



THE NATIONAL COUNCIL OF WOMEN OF QUEENSLAND INC.

Celebrating 110 years

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

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Newsletter 231

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

The National Council of Women of Queensland Inc (NCWQ) is affiliated with the National Council of Women of Australia Inc (NCWA) and the International Council of Women (ICW) which has consultative status (Cat. 1) with the United Nations Economic and Social Council.

Australia was one of the earliest countries to join the ICW, the world's oldest international women's organisation.

For more than 115 years National Council members have been making a difference in Australia. NCW New South Wales was started in 1896. This year, NCW Queensland is celebrating 110 years. Other states and territories with National Councils are the Australian Capital Territory, South Australia, Tasmania, Victoria and Western Australia.

Australia is a member of the ICW Asia-Pacific Regional Council (APRC) together with Brunei Darussalam, Cambodia, Cook Islands, Fiji, India, Indonesia, Korea, Malaysia, Mongolia, New Zealand, Pakistan, Papua New Guinea, Philippines, Samoa, Republic of China, Thailand and Vanuatu.

Dr Kim Jung Sook, NCW South Korea, was recently elected ICW-CIF President for the period 2015 to 2018. Dr Sook aims to continue to build on the tradition of the ICW, while attempting a great leap forward in the history of the global women's movement.

"It has been 127 years since the ICW was found in the midst of anti-slavery and women's suffrage movement in the U.S. and Europe. The visions that inspired women at that time were to liberate women from oppression and discrimination, asking for equal voting rights for women."

Dr Sook continued "Let us unite our efforts to promote the political, economic and social empowerment of women through which we can transform society.

We want a world where inequality based on gender is absent from every country and from relationships among countries."

Australia women hold two of the five ICW Vice-Presidents positions – Elisabeth Newman and Hean Bee Wee.

Members of ICW Asia-Pacific Regional Council will join us in Melbourne at the NCWA Triennial Conference taking place in October. We look forward to welcoming them to Australia.

Noela O'Donnell
NCWQ President



Congratulations....

All of us know that a nothing goes into the newsletter with out the approval of the President of an organisation, but on this occasion with help from Brisbane Quota President Caroline Cox and NCWQ's Newsletter Editor I have managed to get this article about Noela in with out her knowledge, I know any other way would not have happened!

On June 13 Mrs Noela O'Donnell in the company of her husband Jim and many of her peers was awarded the Quota Brisbane Club Woman of the Year Award for 2015. Noela is not one to graciously accept awards as her passion is the empowerment of women and putting the achievements of others in front of her own. I have attended many awards ceremonies and can say that Noela was so deeply humbled to receive recognition for her passion and hard work that ensures the success of NCWQ's Bursary Program. In her acceptance she acknowledge the dedication of all the women who work tirelessly to ensure that the Bursary Program is the success that it is, though we all know that it is Noela's vision of encouraging and empowering women that allowed the Bursary Program to take its first step. For many reasons Noela is a very deserving recipient of Brisbane Quota Clubs Award, women for many years will benefit because of her tireless work.

Annette Lourigan - NCWQ Vice President

Congratulations to President Noela O'Donnell as QI Brisbane City Club President, Caroline Cox presented her with the Quota 2015 Woman of the Year award.

Noela was not only a popular choice but a most worthy recipient of this Award. The criteria this year was about empowerment, and improving the status of women. This award was an acknowledgment of Noela's personal commitment to doing just that through the NCWQ Bursary program.

The NCWQ Bursary program was launched in 2009 with just two Bursaries funded entirely by the NCWQ.

Noela's passion and determination to empower women and ultimately improve the status of women was high on her agenda. Today, not even a decade along, the NCWQ under her leadership offer 23 Bursaries funded through grants, private benefactors, women's groups, local government, and service groups.

It was a great day at the RQYS sun out, pleasant surroundings and some very special guests.

Women inspiring women. What a wonderful day.

Caroline Cox - President, QI Brisbane City Club.



ABOVE, LEFT TO RIGHT - Caroline Cox, Sally Hawks, Noela O'Donnell, Nichole McPhee, Alita McPhee, Angie McPhee



RIGHT, LEFT TO RIGHT - Senator Claire Moore, Labor Senator for Queensland, Mrs Noela O'Donnell, Fiona Simpson MP, State Member for Maroochydore, Shadow Minister for Main Roads and Tracy Davis MP, State Member for Aspley, Shadow Minister for Communities, Child Safety and Disability Services, Caroline Cox, President QI Brisbane City Club.

During the Quota Woman of the Year luncheon, NCWQ Secretary and Quota International of Redcliffe President Avril Kent was awarded a Special Certificate of Recognition, In recognition of her exceptional contributions to Quota International Brisbane City Club Inc.



Mark McDonnell – An Everyday Hero

The Queensland Police Credit Union (QPCU) Everyday Heroes Award is designed to recognise those who have made an outstanding contribution to the Queensland community or given meritorious service to their association.

There were 15 finalists over the five categories – Dedication, Working Together, Excellence, Ownership and Achievement. All were members of the public service from across Queensland.

Mark McDonnell, NCWQ member and former Adviser for Habitat, was named the Everyday Hero in the Ownership category. The Everyday Hero Award for ownership recognises an individual who has demonstrated:

- Empowerment and integrity in their workplace or community

- Taking ownership of a difficult situation

- Providing guidance and advice to those in need.

Mark works full-time for Queensland Health and, in 2011, founded Community Friends. Community Friends provides free food, clothing and accommodation to those who need a helping hand including homeless and disadvantaged people.

QPCU CEO Grant Devine said the awards not only recognised the remarkable achievements of the finalists and unsung heroes across each of the five award categories, it has put a spotlight on the hard work being carried out across the Queensland public service within our communities.

