because all it did was rain! Where was all that sunshine we had been promised?

I spent the first few years volunteering at our local church – we relocated and rebuilt it which was quite a big task – and also spent time helping out at schools and Kindergarten which actually lead to my first paid employment in Australia.

I have always been a 'volunteer' but could never sit in the back row and therefore found myself very involved with school tuck shops and P & C committees until both children left school. That's when I was invited to join a new club being formed in my local area called Quota – and 26 years later I am still a very active member, not of that particular Club, but of Quota International of Redcliffe.



When my first club folded I joined QI Brisbane City and spent nearly twenty years with them in all positions (sometimes twice) while we made many good friendships and raised funds to help those less fortunate than ourselves both here and overseas. Whilst a member of QI Brisbane City I acted as District Secretary Treasurer for two years and then later as Governor for two years – a very steep learning curve but a wonderful opportunity to meet many new members and travel overseas to international conventions. I eventually transferred to QI Redcliffe which is much closer to home for me.

I have so enjoyed my time at Redcliffe where we have undertaken a number of new initiatives since I joined and have welcomed many new members. A Craft Fair has been held very successfully over the past two years and our Ambassador of the Year event for year 11 students is now in its third year and growing each year.

My involvement with NCWQ began as a delegate for Brisbane City but when I changed clubs I became a member in my own right and eventually joined the Management Committee where I have held the positions of Vice President and currently Hon Secretary. My time on the committee has been equally busy and rewarding – I feel you can only get out of these experiences what you put in and I continue to try and pull my weight. I have particularly enjoyed my involvement with the Bursary Program working with the other members of the Committee setting it up each year and reading the applications from such wonderful women – a truly uplifting time. I enjoy my interaction with all members on the Committee and have found some truly wonderful friends, something not always easy as one gets older. I find my membership to be stimulating, interesting and worthwhile and although in the beginning it was a steep learning curve, I now feel very much a part of the team.

I hope to be able to continue my involvement with both QI Redcliffe (who incidentally are now members of NCWQ) and NCWQ for many years, God willing.

Avril Kent

Secretary, NCWQ

Never limit yourself because of others' limited imagination; never limit others because of your own limited imagination. - Mae Jemison

Creators of Change: Connecting women who care to make a difference

When Lucille Danks, the 2014 recipient of the NCWQ Young Woman Thinking Globally bursary spoke at last year's NCWQ Annual General Meeting she said something that really resonated with me. Whilst she was sharing information about the future of education she made a point of stressing that everything that we need is already there, we just need to start using it. During her presentation I looked around the room and thought about the wealth of knowledge and resources that sat in that very space. Women to whom I could go if I met a family that needed help with clothing, housing, community support; women who could put me in contact with professors, lawyers and doctors. Each of those women had one thing in common they all cared to make a difference and were members of organisations that worked towards making the world better for others. I also thought about the combined efforts of hundreds of women who during NCWQ's 110 years had made a significant difference to the lives of strangers through advocating, agitating and standing up for the rights of others; women who have helped shape the life that we value so much in Australia. I also wondered what would happen if young women who were striving to change the face of human rights were to become part of the network of NCWQ, with their added strengths joining the future of NCWQ. At that moment the idea Creators of Change took its first breath.

Creators of Change, a new initiative of NCWQ, will be a vehicle for ensuring that NCWQ is part of the next 110 years. Our goal is to invite women from all walks of life who care to make a difference to become part of our network. Young women, who will bring to us the issues of today's women as they face a future that still has domestic violence in it; the generation of women who have witnessed the development of cyber bullying and sexism; young women who have broken the glass ceiling and witness the reality of being a woman in the modern executive world; women who work with the ever growing number of girls and women who live in poverty and on our streets; women who work with aged and community care who understand the support needed for the women who carved the path that we walk; young women with a wealth of information and a network of organisations that make a difference and forge a path for tomorrow's women today.

Our first Creators of Change event will be held on February 24, 6pm- 8pm at the Commonwealth Bank Flagship Branch, Queen Street Brisbane. The cost of \$35 which includes canapés, light refreshments and a \$5.00 contribution to NCWQ Bursary Funds. We invite you to think about the women you know and work with, who are making a difference and invite them to join us on the night. Together we will add more spokes to the wheel of NCWQ and further ensure the empowerment of women who will walk in the path that we create. For more information please contact me on 0409793818 or alourigan@invocare.com.au.

