NCWQ NATIONAL COUNCIL OF WOMEN OF QUEENSLAND

ANNUAL REPORT
2020 - 2021

NCWQ NATIONAL COUNCIL OF WOMEN OF QUEENSLAND

Motto

"Do unto others as ye would that they should do to you"

NCWQ Mission Statement

National Council of Women of Queensland (NCWQ) is a non-party-political, non-sectarian, not-for-profit, umbrella organisation with broadly humanitarian and educational objectives.

It seeks to raise the awareness of members as to their rights and responsibilities as citizens and encourages their participation in all aspects of community life.

NCWQ Goals

- **Unite** associates and societies of women, and of men and women, into an organization for mutual counsel and cooperation
- **Work** for the empowerment of women and families and to promote equal status for women in law and fact.
- **Develop** policies and responses on behalf of women on a state-wide basis.
- **Act** as a voice on issues and concerns of women at state and regional levels.
- **Link** with the women of Australia and the International Council of Women through the National Council of Women of Australia and contribute to the implementation of their plans of action and policies.

The National Council of Women of Queensland acknowledges the elders and traditional custodians, past and present, of the land on which we meet.

We recognise, respect and value Aboriginal and Torres Strait Islander peoples' role in and contribution to Australian life and culture.

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PRESIDENT'S REPORT

It is my honour, on behalf of the Management Committee, to present to you the National Council of Women of Queensland's 2021 Annual Report.

Life in Australia over the past 12 months has continued to be greatly affected by COVID-19. Controversy surrounding lockdowns, state border closures, and the different types and availability of vaccines have dominated our national narrative. In addition, COVID-19 induced isolation, economic loss and uncertainty have impacted negatively on everyone, especially our women and children.

While COVID dictated much of the discussion, women's safety also made it onto the national agenda following revelations from Brittney Higgins that she had been raped in Federal Parliament House. This spurred a nationwide conversation on the issue of women's safety which culminated in a summit in early September to address all forms of gender-based violence including domestic, family and sexual violence. Like the rest of Australia, the NCWQ shares in the vision of a community free of violence against women and children.

NCWQ has also continued this year to work in the areas of advocacy and empowerment of women. In May 2021, through our collaboration with the Pelvic Pain Foundation of Australia (PPFA) and QENDO (a charity for women affected by endometriosis, adenomyosis, PCOS or infertility), we welcomed the National Action Plan for Endometriosis and the Australian government's allocation of $5m over four years to any state that chooses to match funding. The funding will be used to deliver the Periods, Pain and Endometriosis Program (PPEP) to girls (and boys) about managing severe period and pelvic pain. At time of writing, PPFA is working with the Queensland Government to roll out this important initiative.

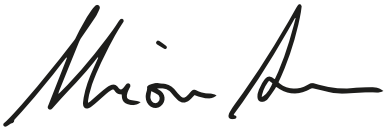
Despite the inconvenience and uncertainty of snap or prolonged lockdowns, NCWQ was able to deliver five Empowerment events for members throughout the year with a combination of in-person and video sessions. This series of events has proven popular in creating networking and educational opportunities for our members and their guests.

NCWQ's journey in embracing new technology continued this year with our bursary program delivered via a newly created bursary application online platform. Our thanks go to our Webmaster, Kley McPherson, for the hundreds of hours he donated to NCWQ to design the system and get it up and running while also keeping our website updated. NCWQ's adoption of technology has resulted in more participation and access for women who are currently pursuing careers and caring for their families.

It has been 13 years since NCWQ started our bursary program. This year, led by Kathy Cavanagh, NCWQ had 27 sponsors recognizing 35 women who collectively embody our shared values of leadership, community service, perseverance, and determination. We would like to extend our gratitude to the sponsors and coordinators who helped make this happen.

On October 31st, we will farewell NCWQ's Patron, His Excellency the Honourable Paul de Jersey AC CVO, Governor of Queensland. We thank him for his interest in NCWQ and wish him and Mrs de Jersey well for their future endeavours.

Lastly, I must thank the NCWQ members for their support and enthusiasm in pursuing a period of change and opportunities against a most challenging backdrop.



Chiou See Anderson
NCWQ President

GOVERNMENT HOUSE
QUEENSLAND

Message from the Governor of Queensland

It is a great pleasure, in my last year as Governor and Patron, to once again publicly support the work of the National Council of Women Queensland during the organisation's 2020-21 annual general meeting proceedings.

Since it was formed in the early 1900's, the National Council of Women Queensland has been at the forefront of progressive development in the State.

During that time, the organisation has continually refined its advocacy, outreach and support initiatives to ensure they remain practically relevant to the lives of Queensland women.

I have been particularly impressed to see the organisation adapt and respond to the challenges of COVID-19.

It is testament to the vision and determination of all members and affiliate organisations that the organisation could successfully transition to digital operations, while continuing to implement vitally important initiatives like the Empowerment Education Series and Bursary programme.

During my years as Patron, I have collected so many happy, vivid memories (as has Kaye) from attendances at National Council of Women Queensland events.

I thank and congratulate the Management Committee, advisers, members, affiliate organisations and all supporters for your contributions to this remarkable Queensland institution.

Kaye and I wish the organisation every success for its future.

His Excellency the Honourable Paul de Jersey AC CVO
Governor of Queensland

OFFICE BEARERS

PATRON	His Excellency the Honourable Paul de Jersey AC CVO, Governor of Queensland
Honorary Life Vice Presidents NCWA	Mrs Val Cocksedge OAM, DipHSc Dr Laurel Macintosh OBE, MB BS, DO, FRACO
Honorary Life Members NCWQ	Dr Laurel Macintosh OBE, MB BS, DO, FRACO Mrs Val Cocksedge OAM, DipHSc Mrs Ailsa Scurr Dip.T Mrs Noela O'Donnell AM
Honorary Members	All Queensland female members of Federal and State Parliaments are granted honorary membership during their term of office. Bursary recipients receive honorary membership for the year of their bursary
President	Ms Chiou See Anderson BBus, FCPA, MBA
Vice-Presidents	Mrs Caroline Snow BLaw (Hons), Grad Dip ACG, Grad Dip LP, CL Ms Erin Cunningham LLB, BBus
Secretary	Mrs Amy Henderson Dip PM, BA
Treasurer	Ms Ramona McGregor BBus, CA
Recording Secretary	Mrs Sandy Smith Dip.Ed, Post Grad Ed, MEd
State Coordinator	Dr Pat Pepper PhD, PG AutComp, MSc, BSc
Management Committee	Mrs Kathy Cavanagh MEd, BA Cert T, Grad Dip Ed Admin & Computing Mrs Ronda Nix OAM Mrs Jessica Taylor MBA Ms Kirsty Miron BJus
Webmaster	Mr Kley McPherson

STATE ADVISERS

State Co-ordinator	Dr Pat Pepper PhD, PG AutComp, MSc, BSc

ADVISERS | COMMUNICATION

Arts, Letters and Music	Ms Jennifer Ann Davies DipEs, BA, JP:Com Dec
Education	Deslyn Taylor M.Ed(Q.U.T.), BA (U of Q), Grad. Dip. Comp. Ed. (BCAE), Grad Dip R.E. (U of SA), Cert Teach (BCAE) Cert 4 Multi-Media (QANTM).

ADVISERS | GENERAL WELL BEING

Environment	Dr Pat Pepper PhD, PG AutComp, MSc, BSc
Habitat	Dr Donnell Davis PhD, MEM, CPA, BBus
Health	Dr Kathryn Mainstone MBBS (Qld), DRCOG, FRACGP

ADVISERS | SUSTAINABLE DEVELOPMENT

Rural, Regional & Remote Women	Tracey Martin GAICD, LLB, LLM

NATIONAL COUNCIL OF WOMEN OF AUSTRALIA

President	Ms Robyn Nolan

INTERNATIONAL COUNCIL OF WOMEN

President	Ms Jungsook Kim EdD

LIFE MEMBERS OF INTERNATIONAL COUNCIL OF WOMEN

Dr Laurel Macintosh OBE, MBBS, DO, FRACO

VALES

Jayne Kreiger
Died 2nd November 2020. A member of Forum for 30 years, she held many officers in her club, and State levels. In conjunction with NCWQ, Jayne was instrumental in setting up annual workshops on public speaking and meeting procedure 2012 – 2014

Judith Parker AM
Died 10th April 2021. Judith was the NCWA President 2000-2003 and many of the current National Council of Women members would remember her. Judith passed recently and on behalf of the NCWQ, we would like to pass on our condolences to Judith's family and friends, and we share with you all this story about Judith, originally published on the NCWA website.

Geraldine Howarth
Died 30th April 2021. She had been a member of Quota for nearly 40 years. She was to receive her 40 year pin early next year. Avril presented to the pin to her family during her funeral service. Geraldine had been a driving force both in the Club and the District (as it was then) and the new Region.

AWARDS

Noela O'Donnell AM
Past President, awarded Honorary Life Membership of NCWQ, in recognition of her outstanding contributions to NCWQ and Queensland women at large.

Avril Kent
Outgoing Honorary Secretary, was awarded the inaugural NCWQ President's Award, in recognition for her loyalty and dedication to the organisation over many years.

Kathy Cavanagh
Recipient of The Order of Australia Association Queensland Branch Senior Volunteer Award for her outstanding service to the NCWQ through the Bursary Program particularly as Bursary Program Coordinator, and for her valuable voluntary contribution to the activities of ESA International Queensland and Queensland Rural Regional and Remote Women's Network (QRRRWN) over many years.

NCWQ NATIONAL COUNCIL OF WOMEN OF QUEENSLAND

Established 1905

Patron: His Excellency the Honourable Paul de Jersey AC CVO, Governor of Queensland

new

116th Annual General Meeting

Members Dining Room
Tattersalls Club
215 Queen Street Brisbane 4000

Wednesday 15th September 2021
Commencing at 10.30am

AGENDA

Welcome

Attendance and apologies

Minutes of AGM 2020

President's report

Treasurer's report

Appointment of Auditor

State Coordinator's report and reappointment of Advisers

All reports spoken to and seconded

Additions to organizations reports

Election of 2021-2022 Office Bearers and Management Committee

Address by President

Closure of meeting

NATIONAL COUNCIL OF WOMEN OF QUEENSLAND INC.