"All entrants, finalists and recipients in this year's QPCU 2015 Everyday Heroes Awards have been nothing short of remarkable," Mr Devine said.

Every Wednesday, at West End, Mark and his team of helpers provide free food for over 100 people. Mark shares stories of the real people he has met and helped.

At the award ceremony, Mark said "This award doesn't belong to me, but to everyone who helps and supports Community Friends." Volunteers collect food from generous donors, assist with food preparation, the food giveaway and donate to support the homeless and disadvantaged.

If you would like to help people in need, you can through Community Friends. Donations are tax deductible. Community Friends receives no government funding.

Mark McDonnell can be emailed at mark@communityfriends.org.au

Congratulations Mark!

"Charity work is very important to me and gives me an opportunity to give back to my community ... and it just feels great to do and be able to help others".

Richard MacDonald



Dr Julie Ann Carroll to speak at National Council of Women Queensland Creators of Change event in August

The National Council of Women Queensland (NCWQ) continues to forge paths for tomorrow's women, today, through its 'Creators of Change' events. At the next Creators of Change evening on Tuesday 18th August 2015, NCWQ is delighted to host a diverse audience of women from around Brisbane to hear from high profile guest speaker Dr Julie-Anne Carroll from Queensland University of Technology (QUT).

As a specialist in Early Career Academic Recruitment and Development at QUT, Dr Carroll lectures in the areas of Women's Health, Family Health, and on the influence of society, culture and economic systems on health outcomes globally. She is currently involved in research projects that use location-based applications on mobile phones and geographic information systems (GIS) to track and record how people interact with urban living environments for the purposes of physical activity. She is also interested in the provision of urban and rural community services that support people who suffer from mental illness, poverty, and food insecurity.

Dr Carroll's guest speaker appearance at the NCWQ August Creators of Change evening provides another opportunity to connect Brisbane women who care to make a difference.

Let's

Shake

things up!

National Council of Women of Qld's
Creators of Change
Forging paths for Tomorrow's Women, Today

invite you to an evening of
canapes and conversation

Tuesday, 18 August 2015
6pm-8pm
CommBank
Flagship Branch
240 Queen St
Brisbane

Guest Speaker
Dr Julie-Anne Carroll, PhD
Lecturer, Faculty of Health
School of Public Health and
Social Work
Queensland University of
Technology

Tickets:
\$35 per person
includes \$5 donation to the
NCWQ Bursary Program

RSVP by 13 August 2015
Annette Lourigan,
Vice President NCWQ
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Payment by Direct Deposit
NCWQ Inc.
BSB 064 001
Account 0090 1888
Reference: Your Name CoC

NCWQ - Connecting Women Who Care to Make A Difference
National Council of Women of Qld thank CommBank Flagship Branch for
their ongoing support of the Creators of Change events.

The Women's Federation for World Peace (WFWP) and the National Council of Women of Queensland Inc, (NCWQ) are co-hosting a Bridge of Peace, Sisterhood Ceremony and luncheon in Brisbane on 16 September 2015 at Parliament House. This will commemorate the 70th anniversary of the end of World War 11 as well as the United Nations International Day of Peace.

The Bridge of Peace Ceremony, first held in 1992, has become the signature event of WFWP at the international level. It has a track record of promoting healing and reconciliation of a painful past among women of various nations, cultures and races. In recognition of the pivotal role of women in their families, the ceremony inspires us as women to promote a culture of peace in our families, communities and the broader community.

Although Australia and Japan have both made great strides in overcoming painful wartime memories, remnants of pain still remain with the community. It is for this reason that 15 delegates from WFWP Japan are participating in this meaningful and significant gesture of friendship, healing and reconciliation through this Bridge of Peace Ceremony and luncheon.

We invite you and members of your organisation to participate with us at this key event of commemoration.

The poster features a blue sky background with pink cherry blossoms in the top right and yellow daisies in the bottom left. At the top left is the WFWP logo, and at the top right is the NCWQ logo. The text is arranged in a central column. The main title is in large, bold, pink letters. Below it are the flags of Japan and Australia. The date and time are in green text. The location is in pink text. The sponsors are in green text. The cost is in green text. The RSVP and contact information are in green text at the bottom.

 **Women's Federation for World Peace QLD
& National Council of Women QLD** 

**Join us to commemorate the 70 year
anniversary of the end of WWII**

**Bridge of Peace
Sisterhood Ceremony
& Luncheon**



**Reconciliation & Friendship
of Australia and Japan**

**Wednesday 16 September 2015
11:30am for 12 noon start to 2:30pm**

Premiers Hall, Queensland State Parliament

**Supported by the Lord Mayor's Suburban Initiative Fund
and Central Ward Cr Vicki Howard,
and the Universal Peace Federation**

Cost: \$75 person

RSVP by Monday 7 September
Enquiries: NCWQ, president@ncwq.org.au
or WFWP, wfwpoceania@gmail.com

BURSARY RECIPIENT PETRINA COLLINS

My name is Petrina Collins and I was the recipient of the 2015 Mayor Pam Parker bursary issued by the National Council of Women Queensland. I am a busy mother of three children Montanna (16), Jack (14) and Noah (10) and am currently in my final year of a Bachelor of Nursing degree at Griffith University, Logan campus. The decision to embark on full-time study at a tertiary level was a difficult one as I had not studied in over 22 years and financially it meant resigning from my part-time employment. Nevertheless I decided to "give it a shot" with the support from my husband of 21 years, Matt. The decision has turned out to be one of the best decisions of my life.