Annette Lourigan
Vice-President, NCWQ

Creators of Change Forging Paths For Tomorrow's Women, Today

The National Council of Women QLD in celebrating their 110 Years invites you to their inaugural 'Creators of Change' cocktail event on

Date: 24th February 2015
Where: CommBank Flagship Branch,
240 Queen Street, Brisbane
Time: 6-8pm
Cost - \$35.00 which includes a
\$5.00 donation to NCWQ's
Bursary Program

RSVP (for catering purposes) by 18th
February 2015 with payment to
Annette Lourigan @
alourigan@invocare.com.au
0409 793 818

Payment by Direct Debit
Payment Reference: (Name) CoC
BSB: 064001
Account Number: 0090 1888
Account Name: NCWQ Inc.

*NCWQ... Connecting women
who care to make a difference*

Supported by:
Commonwealth Bank Flagship,
Queen Street, Brisbane.

Mantle Housing - *Let the building begin!*

Mantle Housing has been supported by NCWQ for many years through a number of your members including Pat Burgess, Helen Ovens, Gaynor Thearle, Noela O'Donnell and Annette Lourigan. I know many of you too have supported events and fundraisers in aid of Mantle Housing.

Well the good news is that the building of the fourteen apartments at Mitchelton is finally underway. The 'Turning of the Sod' ceremony was held late last year with Minister Tim Mander doing the honours with families, WMB staff, Mantle Board members, Chair Ross Young and WMB Executive Director Geoff Batkin all there to celebrate. It was a great day – but it was not without a touch of sadness that our good friend Helen is not sharing in this milestone – though many of us are convinced she is still rooting from the sidelines J.

Mantle Housing will provide supported accommodation for people who are living with a mental illness that impacts on their ability to maintain a tenancy in the community. Though many people with a disability – be it physical or psychiatric - can live well in the community, with some mental illnesses there is the need for a different kind of support that cannot be delivered effectively through scheduled weekly, fortnightly or even monthly visits. The kind of care and support needed is “as needed” which is difficult to deliver unless you are on site.

Wesley Mission Brisbane will provide the care and support for the residents to live as independent a life as possible. It is everyone's hope that not only will people have a safe home and the support they need, but a renewed confidence and self esteem to be part of the community in which they live: to make friends, delve into some interests they have, train in something and even work. Mantle Housing and WMB believe that the so many positive things can happen once you are sure of your accommodation and assured of the support you will receive. I often ask people to think about how involved in life they would be if they didn't have a safe home or if their rental situation was up for change every 3 months. This kind of insecurity is not easy to manage. For aging mums and dads who want the best for their children, the challenge is formidable. For people living with a mental illness, it creates a sense of uncertainty that builds barriers to involvement, connection and participation which in turn can lead to isolation and living on the margins of our community.

However now we hope that for 14 people, this security will bring them a greater opportunity to live the life they wish to live in the knowledge that they will receive the support they need to do just that. Selection of residents will be completed in March. We thank NCWQ for your continued support and look forward to a brighter future of hope and opportunity for all.

The Mantle Apartments are due for completion in August 2015 with residents to move in September 2015. You can keep up with the progress on website at <http://www.mantle.org.au>

Michelle Hildebrand is the Manager of Service Development Community Services at Wesley Mission Brisbane, key liaison for the Mantle Project, and avid supporter for a better life for people with a mental illness.

Photos from the ground breaking are over leaf.



Right: Residents Matthew Taylor, Tony Doherty, Leon de Camp and Conrad Sanders turn the Sod at the new Mitchelton Apartments

Left: Gaynor Thearle, Michelle Hildebrand, Noela O'Donnell and Nick Ovens at the sod-turning

Below: Leon de Camp, Geoff Batkin (WMB) and Minister Tim Mander



The future belongs to those who believe in the beauty of their dreams.
- Eleanor Roosevelt

Young Women's Thoughts

During the G20 Leaders' Forum held in Brisbane in November 2014, I was honoured to attend the G20 International Dialogue on Women in Leadership, supported by the United States Studies Centre at the University of Sydney and Griffith University. This was a most inspirational experience and made me think. Included in my thoughts was what do young women think about various issues.

Paragraph 9 of the G20 Leaders Summit communiqué was "Our actions to increase investment, trade and competition will deliver quality jobs. But we must do more to address unemployment, raise participation and create quality jobs. We agree to the goal of reducing the gap in the participation rates between men and women in our countries by 25 per cent by 2025, taking into account national circumstances, to bring more than 100 million women into the labour force, significantly increase global growth and reduce poverty and inequality."

I contacted inspiring young woman with a connection to the National Council of Women of Queensland Inc (NCWQ) for their considered thoughts on this goal.

Here are some of the responses on the following pages



Jessica Maher is an Honours student at Griffith University. Her research project will explore the media's representation of female politicians, particularly focusing on the coverage of former Queensland Premier Anna Bligh during the 2009 and 2012 state elections. Jessica hopes to work in the international development field promoting women's rights.