MINUTES 115th ANNUAL GENERAL MEETING

Held at the United Service Club

183 Wickham Terrace, Spring Hill 4000

5:00 pm Tuesday 15th September 2020

1.0 OPENING AND WELCOME: Chair Chiou See Anderson, NCWQ President, declared the Annual General Meeting open at 5:05 pm with a welcome to all present. The Chair acknowledged the original custodians of the land and attending Past Presidents of NCWQ.

ATTENDANCE: As per attendance sheets, whereby a quorum was established.

APOLOGIES: As per list read by the Secretary, including designated Proxies.

2.0 MINUTES OF 2019 AGM: Moved Avril Kent, seconded Marjorie Voss OAM that the Minutes of the 2019 Annual General Meeting circulated to all members in January 2020 be taken as read. Carried

Moved Dr Pat Pepper, seconded Kathy Cavanagh, that the Minutes be signed as a true and accurate record of the National Council of Women of Queensland 114th Annual General Meeting held in 2019. Carried

3.0 PRESIDENT'S REPORT: The report is included in the Annual Report. Avril Kent moved, seconded by Ramona McGregor, that the President's Annual Report be received. Carried.

Caroline Snow moved, seconded Annette Lourigan, that the President's Annual Report be adopted. Carried.

4.0 TREASURER'S REPORT: Ramona McGregor, on behalf of the Treasurer presented the audited financial statement and the Treasurer's Report. Ramona McGregor moved, seconded by Sandy Smith that the audited financial statement and the Treasurer's report be received. Carried.

Ramona McGregor moved, seconded by Avril Kent that the audited financial statement and the Treasurer's Report be adopted. Carried.

5.0 APPOINTMENT OF AUDITOR: On behalf of the Treasurer, Ramona McGregor moved that Trevor Vogler of GV Accounting be appointed auditor for the 2020-2021 year. Seconded Marjorie Voss OAM. Carried.
President Chiou See Anderson thanked Paula Ivanovic for her contribution to NCWQ.

6.0 STATE COORDINATOR'S REPORT: Kirsty Miron moved, seconded Erin Cunningham that the presented State Coordinator's report be received.

7.0 ALL REPORTS SPOKEN TO: Marjorie Voss OAM commended NCWQ on the utilising of Zoom, the bursaries fund-raising morning tea, Christmas luncheon and thanked the secretary and treasurer for their work. She commended advisers Dr Leanne Francia and Dr Pat Pepper.

8.0 ADDITION TO REPORTS FROM ORGANISATIONS:

In accordance with the Libraries Act 1988, a copy of the annual report will be sent to the Queensland Parliamentary Library, the National Library of Australia and others.

9.0 ELECTION OF OFFICE BEARERS AND COMMITTEE: The Chair declared all positions vacant and invited the Hon Secretary and Returning Officer Avril Kent to take the chair to conduct the election of officers and members of the Management Committee.

As there was only one nominee for the following positions, these members were elected unopposed.

PRESIDENT Chiou See Anderson
VICE-PRESIDENT Erin Cunningham
VICE-PRESIDENT Caroline Snow
SECRETARY Amy Henderson
TREASURER Ramona McGregor
RECORDING SECRETARY Sandy Smith
STATE COORDINATOR Dr Pat Pepper
COMMITTEE MEMBERS
Kathy Cavanagh
Annette Lourigan
Kirsty Miron
Ronda Nix OAM
Jessica Taylor

10.0 PRESIDENT'S ADDRESS: President Chiou See Anderson resumed the Chair and announced that Avril Kent is the recipient of the inaugural President's Award and Noela O'Donnell AM is appointed as an Honorary Life Member.

11.0 MEETING CLOSURE: Chair Chiou See Anderson declared the meeting closed at 5:46 pm.

RECORDER: Noela O'Donnell AM

TREASURER'S REPORT

This report covers the period from 1 July 2020 to 30 June 2021. The Accountant's Verification Statement and the Financial Statements for the above period, including a comparison to the Financial Statements for 2019/20, are set out in the Annual Report.

On 30 June 2020 NCWQ held $41,455 in the current account, $58,446 in term deposits and no unpresented cheques. On 30 June 2021 there was $37,050 in the current accounts, $47,842 in term deposits and no unpresented cheques.

The net cash/asset position at 30 June 2021 was $34,806 (surplus), albeit the NCWQ incurred an annual loss of $1,036 (net deficit). Despite the operating loss, we still consider the association is solvent given the high asset reserves.

At the end of the 2019/20 financial year, the management committee projected a deficit of $8,691 for the 2020/21 financial year, which incorporated the proposed 'gifting' of six months of membership valued at $1,570 to existing members (to align the membership year with the financial reporting year). However the NCWQ completed the year in a better position than expected - the actual deficit at 30 June 2021 being only $1,035. We attribute this to a number of factors, including the ability to run events again (bleak outlook in June 2020 due to COVID-19), and cutting of costs in various areas (e.g. rent, publishing expenses etc). Whilst better than projected, the association still lost some major events during the first half of 2020/21 (including the bursary presentation and morning tea fundraiser), which contributed to the net deficit position.

NCWQ's membership fees income was down $2,136 compared to the prior year, which we budgeted relates in part (some $1,570) to the free six months 'gifted' to members. We expect the balance of the decrease is likely due to COVID-19 cash issues generally across our membership base. We are working hard to close this gap again in the 2021/22 financial year.

As mentioned above, COVID-19 and the resulting restrictions/lockdowns meant our ability to run events throughout the financial year was negatively impacted. Profits from events and functions fell to $1,160 in the 2020/21 financial year, down from $4,371 in the prior year.

Madame President, I move that the Financial Statements as set out and this report be received.

Ramona McGregor
NCWQ Treasurer

NCWQ NATIONAL COUNCIL OF WOMEN OF QUEENSLAND

THE NATIONAL COUNCIL OF WOMEN OF QUEENSLAND INC.

Annual Financial Statements

for the year ended 30 June 2021

THE NATIONAL COUNCIL OF WOMEN OF QUEENSLAND INC.
PROFIT AND LOSS STATEMENT
FOR THE YEAR 30 JUNE 2021

	2021	2020
Income		
Donations	50	360
Functions	8,223	18,590
Interest	4	1,455
Membership Dues	1,676	3,813
Sales - Badges, Pins etc	113	145
Total Income	**10,066**	**24,363**
Expenditure		
Donations	-	50
Functions	7,063	14,219
Mechta van den Boogert Award	-	190
Audit Fees	308	308
Badges & Pins	398	116
Banner	275	-
Filing & Other Fees	58	57
Honorarium	-	500
Insurance	(235)	802
NCWA - ICW Dues	1,160	1,302
Office Supplies	-	156
Printing & Postage	185	2,025
Publishing Expenses	1,155	-
Rent Expense	522	1,567
Website & Online Expenses/Fees	213	3,024
Total Expenses	**11,102**	**24,315**
Net Profit	**(1,036)**	**48**

THE NATIONAL COUNCIL OF WOMEN OF QUEENSLAND INC.
BALANCE SHEET
AS AT 30 JUNE 2021

	2021	2020
Assets		
Cash and Bank		
Bendigo Bank #5674	28,324	-
Bendigo Bank #5724	5,956	-
Commonwealth Bank #1888	2,770	41,455
Term Deposit - Bendigo #3098	10,636	-
Term Deposit - Bendigo #3122	6,231	-
Term Deposit - Bendigo #3189	23,518	-
Term Deposit - CBA #1948	7,457	8,457
Term Deposit - CBA #3148	-	10,531
Term Deposit - CBA #1572	-	31,287
Term Deposit - CBA #2771	-	8,171
Total Cash and Bank	**84,892**	**99,902**
Other Current Assets		
Accounts Receivable	33	-
Bursaries Receivable - 2021	19,200	9,200
Funds to take from Term Deposits	6,000	6,000
Total Other Current Assets	**25,233**	**15,200**
Long-term Assets		
Office Furniture & Equipment	-	10,215
Total Long-term Assets	**-**	**10,215**
Total Assets	**110,125**	**125,317**

THE NATIONAL COUNCIL OF WOMEN OF QUEENSLAND INC.
BALANCE SHEET
AS AT 30 JUNE 2021

	2021	2020
Liabilities		
Current Liabilities		
Accounts Payable	415	1,602
Bursaries Payable - 2021	36,400	41,500
Total Current Liabilities	**36,815**	**43,102**
Long-term Liabilities		
Committed Funds - Child Watch Bursaries	7,457	8,457
Committed Funds - June McNichol Bursaries	10,636	10,531
Committed Funds - NCWQ Bursaries	6,180	8,949
Committed Funds - Office for Women Bursaries	8,000	-
Committed Funds - OPSO Bursaries	6,231	8,171
Committed Funds - Grant for Website	-	50
Total Long-term Liabilities	**38,504**	**36,158**
Total Liabilities	**75,319**	**79,260**
Net Assets	**34,806**	**46,057**
Member Funds		
Opening Balance	46,057	105,267
Adjustment for change of Accounting Basis	-	(59,258)
Add Profit / (Loss) for the year	(1,036)	48
Derecognition of long term assets	(10,215)	-
Closing Members Balance	**34,806**	**46,057**

THE NATIONAL COUNCIL OF WOMEN OF QUEENSLAND INC.

NOTES TO AND FORMING PART OF THE ACCOUNTS
AS AT 30 JUNE 2021

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements are a special purpose financial report prepared in order to satisfy the financial reporting requirements of the association and for use by members of the association. The executive committee have determined that the company is not a reporting entity and therefore there is no requirement to apply Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) in the preparation and presentation of these statements.

The financial statements have been prepared in accordance with the requirements of the Associations Incorporation Act and the following Australian Accounting Standards.

AAS5 : Materiality

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of these financial statements.