I have embraced University life and have involved myself in every possible activity, mentoring and self development opportunity possible. I have received the Griffith University academic excellence award for the past two years and have always prided myself in my very high grades. Clinical placements have definitely been a highlight of my degree. I have undertaken placements in a wide variety of settings including aged care, medical, surgical, mental health and most recently a community based placement which took me overseas to Laos. The three week Laos project took a team of 16 students in to the Seung Valley, where we lived amongst the locals and provided primary health care in makeshift clinics. This experience was both extremely challenging and rewarding and is one that I will never forget. I hope one day to go back as a supervisor when I am a registered nurse with experience. The NCWQ bursary certainly helped me financially with my Laos placement as we had to fund the trip ourselves.

My ultimate dream is to "make a difference in peoples lives when they are most vulnerable". I am hoping for my final placement in an emergency setting as I enjoy the challenging, face-paced environment that emergency provides. I am very open to the endless possibilities within the nursing field and am excited to embark on my new journey. Once again, thank you to the NCWQ for recognising me a worthy recipient of the Mayor Pam Parker 2015 bursary



The local village where we stayed for 10 days



The local children were adorable

WELCOME NEW MEMBER

Associate - Irene Cayas

Change! ...perhaps it is, after all, the only 'constant' that IS, in an obviously 'ever-changing' world! *One contemplates, however, the nature of such 'change' and the imprint such 'change' may leave on the indelibility of human history! One hopes, thusly, for constructive 'change' – and prays to leave the destructive to oblivion!*

Jennifer Ann Davies: Book Six: 'R' is for Reverence' (in progress).

Members Organisation Profile

Footprints In Brisbane

Footprints are a well regarded not for profit organisation that provide person centred care through a range of programs and support those who are marginalised and may be disadvantaged socially, physically and/or financially. Footprints clients may have no one supporting them other than staff. This can place a heavy burden on those caring for them to make difficult decisions and support someone who is dying. It was identified in 2013 by staff at Foot Prints that clients nearing the end of life were receiving less than optimal care.

A project was undertaken to look at ways of improving outcomes for clients who were facing end of life issues and to support the staff caring for them.

The project involved helping clients to be engaged with end of life planning, for example completing Advance Health Directives, providing support and education to staff who care for clients, finding meaningful ways to honour the memory of clients who have passed away that will convey to those left behind that they are important and will be remembered, and finding creative ways to reduce the reluctance around discussing death.

Special needs groups such as those at risk of homelessness have been identified in the 2012 senate committee report as requiring a flexible approach to palliative care. Findings from the project revealed some unique fears within this group, such as feeling afraid that they wouldn't be found after they had died. The majority of people were pleased to engage in conversation about making end of life plans but there were some barriers to completing documents such as Advance Health Directives as even things like copying and storing documents are hard for someone who may share a room with several others or who moves frequently from place to place.

Successes of the project includes assisting a lady who was at risk of eviction from her boarding house to remain at home to die supported by Footprints staff and Palliative care nurses, facilitating a morning tea in a housing complex to honour the death of one of the residents and a series of 'Death Café's' to allow both staff and clients to explore their thoughts and feelings around death and dying in a relaxed informal environment.

Footprints continues to look at creative and flexible ways to assist clients, many of whom have complex physical, social and mental health challenges, to be empowered to make choices and be supported to have access to the same care at the end of life as everyone else in a way that is meaningful and beneficial to them.

Lynne Megginson

A representative of Footprints will speak at this year's NCWQ Christmas Luncheon and will be the recipient of our Christmas gifts.



The first bravery awards for Australian women were given to four nurses. Sister Clare Deacon, Dorothy Cawood and Alice Ross-King and Staff Nurse Mary Derrer each received their Military Medal for risking their lives to rescue patients trapped in burning buildings after a German raid on the Western Front in France in 1917.

A total of one hundred and fifty-three Australian nurses served in Commonwealth Hospital Units during the Korean War.

Words to my 17 Year Old Self

Somehow the year has moved too quickly and we are almost about to enter the 111th year of NCWQ in QLD. To finish off our 110th year it would be wonderful to compile "Words to my 17 year old self", written by you.

To celebrate NCWQ's 110 years we would like you to send us 110 words or less of what you would say to your 17 year old self, include a photo of you at 17 and if you would like, share the age you are now. We would like to publish your wonderful wisdom and insight on NCWQ's Facebook, website and through our newsletter.

If you would like to be involved with this project we would be very grateful if you could send your words of encouragement by September 15 with a photo. NCWQ does have the right to edit all submissions, though please remember it is your words that we would like to share.

Your submissions can be sent to Noela O'Donnell (our 110th year QLD President) president@ncwq.org.au or myself at alourigan@invocare.com.au

To get you in the mood and make you smile click this link, get through the ad and sit back and enjoy- You really are the most amazing person <https://www.youtube.com/watch?v=sTJ7AzBIJoI>

Looking forward to your words and being part of this project with you,

Annette Lourigan

NCWQ Vice-President

Thank you letter to NCWQ members

Congratulations and thank you for your generous support in helping to ship much needed medical supplies to Kingharman Hospital in Freetown, and the people of Sierra Leone.

There was much joy as the workers in the hospital saw for the first time the container of medical supplies that had made its way to their community thanks to your wonderful help with making the shipping possible. This letter can't show that joy, so you'll have to imagine the clapping and celebrating, and smiles and tears of that moment.

SI Freetown (Soroptimist International Freetown Branch) presented the container to the Deputy Minister of Health Ms Madina Rahman who then presented the container load of life-changing supplies to the hospital just this month. The much needed beds, medical equipment, mobility aids, sanitising equipment, and general supplies will enable this hospital to provide safe and valuable health care to the community.

In 2013, the Wanwod Association in Brisbane launched their International project to help improve hygiene and sanitations at the Kingharman Hospital to help improve people's quality of life and medical care; and this has now been possible due to your generous and very much appreciated support.