Do you think improving the equality of participation rates between men and women is desirable? Have you experienced yourself or know of situations where being female counted against you in obtaining a job?

I believe that equal participation in the workforce is not only desirable, but also necessary to ensure economic and social development. By increasing participation rates, millions of women will enter the workforce, improving global growth and reducing poverty worldwide. Currently, according to the United Nations Population Fund, 6 out of 10 of the world's poorest people are women. Women are currently disadvantaged in the workforce, earning less than males and doing most of the unpaid work within society such as cleaning, cooking and washing.

G20 leaders must consider important issues such as unpaid labour in order to increase equal participation rates. According to Oxfam, women are subsidizing the economy with an average of 2–5 hours more unpaid work than men per day yet not being recognised for it. Women have traditionally stayed at home to look after their children, either for personal reasons or because childcare is too expensive, which has made participation in the workforce out of reach for many women. Initiatives need to be put in place to allow women equal access to the workforce – for example, through increased education and recognition of unpaid labour.

Do you believe it is do-able for all countries, or that it would be more difficult in developing countries?

It is difficult to expect the same results from countries with very different economic situations. Even in 2015, there are still developing countries struggling to attain basic living standards for all individuals including access to health services and education as well as the provision of food and housing.

Every situation is different, and therefore requires a different approach. It is important to consider national circumstances and engage grassroots organisations who are well informed about the problems in each community.

Do you think that social norms will change to allow for greater equality in participation rates?

I hope so. While I personally have not experienced sexism within Australia, I believe that social norms still disadvantage women. For the most part, however, I have been treated as an individual based on my own abilities as opposed to a woman or defined by my gender.

However, I think gender issues still exist in Australia. Although women in Australia are amongst the most educated in the world, female participation in the workforce is still not equal to male participation. Social norms are still prevalent and can act as a barrier to equal participation in the workforce, particularly in high leadership positions. Currently, Australian women comprise less than one-third of all parliamentarians and one-fifth of all ministers. According to a 2014 report by the Parliament of Australia, Australia's ranking for women in federal government continues to decline when compared internationally.

While I believe that social norms are changing on an individual, person-to-person level, sexism still exists. I think that a good example of this can be seen in the media's treatment of former Prime Minister Julia Gillard whereby both politicians and the media often referred to her appearance and choice to not have children, instead of focusing on her abilities as Prime Minister.

Where do you see yourself and your role in 2025? What plans can you make to bring this to reality?

In ten years, my dream is to work within the international development field, particularly focusing on gender equality and improving access to education in developing countries. In order to make this a reality, I plan to keep myself informed and engaged, while getting as much experience as I can within the field.

Elise Stephenson

Do you think improving the equality of participation rates between men and women is desirable? Have you experienced yourself, or know of situations where being female counted against you in obtaining a job?

I believe that improving the equality of participation rates between men and women is not just desirable, it is critical. Women's empowerment and equal opportunities in employment are as crucial to women as they are to men, our economy and our society. With greater female participation we are able to tackle a wider range of issues, from different points of view, and deeper than we would have the capacity to do so were they not in the workforce. Economically, the benefits are clear, with the Grattan Institute estimating that if Australian women's workforce participation was increased similar to a level of women in Canada, Australia's GDP would be \$25 billion greater per year. Alongside this, the societal benefits are incredible, from helping to dismantle out-dated notions of women's capabilities, to empowering communities and typically disenfranchised groups, to promoting understanding, reflection and greater opportunities for those who evidently have something to offer our society, but perhaps have not always had the ability to do so.



As a young woman, I don't want to ever think that I am being discriminated against or held back simply because of my gender. However being well-educated, and studying gender equality and women's leadership as part of my honours degree, I know that the statistics tell another story, even in our relatively egalitarian society. Fortunately, as I am just at the beginning of my career path and onto studying my third degree, rather than working right now, and so I haven't experienced difficulty in being female and going for a job. I'll let you know how I go!

Do you believe it is do-able for all countries, or that it would be more difficult in developing countries?

In developing countries the fight for equal representation of women in work is compounded by many other issues of gender equality and gender relations often embedded in that type of society. As we know, education is key to the empowerment of marginalised, oppressed or otherwise constrained groups. However often in developing countries, access to education is limited and daily needs for survival trump systemic change, particularly when it comes to gender and issues which are centuries old and so taken for granted. With that said, I believe it is do-able for all countries. As much as I might not like the slow nature of change, I believe that by working bit by bit, radical change on gender equality and women's workforce participation can happen over time. Someone once told me that if you are travelling east, it is a direction you are going in, rather than a location you are arriving at. Likewise, perhaps by thinking of gender equality and women's equal workforce participation as a direction we are moving towards, developing countries can gradually improve, even if perhaps they started moving a little later than other countries or their compass sometimes plays up.