(a) **Basis of Accounting**

The financial statements are drawn up using the accruals basis of accounting. The accruals basis of accounting recognises income and expenses when they are earned or incurred as opposed to a cash receipts and disbursements basis.

This is a change from the previous policy of reporting where the financial statements were drawn up using a cash receipts and disbursement basis. The change in policy was made as the committee are of the opinion that the accruals basis of accounting is appropriate.

(b) **Income Taxes**

The operations of the association are exempt from income tax under the principals of not-for-profit and mutuality.

(c) **Goods and Services Tax (GST)**

The organisation is not registered for GST.

THE NATIONAL COUNCIL OF WOMEN OF QUEENSLAND INC.

STATEMENT BY THE EXECUTIVE COMMITTEE

The Committee has determined that the association is not a reporting entity and that the financial statements have been prepared pursuant to the provisions of the Associations Incorporations Act 1981 and in accordance with the accounting policies outlined in Note 1 to the financial statements, and in our opinion:

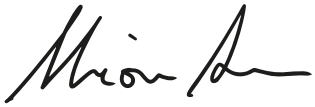
(a) The attached financial statements and notes are in agreement with the accounts and records of the THE NATIONAL COUNCIL OF WOMEN OF QUEENSLAND INC.;

(b) the prescribed requirements regarding the establishment and keeping of accounts have been complied with in all material respects;

(c) the statements have been drawn up so as to present a true and fair view, on a basis consistent with that applied in the previous financial year (pursuant to any changes outlined in the attached Notes), of the activities of the Association for the year ended 30 June 2021 and of the state of affairs as at that date; and

(d) at the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

President: **Signature** 

Print Name Chiou See Anderson

Secretary: **Signature**

Print Name Amy Henderson

Treasurer: **Signature**

Print Name Ramona McGregor

Dated at Brisbane this 7th day of September, 2021.

THE NATIONAL COUNCIL OF WOMEN OF QUEENSLAND INC.

IA06841

Statement by Approved Accountant

I confirm that I am a member of The Institute of Chartered Accountants in Australia who is entitled to use the letters CA or FCA

I have examined the association's financial records and state that the association's financial records show that the association has adequate bookkeeping processes in place to correctly record and explain transactions to enable a true and fair financial statement to be prepared.

2 September 2021

……..
Trevor Vogler
Chartered Accountant

STATE CO-ORDINATOR'S REPORT

Sadly, our NCWQ Adviser for Child, Youth and Family, Dr Leanne Francia had to resign due to her ongoing health issues. She has been a wonderful adviser so willing to provide advice on issues affecting her portfolio and prepare submissions to Government. Her dedicated service and expertise together with that of Deslyn Taylor, NCWQ Education Adviser, Dr Kathryn Mainstone NCWQ Health Adviser, Tracey Martin, NCWQ Rural, Regional and Remote Women Adviser, Jennifer Ann Davies, NCWQ Arts& Letters and Music Adviser, Dr Donnell Davis, NCWQ Habitat Adviser are very much appreciated.

Congratulations to

- Tracey Martin, NCWQ Rural, Regional & Remote Women Adviser who has been awarded a Nuffield Scholarship. Tracey will be travelling overseas to investigate funding issues that impact the financial sustainability of women's groups.
- Dr Donnell Davis who was elected to represent southwest pacific women for a two year term with UNAA, Status of Women Network Australia, Equality Rights Alliance Australia, Soroptimist International (programme). Her theme is climate gender and governance.

Advocacy has been an important part of our advisership role. We have just submitted a submission to the Inquiry into social isolation and loneliness in Queensland, the Community Support and Services Committee, Queensland Parliamentary Service. In this submission, effects of social isolation on the following areas were addressed and specific recommendations advocated to alleviate negative aspects.

- Education and the digital divide by Deslyn Taylor, NCWQ Education Adviser,
- Domestic Abuse by Jennifer Ann Davies, NCWQ Arts& Letters and Music Adviser,
- Health by Dr Kathryn Mainstone NCWQ Health Adviser,
- Well Being by Dr Pat Pepper, NCWQ State Coordinator and Environment Adviser
- Rural, Regional and Remote Women by Tracey Martin, NCWQ Rural, Regional and Remote Women Adviser
- Urban Design Dr Donnell Davis, NCWQ Habitat Adviser

There are three submissions in the pipeline. Donnell Davis is coordinating two, the Qld Women's Strategy Consultation and the Anti-Discrimination Act Review and I am coordinating the submission for the Qld Renewable Energy Inquiry.

Advisers also provided comment on resolutions that NCWA might urge Government action e.g. Adult Literacy, Mental Health, Waste, Childcare reform, Comprehensive framework to improve women's participation to society post Covid 19, Renewal Electricity Generation.

Meetings & Reports:
Advisers were encouraged to report on issues in their portfolio quarterly and to attend Adviser meetings regularly to discuss issues. While COVID-19 was the catalyst for holding meetings on Zoom, this has enabled our Arts& Letters and Music Adviser who lives in Cairns and our Rural, Regional and Remote Women Adviser who lives on a station outside Home Hill to participate more fully. Adviser Reports are circulated to the Management Committee and counterpart Advisers in other States and posted on the NCWQ Website. They also appear in the NCWQ Newsletter.

Adviser Vacancies:
Advisers with expertise and passion are needed in the following portfolios.

Human Rights and International Relations & Peace; Legislation & Implementation of Conventions; Ageing, Disability & Mental Health; Nutrition & Well Being; Economics, Employment & Consumer Affairs; Migration & Aboriginal; Media; Child, Youth & Family.

Pat Pepper
NCWQ State Co-ordinator

AFFILIATED
ORGANISATIONS

AFFILIATED ORGANISATIONS 2020 - 2021

Anglican Mothers Union Australia - Diocese of Brisbane

Beta Sigma Phi International - Epsilon Chapter

Breast & Prostate Cancer Association of Qld Inc

Brisbane Girls Grammar School Old Girls Association Inc

Catholic Women's League

Churches of Christ in Queensland

ESA International Queensland

Forum Communicators Assn Inc.

Graduate Women Qld Inc

Mercy Community Romero Centre

National Council of Jewish Women of Australia

Of One Mind

Older People Speak Out (OPSO)

Older Women's Network (Qld) Inc

QENDO

Queensland Country Women's Association

Quota Club of Brisbane Inc

Save the Children Aust - Qld Div

Scope Clubs of Australia Inc

Search Light Inc

Soroptimist International Moreton North Inc.

St Aidan's Anglican Girls' School

The Creche & Kindergarten Association Limited

The Developing Foundation

The Girls' Brigade Qld Inc.

The Lady Musgrave Trust

The Queensland Women's Historical Association

The Women's College

Wanwod Association of Qld Inc

Women Lawyers' Assn (Qld)

Zonta Club of Brisbane Inc

ANGLICAN MOTHERS UNION AUSTRALIA –
DIOCESE OF BRISBANE

Report to the National Council of Women Queensland Inc. 2020-2021.

The Coronavirus Pandemic has continued to interrupt the normal function of our AMUA meetings and ministry over the past eighteen months, but, when possible, we have carried on observing social distancing and using technology when needed. Following the challenges and difficulties of 2020 the theme chosen for 2021 "Rebuilding hope and confidence" seemed most appropriate.

Prayer is at the heart of what Anglican Mothers Union does. Members commit to including prayer in their daily lives and to maintaining a worldwide fellowship with the focus on prayer for our world, our country our communities, and fellow members.

Brisbane Diocese has currently 50 financial branches with a total of 849 members. Members showing Christian Care for families are involved in projects and activities within their Parish, the Community, the Diocese as well as Nationally and Globally. The projects and activities reaching into the community are varied and tailored to the needs of the community using the gifts and abilities of members.

As a registered Charity we have five Diocesan Project which are supported by the Branches voluntary contributions. These are (1) Emergency Relief for flood, fire, drought etc. (2) Family Holiday offered to families in need. (3) Support given to the Women's Shelter. (4) Fresh Start Baskets of household items offered to those leaving the shelter. (5) Support to Kids and Risk.

Through a Memorial Fund, Brisbane AMUA annually award three bursaries of $1200 to theological students studying for the priesthood, to cover the cost of their Clinical Pastoral Care Course of their studies. AMUA also present a Diocesan Stole to each student ordained Deacon.

Through our National Project, the Northern Outreach Fund we provide grants to fund work in remote communities across Northern Australia.

Through our Global Projects, the Overseas Fund ministered from Mary Sumner House London provide for indigenous MU workers in the developing countries in their work with local people to create lasting change in families and communities.

The two retiring collections facilitated in 2020 by AMUA in their parishes were very much interrupted by the Coronavirus. But despite this the Overseas Project for the Parenting Program in Papua New Guinea amounted to $9,100. The Anglicare Southern Queensland Chaplaincy collection amounted to $2,675.

We are thankful that in 2021 we have held three very successful Diocesan events and three face to face Executive Meetings before having to go into lock down again.

The February Council Meeting, the first in 12months, was held at St. John's Cathedral and was well represented. This venue gave room for social distance, and the opportunity to live streaming the meeting. The three recipients of the AMUA Bursaries were announced, each giving a short sketch of their spiritual journey to date.

The March AGM held at St. Andrew's Indooroopilly was also appropriate venue giving room for social distancing and live streaming the meeting. The Guest Speaker was from the Red Rose Foundation speaking on their work to end domestic and family violence related deaths in Australia and the Red Bench Project. "Change the ending let's stop Domestic Violence".

The May Country Council Meeting was held at St. Luke's Toowoomba with Guest Speaker Bishop Daniel Abot, Bishop of the Diocese of Duk South Sudan. Brisbane Diocese has a Wave of Prayer Link with the Diocese of Rokon South Sudan, so members were most interested to learn more about this troubled war-torn country.

AMUA has been very much part of supporting the 16 days of Activism Against Gender Based Violence campaign 25th Nov-10th Dec. In 2020 Branches supported by their churches were encouraged to hold prayer services and united with other organizations within their community to raise awareness. Many branches also provide practical items to support the Women's Shelters in their communities.

Vision: Our vision is of a world where God's love is shown through loving, respectful, and flourishing relationships.