Our association has been asked to pass on the heart-felt gratitude and praise from the staff and patients at the hospital and also from the people of Sierra Leone who stand to benefit from this donation. The Australian support and your caring and generosity will change lives for the better.

Thank you and God Bless

Kind regards

Sallymatu Kuyateh

President Wanwod Association of
Queensland Inc.



"No words can describe the awfulness of the wounds. Bullets are nothing. It is the shrapnel that tears through the flesh and cuts off the limbs."

Sister Claire Trestrail - Belgium

Equality Rights Alliance Members Meeting — a life changing event

I feel that by now if you have been reading the occasional articles I write for NCWQ you know I vision the world with an attitude of passion. It means I am terrible with statics, dates and names but get very excited about how it can be. So when I was invited by NCWA to be a representative at the Equality Rights Alliance (ERA) meeting in May the excitement in me was hard to contain, I felt both privileged and honoured to be selected to head to Melbourne and fly the QLD Flag.

ERA <http://www.equalityrightsalliance.org.au/> is funded by the Federal Office for Women; their members are non government organisations and social enterprises with a focus on the impact of policy or service delivery on women. Their tag line is Gender Equality, which is one of the many ideals that made an impact on me whilst I was there- but more about that later. The two day meeting involved women from all over Australia who represented women from sporting and industry associations; women's organisations focused on sexual and reproductive health, housing and family violence. The room was buzzing, for me it was impossible to not walk away from the two days changed, empowered and inspired.

Many conversations during the event stirred my passions; one of them was sexual health and the rights of women around sexual health. These rights go beyond wearing condoms and having birth control, they reach into a women and girls ability to have full control over her sexuality. Subjects that are sometimes timidly talked about were openly discussed. A women's right to termination was one of them. As a funeral director of 18 years I have helped many families through the agonising pain of farewelling a preterm infant who was never going to make it in this world. Am I personally against a woman's rights to choose her own circumstances; not at all and it saddens me to the core to know that woman's health clinics in our country need to fight to have protest free areas around their facilities.

As an undertaker I am often exposed to the realities of life; domestic violence, the harrowing realities of drugs and alcohol, the loneliness of mental health. Often I think that if people could do what I do for a living they would gain a very different perspective on the realities of this world.

A conversation that I had with one lady around women's sexual and reproductive health touched on the pressures of today's young women feeling the need to have sex like a "porn actress". How is it that modern society has developed the avenues to stream pornography to our children in so many different ways? Several years ago we were shocked to learn that young girls felt pressured to have no pubic hair, now they feel pressured to have rough sex. (This little soap box I will get off now, though do know I keep that soap box rather handy).

During the conference nobody spoke about "women's rights", they talked about "gender equality" The two terms mean exactly the same though one is inclusive of men and women. For me, we need to walk forward as women and men together on all our social issues; women and men need to be educated and informed on what issues we have as humans on this planet. Having read and researched NCWA's "Stirrers with Style" <http://www.womenaustralia.info/exhib/ncwa/> I do believe that our founding suffragettes would be very supportive of the use of the term "gender equality".

Another statement that was used during the conference that had a profound effect on me was around government policies that "pitted one group of women against another". It was used during a segment on childcare and paid maternity leave. How often do we do this, create a policy that suits on group of women, yet disadvantages another? Probably more then we would like to admit. To be true modern suffragettes we need to ensure that it does not matter what socio economic, ethnic group or age group that a person falls into, that all people are provided with the same opportunities and rights. Let's face it, this philosophy is exactly why the National Council of Women was formed.



My favourite statement that came from the conference happened before I got out of the taxi from the airport. It was when our National President Julie Morris said that we should be having “frank and fearless conversations” around the table when we come together to discuss issues. ERA was definitely “frank and fearless”! People openly discussed ideas, provided evidence based reports, raised differences of opinions and not one eye was rolled! Again, let me take you back to the Stirrers with Style; many of our National Presidents have had to chair meetings where differences of opinions were voiced and an outcome that all (many) agreed on needed to be reached. These historical frank and fearless debates have lead to many great changes in our country- females in the senate is one of them.

I promise I paid attention when the federal financial cuts to women's services was discussed and I actively agreed when the Chair Helen Dalley-Fisher raised that the funding for ERA was federal but to continue to be true to ERA mission we would need to continue to advocate for more funds in women's services. I was deeply inspired by the passion and focus of the women in the room working together for total gender equality and it was the on the beautiful streets of Melbourne that I was reminded how much work we have to do together to ensure all people get to live in our First World Country equally. Maybe it was the woman who was being lead by a man who was obviously her pimp, or the beautiful aboriginal man with disabilities who was homeless and shivering on the cold footpaths of a city rich in so many ways that bought me back to earth and very clearly shouted that we all need to continue to be advocates for change. We have come along way and have a long way yet to go.

All views expressed in this article are mine and I am grateful that I live in a country that allows me to frankly and fearlessly share my thoughts and ideas.

Annette Lourigan - Vice-President



Empowering Young Australians to Reject Unhealthy Relationships

In an effort to end violence against girls and young women, an innovative new programme will be delivered by Girl Guides Australia aimed at teaching young women about healthy relationships and improving self-esteem.

Funding for the Voices against Violence programme from the Commonwealth Government will provide opportunities for Girl Guides to talk about relationships, gender equality and abuse within a safe and supportive environment.

Minister Assisting the Prime Minister for Women, Senator the Hon Michaelia Cash, said this grassroots movement was aimed at girls and young women and sought to prevent violence by targeting younger generations and creating cultural change.

In 2015, it is staggering that there are no global campaigns dedicated to addressing violence against girls and young women,” Minister Cash said.