Do you think that social norms will change to allow for greater equality in participation rates?

Social norms will absolutely change. They have to. I am not sitting back and neither are my friends, male and female. Apathy and a belief that we are doing okay as we are really limits our possibilities to improve and change, however I believe that by inspiring and instilling a passion in our society to correct past injustices, outdated beliefs and unhelpful notions of femininity/masculinity/women's work/men's work, we can change to allow for greater equality in workforce participation. I believe that key to this is, as always, education and an ability to be mindful and reflective of our current norms and where we can improve them, as well as a commitment to pass on our observations to our friends and family, and open debate with those who perhaps have more learning to do than others. We must all work forward confidently and with a willingness to challenge, educate and lead.

Where do you see yourself and your role in 2025? What plans can you make to bring this to reality?

In 2025 I hope to be as passionate and mindful (if not more) as I am now. At this stage, careers elude me, as I believe that rather than striving for a particular career, I would like to strive for a particular lifestyle, in which I am balancing my personal development and enjoyment with my ability to make a tangible positive effect on women and leadership. I would love to be working for an organisation like UN Women in a position of leadership within the Asia-Pacific region and I have already started working towards this by completing my honours in women's empowerment and leadership in Hong Kong this year as an Inaugural New Colombo Plan Scholar of the Australian Government. At the end of the day, as long as I am open to taking as many opportunities as I can to develop personally and professionally, I am sure that I will be involved in a lot of influential and interesting causes which will help me live a meaningful and useful life.

Kirsty Lewis is a member of the NCWQ Management Committee, is the NCWQ Membership Secretary, a Girl's Brigade Leader, a wife, mother of two, part-time employee and keen volunteer for six different organisations.

Do you think improving the equality of participation rates between men and women is desirable? Have you experienced yourself, or know of situations where being female counted against you in obtaining a job?

Yes it is desirable. Not in my line of work, been working since 13 and never had an incident that being female counted against the job. As I am normally tested for jobs at the interview stage of the selection process, skills have more weight than being female or male.



Do you believe it is do-able for all countries, or that it would be more difficult in developing countries?

Do-able for all countries as once women are trained they can do anything.

Do you think that social norms will change to allow for greater equality in participation rates?

Unsure if change correct word, maybe improve with time. Women are treated differently in different countries and not always seen as equal so not level playing field to start with.

Where do you see yourself and your role in 2025? What plans can you make to bring this to reality?

As an Office Manager, Business Services Manager or Human Resource Manager ensure that women are considered for all roles in the business I work for, or employ women in my own business.

Ratem Nusem

Do you think improving the equality of participation rates between men and women is desirable? Have you experienced yourself, or know of situations where being female counted against you in obtaining a job?

Improving equality of participation rates between men and women is highly desirable. Equal opportunities and equal representation are crucial for the future of the global community. Within Australia, not only the representation of men and women, but also the increased employment of the indigenous and minority communities, should be a key concern for our democratically minded society. Gender discrimination in the workplace continues to adversely impact upon a woman's capacity to not only obtain, but excel in many fields of work. Sexism in this form, is something I personally have never experienced. However, I am aware of several cases of people who are very close to me, who have been in situations where being female counted against them in obtaining a job. In one particular case, two male employees threatened to quit if a woman was appointed to this high-skilled position. Discrimination like this is unjust beyond a doubt, but unfortunately, it is present all around us.



Do you believe it is do-able for all countries, or that it would be more difficult in developing countries?

I whole-heartedly believe that equality of participation rates between men and women is do-able for all countries, including developing nations. Breaking down social norms and reestablishing cultural values is a barrier for equal participation throughout the global community. With technological advances bringing a new era of globalisation, and with that, new challenges to our values and beliefs, the equal representation of men and women is paramount to our constantly developing society. Traditional values and social constructs are posing a challenge to improving the equality of participation rates between men and women in developing countries. For example, in many regions of Bangladesh, girls from a young age are taught domestic skills such as cooking, cleaning and sewing, whereas the boys are sent to school to receive a formal education. This can make equal participation in the future very difficult, as a large part of the female population has not received an education and thus would not be eligible for many high-skilled jobs. By promoting the importance of education and supporting families who might be struggling financially, this cultural practice can one day be deconstructed, allowing an increased number of girls to receive a formal education. Equal participation rates in developing countries has its own obstacles, nonetheless, it is do-able, at a different pace to already developed nations.

Do you think that social norms will change to allow for greater equality in participation rates?