Aim & Purpose: To demonstrate the Christian faith in action by the transformation of communities worldwide through the nurture of family in its many forms.

Beverley Perry

Brisbane Diocesan President.

The Brisbane Girls Grammar School Old Girls Association (OGA) has stayed connected to not only Grammar girls (students of the School), but also Grammar Women (past students of the School) during what has been a very challenging time faced by our different communities as Covid has impacted on all our lives. Whether it was a direct phone call to someone facing difficulties or just an email to check-in, the Committee and other School representatives have been consistent with their endeavours.

At our AGM held in March 2021, 13 Committee members were reinstated and 2 new members were welcomed. The Committee comprises – Julie Caton (President), Joanne Marks (Vice President), Leigh Fielding (Treasurer), Samantha Caton (Secretary) and other general committee members; Dorothy Bourguignon, Ann Caston, Jenny Gray, Sue Jordan, Kim Morgan-Short, Sylvia Pegg, Andrea Connoly, Kate Swete Kelly, Carolyn Dimento, Nikki Fraser and Michelle Tully. The Committee is ably supported by the School's Alumnae Manager, Antonia Swindells. We are supported in all endeavours by Prinicpal, Jacinda Euler, the Board of Trustees and the BGGS community as a whole.

The Committee has endeavoured to maintain a high profile, even though there have been many disappointments due to lockdowns and more recently, the quarantine of BGGS and BGS. We were able to host some Reunions that were scheduled for last year and had just started with current Reunions when a lockdown again stifled our efforts. For many ladies, it is the only time they renew their ties with the School and it has proven to be difficult with travel plans postponed and cancelled. We will continue to strive to hold as many Reunions as possible, although some year groups are now electing to postpone to 2022 in the hope that we may have less chance of snap lockdowns.

There have been OGA-led events and also Grammar Women events where Grammar girls and women have been able to connect. One exciting program now in place is the 'Mentoring Program'. This is where current Year 12 students are connected with past students to provide opportunities for questioning and advice in fields of interest. The program has been very successful and many more old girls are keen to mentor furture groups. The connecting of present and past students is something of focus for the Committee. In this way, the graduates will already have connections as they venture forward with not just study, but a whole myriad of learning opportunites and experiences.

Founded in 1899, the BBGS OGA has a very proud history. The current Committee members of the BGGS Old Girls Association volunteer to ensure the history of the OGA remains respected and also work to evolove for meaningful interactions with Grammar girls and Grammar Women.

Mrs Julie Caton (Cleghorn, 1981) President, BGGS OGA

Children by Choice NCWQ Report 2020/21

Abortion Doula Program

In 2020, Children by Choice delivered Australia's first abortion doula training program, in partnership with the Australian Doula College. We now have a small team of dedicated volunteer abortion doulas in Queensland. Our abortion doulas support clients accessing an abortion at a local hospital, or traveling to access abortion care, if you are having a medical termination of pregnancy at home, via phone, internet or person.

Mapping Access Pathways Project (MAPP)

Over the past year Children by Choice has been developing a publicly accessible online database of abortion and contraception providers, pharmacists and sonographers across Queensland. This database will be an interactive map of Queensland and enable consumers and referring healthcare providers to access accurate information about local services in a timely manner. The database will be accessible from a computer, tablet or smartphone. With over 100 providers already listed, clients can search based on criteria including; female doctors, LGBTIQ+ sensitivity and wheelchair accessibility.

Culture and Language Inclusive Practice Studio (CLIPS) Project

With funding and support from WorkUp's practice studio program, Children by Choice is commenced the Culture and Language Inclusive Project (CLIP) in 2021. This project will build on our previous work developing resources on reproductive coercion. Bringing together community members and advocates to exchange knowledge and co-design culturally appropriate resources in Kurdish Kurmanji, Arabic, Spanish and Swahili. CLIP is an important step in improving the sexual and reproductive health outcomes of culturally and linguistically diverse women and people who may become pregnant.

Working with Women with Intellectual Disabilities (WWILD)

In addition to the above projects, Children by Choice has partnered with WWILD. WWILD supports people with intellectual or learning disabilities who have experienced sexual abuse, or have been victims of crime, they also work with the families, carers and services who support them. With funding and support from WorkUP, this project aims to increase the understanding and knowledge of the intersections of violence, reproductive coercion and pregnancy for women with intellectual and learning disabilities. Later in the year, Children by Choice will be conducting a SPARK webinar with WorkUP to share knowledge and project learnings, professionals working in this space are encouraged to attend.

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National Council of Women Queensland Inc
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24.08.2021

Dear Members

It is with pleasure that I present this report on the activities of ESA International Queensland State Council and Branches Inc. for the year 1.07.20 to 30.6.2021.

Covid-19 interrupted our lives and put all of Queensland into lockdown for a while and as result the installation of Past State President Cheryl Fritz by International Council President Terri Olsen from America couldn't take place. The AGM, however, went ahead by a Zoom meeting which was a new experience for ESA Members.

Past President Cheryl managed to visit with State Chaplain Olive in Townsville before going to Proserpine to meet with Alpha Epsilon members and friends at the Whitsunday Gold Coffee Farm. She then travelled to Mackay where they enjoyed the hospitality of the Alpha Rho members. This provided an opportunity to become acquainted with members she hadn't met before in both branches.

The winner of the 2020 NCWQ bursary was Madelyn Sparrow. Again, due to Covid restrictions the presentation night was not held. The Executive members and Maddy met through a Zoom meeting instigated by Kathy Cavanagh, the NCWQ bursary coordinator. Maddy's report was presented to members at the 2021 convention.

We extend our congratulations and compliments to Kathy Cavanagh for being awarded the Senior Volunteer Award by the Queensland Branch of the Order of Australia Association.

The Convention named "Friendship 2021" was held in Mackay and was a great success. This allowed us to conduct a substantial amount of business and it was wonderful for members to meet again and enjoy fellowship with each other.

During the year most Branches tried to do as much fundraising as they could under the circumstances but unfortunately our Art Union was cancelled in 2020. Branches are now busy selling tickets in another Art Union with a prize of $1000 in cash. This will be drawn at the Half Yearly Meeting in Rockhampton in November.

I wish the NCWQ another successful year and look forward to continuing our close connection with your organisation.

State President
Judy Johnson
2020/2021

Report to The Annual General Meeting of the NCWQ on Key Matters of Interest of Forum Communicators for the period 1 July 2020 – 30 June 2021

From: Forum NCWQ Delegates - Ronda Nix OAM and Dr Pat Pepper

79th and 80th Anniversaries of Forum Communicators: Due to Covid restrictions, Forum members were unable to get together to celebrate 79 years of Forum in July 2020, however Members, Life Members and Guests are looking forward to celebrating the 80th year since the formation of Forum with a Lunch in Cleveland and a Dinner in Ipswich in July 2021.

Summit Event: On 31 October 2020, Forum Communications Association Inc held an inaugural Summit Event in Ipswich with the theme ***"Coming Together".*** This was the first Face to Face event held in 2020 due to Covid-19 restrictions. As well as the AGM, workshops and inter-Forum Speaking Competitions were held, with representatives from each Forum participating in some new speaking categories. Though interrupted by a severe afternoon hailstorm, the Summit a great success finishing with a Dinner in the evening. The 2020 Forum Bursary recipient, Chloe Ainscow, who was then in her second year of a dual Bachelor's degree (Business/Arts) at the University of Queensland, addressed the members at the Forum Summit and impressed all present with her public speaking ability and her appreciation of the Bursary. Forum members are now looking forward to attending their State Conference and AGM in Brisbane from 10-12 September 2021.

Forum Online and E-Forum Meetings: Like many other organisations, Forum took advantage of online platforms such as Zoom to keep members connected. Monthly E-Forum meetings included speaking sessions, workshops and tutorials.

Forum Bursary: For the 5th year Forum offered a Bursary under the auspices of the NCWQ to a female with a demonstrated record of achievement in the field of communication and leadership in their local community who was enrolled in first or second year of a tertiary course. The recipient this year was Laura McLennan. Laura is a first-year student at QUT, studying a dual degree of Mathematics and Business. During her time at high school Laura was a member of the debating team who also coached younger debating teams to success and won many public speaking competitions. In her final year at Albany Creek High, she was Dux, School Captain, and received the highest achievement in English across the State. She currently tutors, helping others to improve their writing skills and speak with confidence. Laura has also been involved with Foster Care Australia, the RSPCA and the Australian Bushfire Appeal. A very worthy winner of the Forum Bursary!

The Forum Bursary judging panel consisted of Dr Pat Pepper (Coordinator) and Panel Members Margaret Townsley and Anna Bowman.

Forum Communicators were well represented on NCWQ Team Bursary. Pat Pepper and Ronda Nix OAM were both Bursary Coordinators for four separate bursaries each, and Margaret Townsley served as a panel member on four other bursaries apart from the Forum Bursary.

100 YEARS STRONG 1919 - 2019

GIRL GUIDES AUSTRALIA QUEENSLAND

Like no other years in our history, 2020 and 2021 will be remembered for completely disrupting our 'normal' but also for demonstrating how our Members, Volunteers, and staff each played their part in providing a safe, supported, and consistent Guiding presence in an unpredictable world environment.

Girl Guides Queensland, as with all organisations, had to adapt quickly to changing conditions in response to COVID-19. Further investment in online capabilities for the delivery of Guiding across the State ensured Guides continued its operations efficiently and effectively whilst working remotely. This required some investment in systems and infrastructure and provided a natural opportunity to speed up some areas of an organisational review of our digital infrastructure which is part of a broader digital transformation. This work has started to streamline processes and reduce the administration load felt on volunteers and staff alike.

We shared good news for our Volunteers as earlier this year we established a dedicated Volunteer Base in Marsden, in a recessed Guide Hut. This is an exciting chapter in Guiding, bringing new opportunities to host additional training and meeting facilities for our Volunteers and remote State Office workers. We are working hard to develop new ways to deliver training opportunities to our Leaders and to support them to achieve their goals within Guiding.