“It is critical that our younger generations are empowered to speak out against violence in the community whilst also understanding what constitutes a healthy relationship.”

“The gap in public advocacy must and will be addressed by programmes such as Voices against Violence, and by organisations like the Girl Guides.”

Voices against Violence is an interactive, child and youth centred programme designed to be delivered to both boys and girls. It has been developed in partnership with UN Women and the World Association of Girl Guides and Girls Scouts.

If you or someone you know is impacted by sexual assault, domestic or family violence, call 1800RESPECT on 1800 737 732 or visit www.1800RESPECT.org.au

GENDER PAY GAP

Gender pay gaps have huge economic and social consequences for individuals, families and wider society. The Australian Bureau of Statistics shows that the average full time working man earns 18.2%, or about \$300 more each week, than the average full time working woman. If you take part-time and casual work into account, the gap jumps to a massive 37.3%.

In Queensland, the difference equals an average of \$22 000 per year between men and women. Over a woman's lifetime, this accumulates to a deficit of nearly \$1 million and an even higher \$1.5 million for those with university degrees.

From these statistics it is evident that women earn significantly less than men and that this has a significant impact on their financial security over their lifetimes.

The female-dominated health care and social assistance sector has the highest gender pay gap at 30.7%, followed by financial and insurance services at 30.7 and rental, hiring and real estate services at 29%. The lowest pay gaps are found in public administration and safety (7.3%), accommodation and food services (8%) and retail trade (10%). A gender pay gap is found in all measured sectors.

Research makes reference to a range of aspects which attribute to the wage gap, including inflexible work arrangements, many women being employed in part-time and casual employment, and sectoral differences in pay.

On top of this, women's work can be undervalued because of the absence of appropriate classification and pay structures, poor recognition of qualifications, unconscious gender biases and discrimination, and inadequate application of equal pay measures.

When all other commonly measured factors besides gender are accounted for, women are still persistently paid less.

This is not only unequitable and unfair, but it is damaging to individuals, families, the economy, and society as a whole. One Goldman Sachs' report estimated that closing the gap between male and female employment would boost Australia's GDP by 11%.

Another report indicates that closing the gap would be good for industry, encouraging greater competitiveness and economic output, reducing costs as a result of a happier workforce and lower staff turnover, and a greater retention of highly skilled and valuable staff.

Higher earning capacity also relates directly to an individual's ability to provide for themselves and their family, their ability to be independent, and their levels of disposable income and therefore ability to stimulate the economy.

With equal pay measures first introduced in Australia in 1969, it has been well and truly long enough for us to have seen a shift which has not yet happened. At the end of the day, we as a society can do so much better. We owe it to ourselves, our employees, and our families. If we can make a small step which brings pay into line, we will see huge societal benefits.

While it's not something I grew up expecting to have to experience as a young woman on the cusp of entering the workforce, I also remain optimistic that we can do all we can to ensure women can gain equal pay for equal work. Maybe you can make just a small difference in your workplace – revise your pay structure and employee's salaries, stick up for your colleagues, get educated on the topic - because I think we can make this issue history.

At the end of the day, this effects our mothers, sisters, girlfriends, wives, daughters and friends. Therefore, it effects all of us. The onus is on us, as educated individuals, to start talking and changing, for our own sake and the sake of others.

Elise Stephenson

Elise Stephenson, former NCWQ Communications Officer, was recently interviewed on Brisbane radio in relation to the gender pay gap.

Elise, a New Colombo Plan Scholar, is currently in Hong Kong researching Women in Leadership. She has been offered an internship at the Women's Studies Research Centre, launching the first university in the world's HeForShe campus initiative, and helping with workshops on gender equity.



TO TEMPER WAR AND CONFLICT, EMPOWER WOMEN

Fatou Bensouda of the Gambia was elected by consensus as the Prosecutor of the International Criminal Court (ICC) in December 2011. She has received numerous accolades, including the International Jurists Award from the World Jurists' Association, and was named among the 100 most influential people in the world by Time magazine in 2012 and by Jeune Afrique as one of the 50 African women who, by their actions and initiatives in their respective roles, advance the African continent (2014 & 2015). The former Head of the Legal Advisory Unit of the UN International Criminal Tribunal for Rwanda and former Deputy Prosecutor of the ICC, she has played a key role in many far-reaching international cases over the last three decades.

In September 1995, the Beijing Declaration and Platform for Action was adopted, in which the international community reaffirmed its commitment to equal rights and inherent human dignity of women. In the 20 years since, we have witnessed unprecedented advancement in global recognition of women's rights. These gains are to be celebrated, yet challenges remain.

As I reflect on these challenges, I am reminded of my formative years when I served as a clerk of the court in my native home, the Gambia. As a young girl, I recall witnessing countless courageous women – survivors of sexual and domestic violence – relive their ordeals through the court system. Their agony and suffering in the face of a judicial system, and indeed society, which could not fully afford them the protective embrace of the law is still etched in my memory. I knew from that moment that, through the force of the law, vulnerable groups in society and those whose rights have been trampled upon must be protected and afforded a measure of justice. These convictions were only reinforced through my experience at the UN International Criminal Tribunal for Rwanda where my work exposed me to the horrors of atrocious crimes, including mass rapes and murders of women. One, and indeed the world, cannot remain silent and indifferent in the face of such atrocities.

As Prosecutor of the International Criminal Court, I have done my best and will continue to do whatever I can to help restore dignity to the shattered lives of the survivors of atrocities. I witness daily the consequences of armed conflict on the lives of women and girls. In the courage and dignity of victims and survivors, I have seen human nature at its best. And in the sheer brutality of crimes against them, I have seen it at its very worst. Sexual and gender-based violence is sadly characteristic of so many conflicts, often perpetrated as a deliberate weapon of war or repression.