Social norms are undoubtedly going to change to allow for greater equality in participation rates between men and women. We've seen, throughout the past century, the change in social norms to accommodate for women in the workforce. Equal participation rates is not a process that will happen overnight, it will inevitably require efforts from every aspect of society. However, as long as we have a government promoting equal opportunities, and support networks for women pursuing new career opportunities, I think our society can thrive on equal participation.

Where do you see yourself and your role in 2025? What plans can you make to bring this to reality?

In 2025, I see myself hopefully pursuing my interest in aid and development as well as human rights issues. I hope to be working within the UN Industrial Development Organisation or within the Office for the High Commissioner for Human Rights, within Programme Management or Political Affairs. Currently I am halfway through my degree at the ANU, and planning to start an internship at Parliament House. After finishing my degree at the ANU, I hope to complete a Masters degree overseas and return to work in the Graduate Program offered by DFAT. As a result, I aspire to undertake internships within either UNIDO or OHCHR and so further pursue fields I am passionate about.

Steph Carter is currently working fulltime in South Africa on an Australian Aid Program focussing on communication, awardee and alumni initiatives in Australia and across Africa. In addition Steph is completing a Master of Integrated Marketing Communications at QUT and manages the NCWQ website.

Do you think improving the equality of participation rates between men and women is desirable? Have you experienced yourself, or know of situations where being female counted against you in obtaining a job?

I certainly think that equality of participation rates between men and women is not just desirable, but essential. Particularly in the developing world, much needs to be done to break down barriers to social, economic and political participation for women; fighting perceptions held about their place in the home and workplace. For myself, while I haven't noticed barriers in obtaining job, once working within a professional workplace or system that has a top level male management team, promotion and recognition often doesn't come as easy as it does for male colleagues- when I know I am just as if not more competent than them. That can be highly demotivating.

Do you believe it is do-able for all countries, or that it would be more difficult in developing countries?

Certainly it would be more difficult in developing countries- particularly when an ingrained culture means that much needs to be done to overcome stereotypes or expected gender roles for women. This kind of institutional and social change takes time, as we have seen in the West (and it is certainly ongoing, with much room for improvement!).



Do you think that social norms will change to allow for greater equality in participation rates?

I always hope that social norms will change to allow this transformation in participation to occur. However, in order to do this, we need more female and definitely more male champions for gender equality and participation in countries where it is most needed- men need to join the conversation just as much.

Where do you see yourself and your role in 2025? What plans can you make to bring this to reality?

I am hoping, through my professional role and skills as a development communications professional, to promote the importance and benefits of gender equality for the development outcomes and productivity of a country- and indeed, for social welfare.

When I sent an email of thanks to the young women one responded with
“There’s always a lot to do, but fortunately there are many of us to do it, too.”

NCWQ 2015 Bursary Program

Planning is full steam ahead for a record bursary program this year. Sponsorship is currently finalised for 23 bursaries – an increase from 20 in 2014. We are so appreciative of our sponsors who enable such a significant help to the bursary recipients in their studies.

The majority of last year’s bursaries are continuing, with some new ones to cover areas such as female TAFE students in generally male-dominated courses, teachers training to focus on special needs education, journalism and fine arts.

The significant dates are:

Monday 16 February 2015 – Applications open.

Wednesday 8 April 2015 – Applications close. Applications emailed or post-marked after that date will not be considered.

Saturday 2 May – Selection Panel meeting

Wednesday 27 May 2015 – The Presentation of the bursaries is in Brisb



With the increase in workload, we welcome some new members to the selection panels this year – it is always such an inspiring process. Most of these “newies” are from affiliated organisations, so we value their efforts in becoming involved.

New in 2015 is the establishment of a bursary email – bursaries@ncwq.org.au Although individual coordinators’ emails will be on application forms, this address will be used on promotional materials and the website. We hope that this central contact, which will come through to me, will help simplify the communications for answering queries.

Please assist us in promoting the bursary program to any students amongst your family, friends and colleagues – with so many bursaries on offer, there may just be one with criteria which form a perfect match for them to apply.

Bursary information will be progressively posted on the NCWQ website at www.ncwq.org.au in the next few weeks prior to the opening date on 16 February.

Kathy Cavanagh

Bursary Program Coordinator

In 1885 The Lady Musgrave Trust (LMT) was established. In 1905 the National Council of Women of Queensland was formed. The Lady Musgrave Trust was an original member of NCWQ. The relationship continues and the women cared for by the Trust were remembered by NCWQ members.