We have exciting times ahead for our Guides after most of last year's Guide events and camps were cancelled. The State Camp 'Trek to the Outback Camp 21" for Adults and Youth is being held in Charleville in September. We have had a fantastic response from our Guide families all keen to join in the fun and adventure we are renowned for.

I acknowledge the individual work and collective courage of our Leaders who give freely of their time, sharing their experiences and skills to support girls and young women to make a difference in their communities. They are certainly inspirational!

Yours in Guiding,

Kathryn Pearson
State Commissioner, Girl Guides Queensland

GIRLS' BRIGADE Queensland

Girls' Brigade Qld have had the privilege to meet face-to-face throughout 2021, compared to our other state counterparts in lockdown. Whilst COVID isn't going away anytime soon, I've taken recent weeks to reflect on the resilience of each and every one of our members throughout the last 12 months. They're done an outstanding job in leading their companies to continue to engage with our girls through what has been a difficult time. Whilst it may be easy to fall into the trap of only seeing the doom and gloom of this period, we've been reminded of Romans 12:2 'Don't copy the behaviour and customs of this world, but let God transform you into a new person by changing the way you think'. As we work towards transforming girl's lives, I believe we as an organisation have also been transformed so we can remain relevant to our girls, particularly through this time when they most need it. And we can remain assured by 2 Corinthians 5:17 'that anyone who belongs to Christ has become a new person. The old life is gone; a new life has begun!'

We've continued to work on our '*Beyond 2020*' goals to see our movement thrive and continue to meet the needs of girls right across Queensland:

- Continued unit chats each term.
- Commenced and received our first signed Memorandum of Understanding with our partner churches! Another 10 companies in the pipeline. For 2021
- Kicking off online Leader Training in September (and again in the new year).
- Shared professional development opportunities – e.g. canva!

We have the opportunity to all attend National Conference in our 'own backyard' with a number of hubs being hosted around the state. We look forward to a time to be able to fellowship together across the country and be witness to the commissioning of our new National Commissioner and elected Board members.

Our National Pioneer Camp, Fono2022, has been cancelled due to the COVID-risk and interstate travel as well as the potential financial implications on leaders should they have got caught in quarantine/isolation somewhere along the way. However, we have been blessed with the opportunity to instead host a state camp, so we're able to continue to support those regional businesses in Central Qld we had engaged for Fono2022.

As I come into my last 12 months as your State Commissioner, I thank each and everyone of our members for entrusting me with the opportunity to lead GBQ, albeit a little differently at times, into a new era of transforming girls' lives.

Heather Richards
State Commissioner

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Graduate Women Qld Inc

Report for NCWQ – September 2021

Covid 19 has certainly presented a challenge for our country and our organization during 2021. One of the major challenges has been through lockdowns and our inability to have face to face meetings and events. While we have all learned to work with Zoom it is not the same as catching up with people in person. It has also meant that many of our fundraising activities have had to be curtailed. The Sunshine Coast branch has twice had to cancel a function to mark their thirtieth anniversary.

However, we have continued our major work of offering bursaries for women to pursue their studies. The Future Fellowships Fund has continued to process applications but due to the pandemic these have been less in number with students unable to travel for study both within and outside of Australia.

As part of our advocacy work GWQ Inc is a member of the of the eS4W national alliance. This has now been defunded and we are awaiting to see the proposed changes. This is very important as research shows the pandemic has impacted on women more directly economically and socially than on others in the community. We are monitoring this situation as the growth in homeless women over the age of 60 years continues to grow.

Our branches on the Sunshine Coast, the Gold Coast and in Toowoomba continue to meet when they can and offer friendship and intellectual stimulation to members. These branches remain integral to our existence and future. They continue to attract new members to share our work in the advancement of gender equity for women and girls through education.

GWQ Inc looks forward to working with NCWQ in 2022

M. L. Crawford

Mary Crawford

President – 2020/21

16/08/2021

National Council of Jewish Women of Australia
- Brisbane Section Inc.
An affiliate of the International Council of Jewish Women
Israel, Religion, Education, Service, Social

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Report to National Council of Women of Queensland AGM, September 2021

National Council of Jewish Women of Australia, Brisbane Section, have continued to run as a group despite the lockdowns and hurdles in our path. We have faced the same issues that many community groups have seen including lockdowns forcing cancellation of our meetings, fear of meeting in groups resulting in less face to face congregation of our membership and friends, and a decline in donations. However, we have found ways around these obstacles that have helped keep us going and buoyed our spirits. Importantly, a weekly email began with our President checking in with our membership and friends, talking about activities to see us through the trying times of isolation, finding ways to communicate. Then began the era of Zoom meetings which worked for a while, even for the more computer challenged amongst our older generation. Our guest speakers learnt so much about this new platform and were keen to use us as a starting point and to jump from there to other groups where they could talk confidently.

Face to face started back again and while this remains the preferred method of meeting, we still find that there is a reluctance to leave home and congregate in numbers, even as small as they are. We understand that not everyone is comfortable to come out and in time we will build that confidence and maintain a new norm.

We have been able to continue supporting the NCWQ Bursary Program with pride to be a part of this wonderful scheme. We have also made donations to local Jewish and other charities who are not in receipt of government support.

This year we were able to share in the Jewish Community celebration of the birth of Israel, a wonderful time to be together and celebrate this young, robust and strong country.

We continue to plan for the future, hoping that lockdowns do not always halt our proceedings. And when they do, we shelve those plans and replan. We remain flexible in our foresight and know that we need to plan ahead in order to move forewards.

Sheila Levine
President

QMWS is a group of passionate and dedicated medical women. We work together to support each other and create professional development opportunities for women in the medical workforce. QMWS is dedicated to supporting Queensland medical women and advocating for equitable health for all, especially women and children. We run events and networking opportunities, and provide member only resources and education. QMWS members are automatically members of the Australian Federation of Medical Women (AFMW) and Medical Women's International Association.

Our 2021 events have been a real success and we have learnt to pivot quickly in times of change. Our August meeting was changed to zoom only due to a snap lockdown. For our first in person meeting and AGM in February we were honoured to have many distinguished guests and members coming to listen to our guest speaker David Roland, psychologist, on Post Traumatic Growth. The positive response from our members showed that many of us are interested in this topic personally and professionally.

The theme for our May dinner meeting was "Celebrating United Nations". We had three special guest speakers for the night - Dr Jillann Farmer Medical Director of the United Nations, Brendan Rook a senior investigator for the International Criminal Court (ICC). Our previous committee member Dr Helena Franco spoke about how through QMWS and AFMW opportunities she attended the 72nd World Health Assembly in Geneva, Switzerland where she participated in the Essential Surgical Care Programme Technical Meeting. Being able to have this international perspective was especially valuable as we are living with the current Covid 19 travel restrictions.

The topic of our August first zoom meeting "Time for Reform of the Mental Health System in Australia", presented by Professor Christel Middeldorp and the update on the impact of Covid-19 on children and youth by Dr Emily Horan could not have come at a more fitting time. Our mental health is under pressure, and the pandemic is also affecting the mental health of our children and youth.

Another new initiative that we were very excited to secure is the online Masterclass Re-Set by Self Compassion expert Dr Marga Gooren. This is especially important for the many of us that are at risk of or are already experiencing Compassion Fatigue and/or Burnout.

The QMWS Bursary "sub-committee"/working group met to discuss the NCWQ Bursaries for 2021. We have allocated the following bursaries, the QMWS and AMAQ bursaries to support members through the NCWQ. The QMWS Bursary assists female medical students to take advantage of professional development including participation in international conferences and networking. The AMAQ QMWS Prof Tess Cramond Memorial Bursary assists the recipient to attend a Medical Women's event or AMA Conference that fosters commitment, involvement and leadership in issues relevant to medical women. We also congratulated UQ student Alexander Murray-Douglass for being awarded the Lillian Cooper Prize supported by QMWS for highest overall achievement for the four years of the medical program at the University of QLD.

QMWS shared "Stories from the Heart", published this year by Brisbane-based GP Dr Johanna Skinner and editor Jane Connolly, this is an anthology of moving and heart-felt stories of the pandemic. It provides a unique record of the impacts, both direct and indirect, positive, and negative, that COVID 19 has had on everyday lives.

Finally in an exciting celebration of those who've gone before us on International Women's Day Dr Zelle Hodge showed us the minutes of the very first QMWS meeting in 1929. These will be donated to a museum.

Quota Club of Brisbane Inc.

Email: quotabrisbane@gmail.com

Date 17th August 2021

Annual Report by President Sandy Smith

Our first year as the Quota Club of Brisbane Inc. formally Quota International of Brisbane City Inc. has seen members take the opportunity to review priorities. Although continuing to support the community was unanimous, a balance of social and fundraising activities was also prioritized. Members have worked together to rewrite our Constitution to reflect our new mission which is;

'Quota Brisbane is a Not for Profit Organisation that through care, service and leadership, provides support, inspiration and empowerment to its members and volunteers and supports those in need in our local community.'

Members have embraced the mission which has seen a renewed energy and positivity embarking on fundraisers including two Bunnings BBQs and TUH Car park fundraisers. Groundbreaking innovations saw the team use the new Bunnings App and a 'Square' as well as cash on the day. The enthusiasm of the members was contagious as we resumed our 'new normal' practice after the COVID lockdowns and restrictions. Due to the success of fundraisers prior to COVID the club was able to provide two more local schools with Soundfield Amplification Systems. At one stage there was some doubt if the Annual Christmas Breakfast would be held. It was a welcome change which was well attended.

The members continue to meet on the third Wednesday of each month at the Brisbane City Square Library often followed by a shared meal. Preparations are underway for an afternoon tea to raise money for Zephyr Education and our annual Toowong Blue Illusions Fundraiser is progressing with a COVID safe plan.