I am acutely aware that for women and girls especially, the cost of armed conflict is more than the already weighty burden of physical and psychological scars. Women and girls are often doubly victimised. Not only do combatants see their bodies and legitimate battlefields, but their own communities then reject and ostracise them for what they have endured.

While the suffering of war is felt by entire communities, prevailing inequalities exacerbate the consequences for women and girls. Conflict intensifies their vulnerability to poverty as they endure inadequate access to health services and welfare, few economic opportunities as well as diminished political participation. Women's education and land rights also decrease as illiteracy and maternal mortality substantially rise.

Survival too, exacts a toll. But from the darkest places come the greatest beacons of hope. Women have a unique understanding of the adverse impact that violence has on themselves, their children and societies. Greater inclusion of women in positions of responsibility gives voice to a group intensely affected by war but rarely participate in the decisions that lead to it. With the direct and meaningful involvement of women in decision-making processes, it can be reasonably deduced that the likelihood of lawless wars will decrease, while prospects for sustainability peace will be enhanced.

I add my voice to the chorus of others who champion women's rights. There are many ways to strive for and ordain peaceful change. Mine is the language of law.

Just two months after the Beijing Declaration was adopted, the UN heralded a new era in ending impunity for the world's worst crimes by establishing the preparatory Commission for the ICC. This led to the Court's establishment just under three years later. It is the first international court to include in its founding instrument – the Rome Statute – a comprehensive catalogue of crimes involving sexual and gender-based violence.

The need to curb such reprehensible crimes and to change the culture of impunity in which they thrive has been an intrinsic part of my work and personal commitment as a woman, as a lawyer and as a Prosecutor. My Office is steadfast in its commitment to end impunity to mass crimes. We recognise that an important aspect of challenging the culture of discrimination that allows sexual and gender-based crimes to prevail is the effective investigation and prosecution of those most responsible for such heinous crimes. With this in mind, I have elevated combating such crimes as a strategic focus for my Office. In June of last year, and after extensive consultation, including with UN Women, we adopted the first comprehensive policy paper by an office of the prosecutor of an international court or tribunal aimed specifically at addressing this scourge.

Through agreements such as the Beijing Declaration, the timetable for gender equality was set. Twenty years later, we can and should celebrate those achievements but we must also recognise where that work desperately needs to continue. Perhaps nowhere is the need more starkly apparent than during and in the aftermath of war and conflict.

Change has been slow but it has also been steady. Until women and men can stand as full equals the world over, our work is not done. Equality for women *is progress for all*.

BY FATOU BENSOUDA



CHILDREN WITH POTENTIAL CONFERENCE SEPTEMBER 2015

The Lakes College, North Lakes and the National Council of Women of Queensland Inc (NCWQ) are again convening a two-day conference on 22 & 23 September 2015 for enthusiastic students and their parents. Workshops for the children include A Creative World – Mapping, Calligraphy, Build a Bug, Polymer Chemistry and Deep in the Garden (Science).

Details and Registration Forms are available at <http://www.ncwq.org.au/children-potential-conference-september-2015>





Flying With Two Wings - A Buddhist Perspective

Believing Women for a Culture of Peace have produced a booklet 'Flying with two wings' – a multi-faith toolkit addressing violence against women. Women of faith, mainly members and contacts of their local interfaith association with a diversity of professional and academic expertise, were asked to contribute to the toolkit, drawing on insights and experiences from within their respective faith traditions and the actual practice in their faith communities.

With thanks to Believing Women for a Culture of Peace these contributions will be reproduced in editions of the NCWQ Newsletter with the second being A Buddhist Perspective.

Women and Buddhism. In many societies of the world, the common social attitude towards women has been marked by discrimination backed by prejudice. By contrast, Buddhism can be claimed to be the least discriminatory in attitude towards women. Buddha was considered to be the first emancipator of women who gave women equal and unfettered opportunities in the field of spiritual development. He opened the gates for the full participation of women in Buddhism by making them eligible for admission into the Sangha (monastic community).

The Buddha also gave due credit to their abilities and capabilities. Although in tradition, the main duties assigned to women were childbearing and housework, under the Buddhist point of view, a woman is given equal status with men in their spiritual endeavour to gain wisdom and liberation. However, the Buddha also stated that it was the woman's duty to look after her home and her husband, and that peace and harmony in a home are to a great extent ensured by a woman. As family life is important to most people, Buddha explicitly stated both the duties of a wife towards a husband, and vice versa is to create a happy and harmonious family life.

Elimination of Violence against Women. The problem of domestic violence affects a lot of families. The tension, anxiety and fear arising from it are not only disruptive but continue to exert a constant drain on the well-being of the family. Domestic violence stems from multiple factors of inequality, misunderstanding, domination, aggressiveness, insecurity, stress etc.

Domestic violence can be greatly reduced in a happy family life. A healthy family is built on a true marriage which is an interweaving of interests and a facing of sacrifice of the man and woman together for the sake of both. A feeling of security and contentment comes from mutual efforts. Each partner gives strength to each other, with each manifesting a supportive and appreciative recognition to the other. There must be no thought of man or woman being superior – each is complementary to the other, a partnership of equality, exuding gentleness, generosity and dedication.

The Buddha appreciated the fact that peace and harmony of a home rested largely on a woman. He advised that a wife should exhibit the qualities of love, attentiveness, family obligations, faithfulness, child-care, thrift, provision of meals, understanding and sweetness towards her husband. For the husband, the Buddha advised that they should have the qualities of tenderness, courtesy, sociability, security, fairness, loyalty, honesty, good companionship and moral support towards his wife. To root out the causes of the problem, education is essential. Through family, school, social or religious education, people should be taught about humanity, respect and tolerance, equality for all, compassion and kindness by the understanding of human values and the truth of cause and effect. Buddhism is an education process so that by practising the Buddha's teachings and incorporating them in our daily lives, problems can be solved.