Guests at the NCWQ Christmas Luncheon, held at the Women's College UQ, were invited to bring gifts to be donated to the Trust for distribution. The response was generous. Pixie Annat MBE OAM, LMT Vice-President Community Relations, spoke of the work of the Trust over the years and accepted the gifts.

NCWQ President Noela O'Donnell was thrilled to receive a copy of 'A Vision Fulfilled' A History of The Lady Musgrave Trust 1885-2010 by Ruth S. Kerr. The focus of the Trust is working for young women who are homeless or in danger of homelessness.

"The Lady Musgrave Lodge was established within the nineteenth century milieu of leadership by voluntary charities in attending to society's needs. Government had initiated some health and social charitable works to assist immigrants and the chronically ill e.g. the Dunwich Benevolent Asylum and it provided very small amounts of financial assistance to voluntary groups to fulfil their work", writes Ruth Kerr. "The Lady Musgrave Lodge was founded in 1885 as a private organisation to provide charitable services and education and training to young women, particularly those who had just immigrated to Queensland."

The function was the NCWQ's Christmas Celebration and also reminded us of how fortunate we are. President Noela O'Donnell repeated the words of Hafsat Abiola; the words used on the invitation to the NCWQ United Gathering of Women in Prayer for Peace and Candle Lighting Ceremony of Hope.

Hafsat is a 40 year old woman; a Nigerian human rights, civil rights and democracy activist seeking to strengthen civil society and promote democracy in Nigeria.

"Peace comes from being able to contribute the best we have, and all that we are, towards creating a world that support everyone.

But it is also securing the space for others to contribute the best they have and all that they are."



LEFT: LiteraryGroup Donna Williams Author 'Adventures in the Ladies Loo'_ Jennifer Ann Davies Poet and NCWQ Arts & Letters Adviser_ Libbie Escolme-Schmidt Author 'Glamour in the Skies'



RIGHT: Pixie Annat accepting a gift from Noela O'Donnell

BELOW: Elizabeth MacKenzie selecting her raffle prize



RIGHT: Noela O'Donnell & Pixie Annat with some of the gifts for the women cared for by TLMT



UN WOMEN TIMELINE: GENDER EQUALITY, 2014 YEAR IN REVIEW

From the passing of one of the Arab region's most progressive constitutions enshrining women's rights to changes in legislation to provide long overdue redress to wartime survivors of sexual violence, this timeline is a selection of some of the gender equality achievements, milestones and noteworthy moments from around the world.

January 2014

An article in a penal code that enabled a rapist to skirt prosecution if he married his underage victims unanimously repealed by Morocco's parliament.

Years in the making, Tunisia's constitution gets the seal of approval, enshrining women's rights and laying the foundations of a new democracy.

March 2014

Michelle Bachelet is sworn in for a second term as President of Chile and even before she begins announces a record number of women to her Cabinet.

For the first time, Kosovo (under UNSCR 1244/99) amends a law that will offer redress – including health, housing and employment benefits – to survivors of sexual violence during the 1998-99 conflict.

April 2014

In a ground-breaking move, India's Supreme Court rules that transgender people, also known as "hijras", are a third gender. This means that transgender people can legally be recognised in official documents, such as birth certificates, passports and driving licenses, at the federal and state level as transgender.

August 2014

A landmark Council of Europe Convention preventing and combating violence against women and domestic violence comes into force after receiving the required 10 ratifications from countries in the region.

Making history, women comprise for the first time more than a third of the UN Security Council's 15 seats this year with the Ambassadors from Argentina, Jordan, Lithuania, Luxemburg, Nigeria and the United States.

September 2014

As UN Women's recently appointed Goodwill Ambassador, Emma Watson launches a global solidarity campaign, HeForShe, calling on men and boys to become allies in achieving gender equality.

December 2014

A tireless advocate for girls' education who nearly lost her life at the hands of the Taliban, Malala Yousafzai becomes the youngest-ever Nobel Peace Prize winner at age 17.

*For full details of the UN Women Timeline: Gender Equality, 2014 Year in Review go to
<http://www.un.org/womenwatch/timeline/2014-year-in-review.html>*

WELCOME NEW MEMBERS

Quota International of Redcliffe Inc

Kellie Amedee of Simplicity Funerals

Following on from our last edition we feature another extract from 'Stirrers with Style' this time featuring another Queenslander Yvonne Bain, another woman on whose shoulders we stand.