Sandy Smith President

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https://www.facebook.com/Quota-Club-of-Brisbane-Inc-284870484884826/

Quota Brisbane is a not for profit organisation dedicated to service, care and friendship

Search Light Inc. Report for NCWQ AGM, 15.09.2021

Search Light Inc. is a not – for- profit, registered charity dedicated to improving educational and social outcomes for young people and children, and empowering them to participate fully in the social, cultural, and economic life of the community. Our major focus is managing the Search Light Early Learning Centre, (https://www.searchlightinc.org.au/what-we-do/search-light-early-learning-centre/) which provides early childhood education for the children of young mothers who are continuing their education or going to work and providing specialized family support for the young parents. Search Light Inc. works with closely Carinity Education Southside, where the Search Light Early Learning Centre is located, and Hymba Yumba Independent School, (https://hymbayumba.qld.edu.au/) at Springfield, the families associated with these schools, and Community groups.

During 2020/21 our focus has been on our future needs and goals and maintaining the projects and processes already in train. We engaged a consultant, and with her assistance we created a new Strategic Plan and revamped our web sites. Our main goals are to increase the number of children at the SLEC, improve community outreach and engagement, award two annual bursaries, attract members to SLI and maintain closer connection with past students. We continue to work closely with Carinity Education, Southside, and always enjoy attending their important events such as The Mad Hatters' Tea Party hosted by the Hospitality students. We have firmed our relationship with Hymba Yumba Independent School. On our recent visit to Hymba Yumba we were impressed by the energy and creativity of the Principal and the direction he's taking the school. We had the pleasure of meeting students and touring the new Science and Art facilities.

The Search Light Early Learning Centre continues to thrive under the leadership of our Director and her staff. We said goodbye to one long standing staff member and welcomed a new staff member who is qualified to share the management load. As ever, Search Light Inc. encourages and supports staff as they pursue their professional development goals. Our Director has completed her Graduate Certificate in Developmental Trauma to the benefit of our young mothers and their babies. As well as Covid related challenges, the staff have dealt with ongoing issues relating to transporting the young mothers and their babies to and from the centre, and the introduction of fees.

We are grateful to the Australian Government Department of Education, Skills and Employment, Carinity Education Southside and the Queensland Government regulators for funding, advice, assistance, and support We appreciate and thank the generous people whose donations allow us to offer financial and material support to families in need.

Altogether 2020/21 has been a successful year for Search Light Inc. and the Search Light Early Learning Centre. Search Light Inc. members have adapted to Zoom meetings and so we continue the business of identifying and meeting present and future needs and fulfilling our mission.

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Soroptimist International will celebrate 100 years of activism at grassroots and international levels for women and families, from 1st to 3rd October this year. The organisation was established in 1921 in the United States and has spread throughout the world. Sadly because of COVID members are not able to gather internationally but do join together electronically. The Federation of the South West Pacific, which includes countries as far apart as New Zealand and Mongolia, held a virtual conference in November 2020. Members have continued to gather, face-to-face and remotely, to achieve the aims of Soroptimism – to Educate, Empower, Enable - in spite of COVID.

To honour the 100 years of Soroptimism, projects to plant 100 trees and to perform 100 random acts of kindness have already happened. Members completed 16 days of activism from 25th November to Human Rights Day on 10 December, have joined virtual walks, provided hundreds of care packs to homeless women and folk in aged care. Clubs have joined together to donate brand new pyjamas for children in foster care, and reading to those children has produced a troop of pyjama angels. When conditions allow members are supporting migrant women by teaching sewing, arranging social activities and helping with English language.

Our COVID lockdowns have stimulated a return to craft activity. Members knitted beanies, rugs and even sweaters to provide warmth for babies in Papua New Guinea and Thailand as well as around Queensland. In addition to the knitting there has been sewing of bags for breast cancer patients and quilts for children in cancer wards, which are theirs to keep. Overseas, the Soroptimist Southwest Pacific Project built Shelters for Women in Fiji, sent $3000 to SI Labasa for help after Cyclone Yasi, and the Kiva vision Against Poverty micro-lending team now has 114 members and has loaned nearly $44,000 since 2010.

The installation of purple park benches with plaques to remind the community of the crisis of domestic and family violence, has continued on the Gold Coast and is happening in other clubs as well. Councils have been supportive of this program.

Widespread support continues for women fleeing domestic and family violence. Clubs provide clothing, sanitary supplies, nappies and books and toys for the children, as well as assisting the women with household goods when they are able to leave the refuges.

Soroptimists have joined with the United Nations Association of Queensland to raise awareness of the reporting requirements under the Australian Modern Day Slavery Act (2018). Members from around the globe attended a series of five online roundtable discussions. Advocacy is a very important part of the Soroptimist way and this is evidenced in the support for the campaign to rescue Afghanis in danger of retribution from the Taliban. On the local level, removal of GST on sanitary items, promotion of awareness of domestic and family violence, the plight of homeless women and support for cross-cultural involvement and understanding. Information about women's health issues is also being provided through talks about endometriosis and menopause. Dr Jeanette Young was the guest speaker at Women's Voices late last year updating our information about COVID and how we can best deal with it to maintain our way of life and health.

Over 75,000 Soroptimists are active in 133 countries. They join together to make sure their global voice is heard. Inequality, impunity, discrimination, exclusion and violence cannot go on. We must be active in removing barriers, changing mindsets, and the systematic practices and inequalities that hold women and girls back.

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www.siswp.org
www.soroptimistinternational.org

NCWQ - SIMNI AFFILIATE REPORT 2020-2021

SIMNI Sponsored NCWQ Bursaries

This is the 5th Year that we have sponsored the SIMNI Creative Industries Bursary in partnership with NCWQ. We were delighted that our young member Samara Behrendt was able to participate on the selection panel. It was a great mentoring opportunity under the guidance of Avril Kent. Our bursary recipient Kaede Miyamura who is studying in Melbourne was offered and accepted a Sponsored SIMNI Student Membership. Our 2020 recipient Nadya de Vos and 2019 recipient Anna Twomey have also accepted a Sponsored Awardee Membership for the next two years. Anna has been working with Nadya on her documentary Beacon and we are looking to connect Anna, Nadya and Kaede up with one of our SIMNI Partners Stella from Fair Trade Films in Melbourne. Stella and Luigi have made a number of documentaries relating to human rights. We are also looking forward to working with Anna. Nadya and Kaede to create some short video's for SIMNI. In 2022 we will continue to sponsor a bursary in a new category for a student studying Vet Science.

Our SIMNI Gender Equality Focus included our 9th Annual International Women's Day Be Inspired Awards that recognise four wonderful women in our local community. Thanks to a small grant from the Moreton Bay Region Council we produced a publication for our SI 100th Centenary Anniversary that included 100 Women, 100 Projects and 100 Partnerships. In July 2021 we presented our 9th $1000 Scholarship to assist an Indigenous Graduate Midwife. Globally there is shortage of nearly 1 million midwives, members also attended the screening of Birth Time that included several Indigenous Midwives who have been part of the Scholarship Program.

Our SIMNI Representation and Advocacy has included attending online Zoom meetings and Webinars locally, nationally and internationally to ensure that Women's Voices are included in deliberations and decision making processes that impact on their lives. Our SI Global Voice has focused on The Road to Equality with a number of pod casts and presentations www.soroptimistinternational.org and our SI Where We Stand Position Statements form part of our local advocacy campaigns and reports to the United Nations Agencies via our SI UN Representatives.

While Covid and social isolation have had an impact on hosting face to face events our SIMNI membership continues to grow as more women join us to make a difference to the lives of others. We look forward to continuing to work in solidarity with NCWQ and other Affiliates in the future.

Namaste
Chris Knight
President SIMNI 2021

SIMNI is a vibrant and dynamic club for women who have an interest in sharing their skills and expertise to support education and leadership projects that improve the lives of women and girls locally and internationally

Our Chair's Message

Patricia McCormack
President and Chair

> ***Throughout the 2020 year we have strategically addressed the alarming 31% increase in older women's homelessness.***

Throughout 2020, the Board has remained committed to helping homeless women and children throughout Queensland by focusing on:

- Fighting women's homelessness
- Engaging and empowering women
- Driving conversations in community
- Inspiring change

I am particularly delighted to see the continual growth of the Trust's services to those in need in the community and our increased profile in the homelessness sector.

Our continual goal to reduce women's homelessness drives our research. In 2019, the Australian Bureau of Statistics announced that older women's homelessness had increased by 31% between the last two census periods. The Trust took decisive action to combat this increase. We have now completed an 18-month project to address the issues by producing new Handy Guide products for older women, creating a new website and undertaking a community-wide education campaign.

This vital work would not have been initiated without the Trust's partnership with the Cromwell Property Group Foundation, The Eastern Star Foundation and Watson and Associates who recognized our vision to address this community need and provided seed funding for this essential project.

We continued to have transformed our financial position and revenue generated in total in 2020 is $606,197, or revenue growth of 299%. The main driver was a substaintial increase in grants awarded in 2019 and 2020.

Going forward into 2021, we continue to challenge our thinking and progress carefully with the context of the impact of COVID-19 in the homelessness sector as well as sustainability for the business. The Board is continually exploring new property acquisitions that will deliver longer-term sustainable income and growth of our service to young women particularly. We remain focused on the services that mean the most to the women we serve today and tomorrow.

The Trust has a strong and dedicated volunteer Board of Directors who continue to provide strategic guidance whilst ensuring our Corporate Governance management processes, policies and documents meet the strict regulatory regimes governing the Trust and those recommended by the Australian Institute of Company Directors for Not-for-Profit organisations. I thank the Board of Directors and our CEO whose devotion and committed service make our achievements possible. I also thank Joy Williams, who served as Tresurer for five years.

Much of the success of the past year and the future, I attribute to the generous support of our many contributors - our donors, sponsors, volunteers and our partners - You are a vital part of our story. Thank you for being a part of our work and for helping to advance the vision of the Trust.

I look forward to celebrating our 136th year of service and our continual collaboration with key partners, the homelessness sector and our Board.