We continue to feature extracts from '*Stirrers with Style!*' Presidents of the National Council of Women of Australia and its predecessors. In this edition we profile Dr Laurel Macintosh.

Laurel Macintosh

Dr Laurel Macintosh served for nearly 40 years as an ophthalmic surgeon in Brisbane hospitals, working all the while for women's rights and as a community activist. In her professional life, she chaired the Queensland Branch of the Royal Australian College of Ophthalmologists. Her community work took her to the presidency of both the National Council of Women of Queensland (1977-1979, 1994-1996) and the National Council of Women of Australia (1979-1982), and to membership of state, national and international committees with the capacity to influence government. An achievement of which she is proud is the winning of the case for late night shopping for Brisbane and Ipswich in Queensland's industrial court in December 1978.



Laurel Macintosh was born on 29 April 1924 in country New South Wales, the daughter of C.H.V. Macintosh, a 5th-generation Australian. She was educated at Sydney Girls' High School and the University of Sydney, graduating in general medicine in 1946. She trained in ophthalmology at the Royal Brisbane Hospital 1947-1951, and then as a surgeon at the Royal Eye Hospital, London, 1951-1953. She entered private practice in Orange, NSW, 1954-1958, then moved to Brisbane where she became a visiting ophthalmologist with the Royal Children's Hospital and, later, with the Brisbane Repatriation Department, the Princess Alexandra Hospital, and the Narbethong School for the Visually Handicapped. She joined the Queensland Medical Women's Society and the Ophthalmology Society (later Royal Australian College of Ophthalmologists) in 1958 and was made a Fellow of the College in 1995. She was also made an honorary life member of the Australian Medical Association in 1996, after 50 years in the profession, and of the Queensland Medical Women's Association in 2004.

Dr Macintosh joined the Quota Club, a service club for professional women, in Orange and then Brisbane. Her introduction to the National Council of Women came in 1960 when NCW Queensland asked Quota to find someone to take on the job of state convenor for women and employment, and Laurel was duly appointed (1960-1975). In 1964, she was recruited to serve as international secretary on Anne Hamilton's ANCW Board; she remembers those Board meetings as 'the most fun I (ever) had'. She took on the task of Australian convenor for women and employment from 1970 to 1973, and the ICW vice-convenorship from 1973 to 1979.

Dr Macintosh's work for NCW led her into broader leadership roles with the women's movement: president of the Status of Women Committee (Brisbane) 1973-1976; vice-president of the United Nations Association Australia (Queensland) 1975-1978; chairman of the Queensland International Women's Year Committee 1974-1976 and a member of the National UNAA IWY Committee, under the chairmanship of Ada Norris.

In 1977, Macintosh became president of NCW Queensland and, on completion of this term in 1979, president of NCWA. She was rare among NCWA presidents in also holding a full-time job, and only survived the workload by taking months of long service leave to allow her to travel within and beyond Australia. She remembers as a significant achievement of her presidency the development of close relations with the National Councils of Women of Thailand and Fiji-both 'twinned' with NCWA.

The most memorable event of Macintosh's presidency was the World Conference of the United Nations Decade for Women, held in Copenhagen in July 1980. She was one of 4 women from voluntary organisations who attended as official Australian government representatives- a role she found restrictive. Macintosh enjoyed good relations with politicians, state and federal, and with the federal Office of the Status of Women. When the Queensland government established as Advisory Council of Queensland Women 1975-1976, she was a founding member.

Dr Macintosh continued her involvement with Quota, holding the Queensland presidency from 1959 to 1961 and again from 1988 to 1989. She presided over the Queensland Branch of the Royal College of Ophthalmologists 1972-1973, acted as a federal councillor of the College 1972-1974, and, in 1995, became a Fellow of the College. She was twice elected president of the National Council of Women of Queensland-in 1977 for 2 years and again in 1994 for 4 years. As president of NCWQ, she was instrumental in obtaining late night shopping for Brisbane and Ipswich in December 1978, which involved appearing as an advocate in the industrial court where she encountered the opposition of unions and shop-owners alike. She also served on the Queensland Consumer Affairs Council.

From 1982 to 1991, Macintosh was ICW convenor for the Standing Committee for Women and Employment and she continued to serve as a consultant from 1991 to 1994. During her many years of the involvement with NCWA and the ICW, she attended triennial ICW conferences in Nairobi 1979, Seoul 1982, London 1984, Washington 1988, Bangkok 1991 and Paris 1994, as well as executive meetings in Brussels 1981 and Kiel 1983.

Dr Laurel Macintosh was awarded a Queen's Silver Jubilee Medal in 1977 and appointed to the Order of the British Empire in 1980 for her services to women. In 1984 she was made a life member of NCWQ and, in 1988, an honorary life vice-president of NCWA in recognition of her long and distinguished service to the organisation. In the same year (1988), she was appointed a dame in the Knights Hospitaller Order of St Lazarus, an international humanitarian organisation, and in 2001 was awarded an Australian Centenary Medal for service to the community as president of the National Council of Women in Queensland.

'All people should have the opportunity to develop what talents they have to choose the life they wish to lead while recognising the rights of others to choose differently. We need tolerance and understanding of each other.'

'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.