Yvonne Bain

Yvonne Bain was a woman who respected tradition while enjoying new challenges. She was passionate about education, for herself and for others. She was appointed to the governing council of Griffith University, and to a range of national and state advisory committees on aspects of education. Griffith University awarded her an honorary doctorate of the University in 1998. Bain was also passionate about the rights of women, working for decades in the Queensland National Council of Women and the National Council of Women of Australia. She served as the national president 1991 – 1994. In 1990, she was made a Member of the Order of Australia for service to women's affairs, particularly through the National Council of Women. During her presidency of NCWA, Bain persuaded the Australian Bureau of Statistics to include the categories of work in the home and volunteer work in the national census data, allowing the calculation of the value of unpaid work within national productivity. This is perhaps her most lasting contribution to the Australian women's movement.



Yvonne Bain was born in Brisbane in 1929, the daughter of Jeffrey and Helen West. She was raised in Rainworth where she was the dux of the local primary school. At Brisbane Girls' Grammar School, she proved to be a good netballer, an academic prize winner, and dux of the state in history.

At her mothers' insistence, she left school without completing her final year to join the Post-Master Generals Department where her father worked. She enrolled in night classes at the Central Technical College and gained a Diploma in Civil Engineering the only woman in her class. She met her husband, Thomas, in the drafting department of the PMG, and married him on 16 June 1951. The young couple lived in the Bain family home, Gowrie House, an old colonial mansion in the centre of Brisbane. Yvonne Bain turned the front wing into professional rooms, leased mainly to speech and drama teachers, and the ballroom into a space for amateur theatre. When the house was demolished for roadworks in the 1960s, Bain established a second Gowrie House nearby, allowing the speech and drama teachers to stay together.

Bain's two children, a son and a daughter, were born in 1955 and 1959. Bain served on the Parents and Citizens Association at their school, Brisbane Central, for 10 years, much of the time as president. She researched the history of the school and led a campaign to recover its original foundation stone. She was also actively involved with the Brisbane Girls' Grammar Old Girls and, in 1968, she was appointed to the school's board of trustees, serving till 1990, with 4 years as vice-chair. She was chair of the school's development fund and later its centenary building fund, negotiating grants from government and reviving her engineering skills. Brisbane Girls' Grammar named one of its new centres in her honour. It was as a delegate of the BGG Old Girls' Association that she joined the National Council of Women of Queensland.

In 1979, after her children had finished their schooling, Bain returned to study as a mature-age student at Griffith University. In the same year, she was appointed to the Queensland Planning and Finance Committee of the Commonwealth Schools Commission serving until 1985. It was also in 1979 that she took up the twin roles of treasurer of NCWQ, and treasurer of NCWA on Laurel Macintosh's Queensland-based board. In 1980, Bain was appointed to the Australian Statistics Advisory Committee, and she gave a talk to NCWQ on the topic 'Statistics as a Means of Communication between Individuals and Public Authorities'.

Thomas Bain died in 1981. Thereafter, Bain's studies at Griffith University became more central to her life. She completed a Bachelor of Administration in 1983 and a Master of Philosophy in Administration in 1988. In 1994, her continuing interest in the university was recognised by her appointment to the university council, and she served there until 2000, chairing the university's library committee and funds committee and assisting with the establishment of the university's eco centre and multi-faith centre.

Yvonne Bain continued to work with NCWQ, as vice-president and then as president from 1986-1990. A highlight of her presidency was the creation and furnishing in 1989 of Ballard Cottage, showing aspects of the history of Queensland pioneer women: 'a project which will enable children of the future to understand the life of our pioneers'. The project was developed in close co-operation with the Queensland Department of Education, a link that was strengthened in 1990 with Bain's appointment to the minister for education's Advisory Committee on Non-State Schooling and, in 1991, to the Advisory Committee on Gender Equity. On 26 January 1990, Yvonne Bain was appointed a Member of the Order of Australia (AM) for service to women's affairs, particularly through the National Council of Women.

In 1991, Bain became the president of the National Council of Women of Australia. Her presidency was distinguished by her exceptional ability to advance the interests of the Councils-and of Australian women-through close co-operation with politicians and bureaucrats. Bain and her fellow Board members became expert at writing submissions, winning grants, and delivering the outcomes bureaucrats wanted. Thus a seminar in February 1993 on *Women and Ecologically Sustainable Development* presented the results of 2 major research projects carried out by NCWA in co-operation with the National Women's Consultative Council. Another important submission came out of a national seminar on *Care for the Carers*, NCWA's principal activity for the International Year of the Family.

Women's unpaid work was also a major concern of Bain's presidency. It was Bain's lobbying that persuaded the Australian Bureau of Statistics to include the categories of work in the home and volunteer work in national census data, allowing a degree of systematic assessment of the value of this work to the community and the economy. It was at the end of her presidency in 1994 that the necessity to re-incorporate NCWA to conform with new federal legislation about liability saw a rewriting of the national constitution, which resulted in the omission from the article of membership of the clause providing for one constituent council only for each state or territory. In by-law C7 of the 1994-1997 constitution, it seems that Launceston appeared for the first time as a constituent council rather than simply an autonomous one. This compounded the 'Tasmanian problem', which had been festering since 1946.