Patricia McCormack

President and Chair of the Board

The Queensland Women's Historical Association

Founded 1950 Incorporated 1967 ABN 79 118 011 056

Annual Report to NCWQ for July 2020 –June 2021

President: C. Polson. *Secretary: R Wallace.* *Treasurer: D. Foreman.*

The advent of COVID-19 caused a number of the usual activities of QWHA at Miegunyah to be curtailed in the past year. Guided tours of Miegunyah did not begin again until February 2021 and the popular lecture series was delayed until the latter half of 2021.
The time of lockdown was not wasted by the committee who meet via Zoom throughout 2020 and into 2021. The time was used to re-organise areas, set up displays and review governance procedures, forms and plan for the re-opening in 2021. Here are some of the highlights of the past year:

- The display "High Society –Evening wear in Queensland from 1860- 1960" was researched and displayed at Miegunyah and opened to members in November 2020, then to the general public in February 2021. All costumes and accessories in the exhibition came from the extensive QWHA collection and included several pieces of national significance. The conservation of costumes (by Dr Michael Marendy) was funded through a Brisbane City Council History Grant.
- QWHA commissioned a virtual tour of the exhibition which was then uploaded to the website www.miegunyah.org and to the QWHA Facebook page. This was a new venture for the QWHA and the response through social media was exceptional, bringing a different group of visitors to Miegunyah. The exhibition was short-listed in the national MAGNA awards in March 2021.
- Miegunyah was the venue for a successful season of "Eve's Games", a play set in the 1880's. This was part of the "Anywhere Festival" and introduced new people to Miegunyah.
- "Miegunyah at Twilight" was the opening night of the display "Perspectives and Perceptions – the Art work of QWHA" This was held in conjunctions with modern art work from the Fireworks Gallery and sculpture works by Rhyl Hinwood. A virtual tour of the artworks was uploaded to the website.
- QWHA continued to welcome Community groups, clubs and organisations as well as numerous individuals for tours of Miegunyah and Devonshire teas.
- The Archive team introduced members to the extensive Queensland files held by QWHA on Member's Day in January and had two successful training mornings later in April.
- Our archivists continue to catalogue the extensive QWHA paper archives and respond to queries from the general public.
- QWHA librarians have uploaded over 2000 items (books, manuscripts, scrapbooks etc.) to e-Hive for availability to all museums.
- QWHA was thankful for various grants to help support Heritage projects. The Brisbane City Council provided funds to help with administration costs and special projects and a History Grant (for mounting the exhibition "High Society"). The Gambling Community grant enabled a refit of the office while a State Government Sustainability grant will assist in maintaining the fabric of Miegunyah.

All members of NCWQ are welcome to visit Miegunyah.

WLAQ | WOMEN LAWYERS ASSOCIATION OF QUEENSLAND INC

2020/2021 Annual Report Summary

Throughout 2020 and early 2021, WLAQ navigated through the initial very difficult months of the COVID-19 working from home and shut down of venues, making it impossible to operate our flagship events and networking activities in the way they had been done in the past.

Although we managed to achieve an "in-person" IWD event at the Banco Court in 2020, it was to be the last major WLAQ event of its kind for 2020. The annual IWD Panel Discussion, a collaborative event with the Bar Association of Queensland and the Queensland Law Society, was one of a number of fantastic events in which the organisations partner, bringing considerable benefits to our members.

We continued our WLAQ Inspo List, aimed at celebrating women who hold a law degree, are either from or based in Queensland, and have inspired the WLAQ Committee. The list was released to coincide with IWD to express our thanks to firms, chamber groups and other organisations for contributing to the 2020 theme #EachforEqual.

Thereafter, through the wizardry of Zoom, WLAQ brought the 2020 Una Prentice Awards and Mentoring Launch, the 2020 AGM and 42nd Annual Awards Evening to our members at multiple locations around the State. Being forced to innovate to continue to connect members with each other, has led to WLAQ providing unprecedented access by regional members to WLAQ events, thereby extending the commitment of the Committee to increase involvement and support of women in law in all parts of Queensland. Although numerous in-person regional events were unable to proceed, we did get to see each other on screen, and some in small groups, at the Awards Night, where all the women lawyers of Queensland were named the Woman Lawyer of the Year.

The news about the investigations by the High Court into sexual harassment allegations made against former Justice of the High Court, The Honourable Dyson Heydon AC QC, broke in the 24 hours before the 2020 AGM. By the time the AGM, the WLAQ Committee had established the inaugural role of WLAQ Support Person, held by Ann-Maree David, to provide members with a contact with whom they could discuss bullying or harassment issues.

Despite, or possibly because of, the unique challenges of 2020, the dedication of women in the profession to each other was very evident throughout 2020. The WLAQ Committee hopes to continue to promote and foster this dedication into 2021 and beyond.

ADVISERS REPORTS
2020 - 2021

WOMEN IN COMMUNICATIONS

Arts, Letters and Music

Adviser: Jennifer Ann Davies

Interwoven with creativity, calming and communicating through literature, arts and music, is a deep connection with the elements, nature, and a quintessential humanity; time-honoured as the very foundation of health and wellbeing in psyche and soul. Covid challenges; newness nourishes, and communications continue, softly soothing, generously gestating raw resilience! Huge thanks to Noela O'Donnell, Leonie Christopherson, Elisabeth Newman, Avril Kent, Hean Bean Wee, Christine Knock and other outstanding members of our councils, for maintaining strong, sustained, successful networks! Salut!

2020 birthed an unprecedented flourishing of Book Swapping and Book Sharing. Art galleries opened and closed and devised new ways of facilitating glorious exhibitions for the public, in virtual and actual contexts. Our Queensland Symphony Orchestra reinvented and recomposed some of the old Classics, sharing Vivaldi and Chopin in transformative compositions. **www.qso.com.au** Professor Jolanda Jetten posed the serious question "...do we want freedom or health?" UQ Contact Aug/Sept 2020. Sophia Baines was presented with her Certificate for her Bursary in Cairns. Queensland's Jane Smith launched her second book in her Carley series, celebrating women's history and achievements. ABC Classical Radio broadcast Chamber Musicians, Brahms and Beethoven. Christmas carols, visual arts and gatherings were constricted in December 2020. Queensland's Jill Bolen launched her inspiring collection of memoirs, with special mention of long-term relationships with NCWQ and with colleague and past-president, Noela O'Donnell.

2021 unearthed more books, including one written by Diane Cilento, Sunshine Coast child of Lady Cilento and Sir Raphael Cilento. NCWQ furnished our international adviser with a brief outline of possibilities in the world of music, in Australia. QPAC and Opera Queensland were able to perform, at 50% capacity, following COVID guidelines. February/March celebrated the Chinese Year of the Ox and March brought us details and photos of the newly established Turkish women's Culture, Arts and Letters Commission. April/ May brought us linguist and philosopher Noam Chomsky and artist/writer Camille Paglia with views on effects of post-modernism on art and the art world. Libraries opened their doors to greater numbers and Storytime sessions were available for children. QBD and Australian Geographic offered a range to celebrate female authors prior to International Women's Day. **newsletter@edm.qbd.com.au**

Literature, Rhyme, Poetry, Posters, Photographs and newsletters continued to promote "Social Protection for all Women and Children: Sustainable Development for the World" – our focus for this triennium. The value of information sharing was highlighted by a special project preserving a collection of all of the above at The National Library of Australia, conserving the historicity and heroines of the Australian Federation of Women Voters. AFVW nla/gov.au Queenslanders were able to enjoy film for a time; and live performances were also enjoyed. GOMA announced its European Masters from New York and Canberra presented Botticelli to Van Gogh masterpieces from the National Gallery London. APRC shared information from the Pacific and South East regions and NCWQ advisers were involved in compiling a submission with recommendations to address Social Isolation and Loneliness. A busy and productive year!

Education

Adviser: Deslyn Taylor

STEM has been recognised in Queensland as an important area of Education and programmes are being put into place in both Private and Public schools to encourage students to pursue a career in this area. Governments are supporting this at all levels and have changed fee structures at universities in line with this objective. The aim is to encourage all students into STEM fields because the jobs of the future will be in these areas.

Despite this and the increased number of women studying STEM men are still dominating STEM professions and many women working in these industries enjoy less career success. Their attrition rate far outweighs that of men. The problem seems to be the inflexibility of work and gendered behaviour.

"It is important to understand what happens in these professions and to consider how gendered behaviour and the inflexibility of work might be overcome." ***(The Conversation)***

Artificial Intelligence

Another area of concern that is starting to be considered is the long-term effects of gender bias when it comes to developing software and the increased use of Artificial Intelligence (AI) in Society.

"The proportion of women in computing occupations has been steadily declining from 36% in 1991 to 25% today" and "We found that gendered behaviour is a significant source of disadvantage in open source software development . Femaleness of behaviour is not only a disadvantage for women: men and users with unidentifiable gender are just as disadvantaged along this dimension. " ***(EPJ Data Science)***

This is of particular concern in Artificial Intelligence which is becoming more widely used in many fields. It is not enough to teach our children that gender should not define us but we must also teach our machines the same lesson. ***(A conversation on Artificial Intelligence and Gender Bias)***

Given that the workforce in AI is male dominated this becomes an even greater problem. Will those working in this field even recognise gender bias in the data being used?

Digital Divide

In 2021 COVID 19 has caused extensive Lockdowns in all states. Some of these have been for extended periods. This has highlighted the Digital Divide in our Society as schools close and students are required to work online from home. This has highlighted problems such as: -

- Not all students having access to computers, webcams, microphones, and a fast Internet connection. All needed for online learning.
- Situations where English is a second language and online learning materials are in English which could increase stress
- Children and parents with hearing or other disabilities relying on online material not designed to cater to this situation.
- Issues around sexual exploitation and cyber-bullying when students are forced online.

We not only need to support children in this online environment but also parents many of whom are not familiar with working in an online world.

WOMEN'S WELL BEING

Health

Adviser: Dr Kathryn Mainstone

The NCWQ health reports have largely been consumed with COVID-19, trying to pick out issues which have seemed pertinent or causing dispute within our community.

In October 2020, I chose to look at where Australia was in terms of the vaccination battle. At that time, there were approximately eleven vaccines undergoing Phase 3 vaccination trials. At that stage, Phase 3 trials were only being undertaken in healthy 18-55 year olds and not the elderly population, despite the government prioritizing the elderly population for early vaccination. I also warned that Australia could still have an outbreak if we became complacent with our mask wearing, quarantine, test and trace, hand washing and physical distancing. Vaccination will be helpful but it is only part of the answer.