It is a little known fact that Laurel MacIntosh has spent almost 60 years as a Member of Quota International. Joining the Quota Club of Orange in September 1957, her career would see her transfer to Brisbane in July 1958 to take up the role of visiting Ophthalmologist with the Royal Children's Hospital. It seemed a natural progression at this time she would transfer to Quota Brisbane and this she did. She served as President from 1959-61 and again 1988-89 and held various Board roles for most of the first 30 years.

She was awarded Quota Woman of the year in 1984 and again in 1997 for her work to improve the status of women as she worked tirelessly for women's rights.

During her second term as President of Quota Brisbane she became the Quota Delegate to the NCWQ taking up the position of state convenor for women and employment. The rest of her involvement with the NCWQ and ANW, ICW, UNAA QLD, IWY and so on are a matter of public record* and leave you in no doubt of her achievements.

Today in 2015 Laurel is still an active member of the Quota Brisbane City Club. When interviewing her for this article she was asked the question what kept you at QUOTA for more than half a century leading such a busy life as a community activist? For those who know Laurel MacIntosh you would know that she has a mischievous side to her. On this occasion she replied "....belonging to Quota was part of life's entertainment". Similarly when asked about how she overcome the strong male dominated opposition to extended shopping hours in the Industrial Court in 1978 she responded "I did a *Perry Mason* on them"

Laurel enjoyed the companionship and lifelong friendships that Quota offered, meeting women who owned their own businesses all different, some flamboyant, interesting, and colourful. But she also brought to Quota the benefit of wisdom, negotiation skills, and sense of fairness.

She enjoyed the project nature of the organisation, and it was something away from medicine.

It was interesting to note that despite Laurel's life achievements she stated that medical life was very restrictive and it was not unusual to be called out 8 nights per month after 10pm. Despite this Laurel won awards for her impeccable attendance at Quota Meetings.

To achieve what was expected of her in her key roles with various volunteer organisations she would take 6 months leave of absence to ensure she did not let anyone down.

Finally Laurel reminded us that when she was researching whether to join Quota in the 50's she wanted to be part of the organisation. The aims to empower women, the disadvantaged, with a focus on the hearing impaired were all still valid today. She also reminded us that Quota was the first truly International Woman's organisation founded in 1919 in Buffalo and it was a little known fact that Zonta was formed from a small breakaway group of Quota International later that year.



[*http://www.womenaustralia.info/exhib/ncwa/presidents-15.html](http://www.womenaustralia.info/exhib/ncwa/presidents-15.html)

Caroline Cox

President Quota Brisbane City Club

0488001193



L-R Dr Glenda Powell AM, Noela O'Donnell & Dr Laurel Macintosh OBE. Both Dr Powell & Dr Macintosh are Honorary Life Members of the Queensland Medical Women's Society and Dr Macintosh has twice been named Quota Woman of the Year.

Dr Laurel Macintosh OBE, MB BS, DO, FRACO is an Honorary Life Vice-President of the National Council of Women of Australia and Honorary Life Member of the National Council of Women of Queensland Inc.

Women From Vanuatu

NCWQ was recently honoured to meet with a group of women from Vanuatu. The group led by Mrs Helen Sese, the Projects Officer at the Australian High Commission in Port Vila, included Mrs Florinda Aru, Manager Finance Section at the Reserve Bank of Vanuatu; Mrs Sera Toaliu, a nurse at the Vila Central Hospital in Port Vila; Ms Jarina Wong, a housewife on her first visit to Australia and Mrs Cleris Hawka, Secretary of the Vanuatu Government's Public Service in Port Vila.

Vanuatu is a South Pacific Ocean nation made up of about 80 islands with a population of approximately 252,763.

We met in the NCWQ rooms and found we had much in common and learnt from each other. Self-introduction included sharing our focus on women and women's issues. Helen Sese, when asked of the greatest challenge she sees for the women from Vanuatu responded "It is in being bold and having the confidence to voice their concerns." She wants to see women rise to leadership roles. "Many women are in small business, I want to see them rise to career women."

The Vanuatu Department of Women's Affairs encourages women's empowerment.

Education for children from Grades 1 to 6 is free. The Australian Government encourages women to study at university by offer scholarships for study in Australia, Fiji, Papua New Guinea or Vanuatu.

Gifts were exchanged and we all agreed we had been enriched by meeting together.



About 3,500 Australian Army Nurses served either overseas or in Australia during World War 11. Those who served close to the battlefield experienced at first hand not only the discomforts of makeshift field hospitals, including mud, dust, bad food and lack of normal amenities, but also the risks and horrors of war.

Many Army Nurses sacrificed their health and well-being in the service of Australia.
Some sacrificed their lives.



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

BRIDGE OF PEACE CEREMONY AND LUNCHEON

With the Women's Federation for World Peace
Wednesday 16 September 2015 11:30 for 12 noon start
Parliament House, Brisbane

PARENTS' AND CHILDREN WITH POTENTIAL CONFERENCE

The Lakes College, North Lakes Tuesday 22 & Wednesday 23 September 2015

AGM & CONFERENCE

Tuesday 29 September 2015 - 10am—2pm
Ruth Fairfax House, Gregory Terrace

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NCWQ wish to thank Ms Grace Grace MP, Brisbane Central, for the printing of this newsletter from her office as a service to a local community organisation.

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Affiliated organisations and small businesses are invited to place advertisements with logo in the NCWQ Newsletter issued bi-monthly.

- ◇ Business card size including logo **\$50 per advertisement per edition.**
To secure an advertisement in each of 6 editions per year a discount of \$20 applies.
- ◇ Quarter page including logo **\$70 per advertisement per edition**
To secure an advertisement in each of 6 editions per year a discount of \$20 applies.
- ◇ Half page including logo and 500 word editorial provided by the organisation and relating to women **\$150 in one edition only.**

The newsletter is sent to 240 individuals and over 50 organisations with their own members and networks.

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