In the international sphere, Yvonne Bain and her Board produced a series of well-researched and well-written submissions for International Council of Women committees and enquiries, with the effect of strengthening NCWA's international profile. The ICW 1994 Paris conference, which Bain attended, adopted an Australian resolution that rape should be recognised as a war crime, a formulation later included in the UN *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW) and other UN instruments. Bain served the ICW as the International Convenor in Economics, enabling her to take her campaign for the recognition of women's unpaid work to a global audience.

Yvonne Bain contributed to a wide range of community activities beyond the National Councils of Women. She worked as president and chairman of the Queensland Arts Council and director of the Arts Council of Australia. She was also a senior associate of the Australian Institute of Management and an active member of the Australian Federation of University Women. She continued her long association with Anglican education by serving on the council of the All Saints Anglican School at Mudgeeraba from 1987 to 1989. From 1990 to 1999 she served on the Anglican Schools Commission, and from 1988 to 2000 on the Anglican Schools Systems Council.

In April 1999, Griffith University conferred on Yvonne Bain a doctorate of the university for her services to education. She also received a medal from the retiring archbishop of Brisbane, Peter Hollingworth, in recognition of her services to the archdiocese in education. Yvonne Bain held a firm faith, and was a traditionalist who loved the liturgies of the church. She died in Brisbane in May 2004.

Retiring as NCWA president in 1994, she welcomed the future as 'a time for the formulation of positive plans and strategies to cope with future changes, future technologies and the future multiple roles women will have opportunity to fulfil in the next century'.

'Stirrers with Style' Copyright National Council of Women of Australia 2013 published by the Australian Women's Archive Project. Work on this project was generously funded by an Australian Research Council Linkage Grant LP088371 in collaboration with the University of Melbourne. It uses the Online Resource Manager, a tool developed by the eScholarship Research Centre, part of the University of Melbourne Library.

Membership Subscriptions 2015

Invoices for 2015 membership dues are being distributed this month.

The fees have not increased from last year with an organisation's annual subscription being \$60.00, which includes two delegates, and for an individual/associate it remains at \$35.00.

We would also appreciate your advising us of any changes of details – address, phone number etc.

Thank you for your continued support of NCWQ. We do not receive any government funding.

Commonwealth Bank's Community Grants program awards individual grants of up to \$10,000 to organisations supporting children and youth up to the age of 21 years.

Eligibility: Organisations with Deductible Gift Recipient status with the Australian Taxation Office or the Australian Charities and Not-for-profit Commission that have a program supporting the health and wellbeing of Australian children are invited to apply for a grant of up to \$10,000.

For more information: Visit www.commbank.com.au/grants to apply (applications open 2nd February 2015), and to view the grant guidelines and information on the judging criteria. Applications must be completed online.

Commonwealth Bank





If you are on Facebook don't forget to like us at
<https://www.facebook.com/pages/National-Council-of-Women-of-Queensland-NCWQ/214692805227841>

UPCOMING EVENTS

Tuesday 24 February 2015 - 6:00 – 8:00pm

'Creators of Change' after work meet

Commonwealth Bank Flagship, 240 Queen Street, Brisbane

Wednesday 24 March 2015 - 6:30pm

President's Dinner

Tattersall's Club, Queen Street, Brisbane

NCWQ wish to thank Mr Robert Cavallucci MP, Brisbane Central, for the printing of this newsletter from his office as a service to a local community organisation.

THIS NEWSLETTER IS
PROUDLY SUPPORTED BY



NAME BADGES

Would you like an NCWQ Name Badge?
 Membership Secretary, Kirsty Levis, is currently taking orders. The cost per badge is \$12.50.
 To order one, please contact Kirsty at
klevi24@bigpond.net.au

Advertising in the NCWQ Newsletter

Affiliated organisations and small businesses are invited to place advertisements with logo into the NCWQ Newsletter issues bi-monthly from end of January.

- ♦ **Business card size** including logo per advertisement per edition **\$50**
- ♦ To secure an advertisement in each of 6 editions per year a discount of \$20 applies **\$280**
- ♦ **Quarter page** including logo per advertisement per edition **\$70**
- ♦ To secure an advertisement in each of 6 editions per year a discount of \$20 applies **\$400**
- ♦ **Half page** including logo per advertisement per edition **\$150**

This Newsletter is sent to 127 Associates and 53 Affiliated Organisations with their own members and networks.

Contact the editor at ncwqnewsletter@gmail.com for further information.