In February 2021, I wrote about what Australia wants its end-game to be with COVID-19. I

compared the views of Professor Raina Macintyre, Head of the Biosecurity Program and Professor of Global Biosecurity at the Kirby Institute University of NSW, who said that the government ought to be pushing to obtain Moderna, which is 95% effective and does not require freezing to -70 degrees like the Pfizer vaccine with those of Professor Dale Godfrey, Immunology Theme Leader at the Doherty Institute, who pointed out that at the present time we have no data on how long each vaccination will last for and this may become the lynch pin in the vaccine debate. No study has looked at the incidence of long COVID when one gets an infection after vaccination and nor do we know about the long-term side-effects of mRNA vaccinations. Professor Macintyre remained firm in her stance. Our government either decides that they wished to eradicate COVID from Australia forever or else we have to learn to live with it.

In May 2021, I wrote about the risks in having the AstraZeneca vaccine. I talked about what I thought as I went and had my first AstraZeneca vaccination. I realized that I had a 1 in 40 000 risk of developing Thrombosis with Thombocytopaenia Syndrome (TTS) but if I caught COVID, my risk of getting the same illness was higher, at perhaps 1 in 15 000 cases. I was far more likely to die from driving my car than from having the AZ vaccine and I still drIve my car. It seems unlikely that you will get TTS but because they now are far more aware of the warning signs and can give the appropriate treatment (immunosuppressants, using newer anticoagulants and avoiding heparin) you are far less likely to die. I suggested that it all does come down to risk and each person needs to look at the numbers and assess the risk for themselves.

In August 2021, I wrote part of the NCWQ submission to the Queensland Government Inquiry into Social Isolation in Queensland. It appears well-documented that social isolation in old age significantly increases the risk of an early death, regardless of the person's health and demographic background. Social isolation can have a detrimental effect not only on the elderly but on all ages, as the National Your Mental Health Foundation showed when they surveyed 3575 young people receiving services at a Headspace centre between 25th May and 5th June 2020. 74% reported a decrease in their mental health since the outbreak of COVID-19 and gave a number of reasons including loss of routine, social isolation, relationship issues and anxiety over education/job or health concerns.

I recommended that the Queensland Government:

1. Get GPs to quickly screen for loneliness and isolation in the elderly using the Berkman-Syme Social Network Index and the UCLA Loneliness Scale. GPs may be the only social contact that a patient may have.
2. Promote to GPs what resources are available and attempt to increase the availability of such resources in the community
3. Increase funding to mental health services across the state by approximately 50%.

WOMEN'S SUSTAINABLE DEVELOPMENT

Adviser: Tracey Martin

Women and their role and activities in rural, regional and remote (RRR) Queensland is a very busy space where there are initiatives that seek to support RRR women in business, innovation, technology and in their own development. You can see it readily on social media. Some initiatives are free, offered through philanthropy, government grants or are private providers by those offering programs aimed at RRR women. These are fantastic initiatives to see – yet we wish to ensure they provide substantial and sustained change and improvements in the lives of RRR women and 'actually' overcome the barriers caused by distance and limited access to services experienced in RRR - which are amplified in the lives of RRR women because of the unique role they play in the family, local economy and RRR communities.

There are 6 key areas where I hope we can focus for the future 2022 and beyond:

1. **Climate & Drought Resilience – Not Possible Without RRR Women Being Harnessed:** Ensure there is greater acknowledgement that RRR women will play a key role in addressing the headwinds this country and the world faces of climate change and ensuring resilience to other natural disasters. This needs to be done across all Drought Hubs to ensure their spends are not wasted and true resilience is built. Designing solution that ensure they engage/harness RRR women is essential. Their contribution creates resilience RRR economies, expedites change and technology implementation. We are not seeing enough focus on implementation and 'who' actually

drives and implements change. Solutions do need special design to harness RRR women. Seeking that RRR women volunteer in the drought hubs for no remuneration whilst others are paid - is non-sensical.

2. **Three Seats At The Table:** There are three 'R's'. Regional, rural and remote – all need to be understood, represented at the table and the unique needs of each R needs to be communicated to government and understood, contemplated in grant terms with those from each R included in the design of programs and solutions. One RRR woman at the table, without a comprehensive backdrop of consultation across all 'R's' is not sufficient. Similar issues arise in the quality and veracity of research about RRR women.

3. **Collaboration & Purpose Comes Before Profit & Marketing:** Greater collaboration between advocates for RRR women that seek government and philanthropic funding aimed at RRR women - that base themselves in RRR and metropolitan areas; with the established RRR women's groups that operate locally but also State-wide is needed – to ensure a sharing of information and skills and to also avoid the replication of services that can weaken long-term participating not-for-profits. This is particularly important as many RRR based groups are not-for-profit and are focused on supporting RRR women year after year (through natural disasters when finances can be very low) and have a broad view across each 'R' that can inform and support programs for RRR women and grant/program design that create 'real change.'

4. **It is Important to Know Who is In RRR & How We Compare:** We should ensure that analysis of data to understand that within women's participation in various areas and under different indicators – how RRR compare (with each RRR treated separately) according to the ABS remoteness index.

5. **The Importance of the Lived Experience**: Ensure that programs are co-designed with RRR women with the inclusion of RRR women from each 'R' but also women who are those who have experienced the topic of the program / have overcome / or are survivors e.g. domestic violence in a small town. It is essential that we ensure consultation and input is broad – not all RRR experiences are the same. Metropolitan heavy focus groups, who have worked in the area / have studied is simply not the same as 'LIVED EXPERIENCE.' Don't let the barriers of RRR 'distance' and 'communication' even get in the way of our research and program design.

6. **Ensure that we keep a place for philanthropy and volunteering:** We are seeing an influx of influencers, private communities and online groups expanding. It is in the collective voice that we influence policy for all of us. Government and philanthropic financial support to fund volunteering – is essential to ensure RRR engagement to solve issues locally and not further exacerbate financial insecurity of RRR women. Volunteering cost support is needed for RRR women's groups.

7. **Equal Opportunities in the Workforce:** In a post-Covid world we hope that remote work will become more accepted – enabling women to support their family with commensurate pay and career prospects of their metropolitan based co-horts. It will take much collaboration and a deeper understanding and commitment by industry, RRR and metropolitan areas that thriving regions economically is fundamental to the financial security of women – the financial prosperity of this country – but also essential as this country addresses and moves through a transition phase over the next couple of decades to systems of agricultural production and land management that is climate friendly. Women in the regions play a key role in RRR economies, underpin many agricultural businesses (bring in income during drought) and are acknowledged to one of the main conduits of transferring new technology and information into difficult to reach parts of this states – rural and remote.

Much work is being done by the Office of Women (QLD) to better understand the positioning of RRR women in terms of their financial stability in farm businesses and is working with the QFF to look at such matters. Understanding barriers and dynamics that affect the RRR being able to reach their potential is essential – we can then work together to address any barriers and influence the dynamics that impact women. Having RRR women participating in the economy to their full potential, being in all cases appropriately remunerated and ensuring there is policy to place jobs for women in the regions or actively require access to remote work – will ensure RRR can have jobs that are commensurate with the metropolitan colleague and the scope of choice and job security. Policy changes are needed in this area.

Healthcare, access to mental health services, domestic violence services – are issues raised in our submission to the Qld Government about the disproportionate impact of isolation on women and their families. I cannot emphasise these issues enough for RRR women, their families and communities.

Before starting my family in RRR I have never witnessed such a large section of any community so actively and necessarily involved in advocating for what I assumed were basic services, support and opportunities. Much time is spent by RRR women advocating for their local communities, other women, their families, and local town – just to level the playing field a bit for themselves but mostly for their children and future generations. This is volunteer time and is disproportionately carried by women. I have already mentioned in item 6 above that we need to seek suitable and fair reimbursement of this volunteer time – in accordance with best practice volunteering.

I applaud the women across RRR who daily advocate for their communities, each other and our future as a country and the headwinds our whole country faces. My contribution is negligible in comparison. I sought to avoid mentioning names or orgnisations here, but I do suggest if you wish to see the activity in the RRR space that witnesses the work being done – and the distance we still need to travel, jump online or subscribe to newsletters which you can find via Google by looking up RRR women, women in agriculture, join agriculture groups and follow RRR change makers.

ENVIRONMENT

Adviser: Dr Pat Pepper

A range of environmental issues was researched and reported on during the year including the condition of the Great Barrier Reef, loss to Australia's biodiversity, recommended responses to natural disasters, and renewable technology.

Condition of Great Barrier Reef (GBR) coral: Researchers at the Australian Institute of Marine Science have shown that without major disturbances from cyclones, coral bleaching and crown-of-thorns starfish outbreaks, coral reefs can recover as measured by hard coral cover. But that the composition of coral species can change. However, if the frequency and severity of disturbances increases, as expected from climate change, recovery could be more difficult. Research undertaken at ARC Centre of Excellence for Coral Reef Studies, James Cook University on population sizes of more than 300 individual species on reefs spanning the Pacific Ocean showed that while most reef-building coral species were not in imminent danger of extinction, about a third do face some degree of extinction risk. However, the International Union for Conservation of Nature Red List of Threatened Species had some corals misclassified.

Water quality in the GBR: The Position Statement by the Great Barrier Reef Marine Park Authority, showed pollutants in land-based run-off were a major threat to water quality in the GBR and particularly inshore marine ecosystems and consequently to the long-term health and resilience of the GBR. While the Reef Water Quality Report Card 2019 showed encouraging progress being made towards achieving targets in some areas, more action was required across all GBR catchments to continue to drive progress towards all the targets. Projects under the Reef Trust Partnership are aimed at improving the quality of water entering the GBR through activities such as improved farming practices, reduced fertiliser uses and update of new technology.

Recovery from natural disasters: While the catalyst for the Royal Commission into National Natural Disaster Arrangements was the 2019-2020 Black Summer fires, the inquiry investigated Australia's readiness for and response to all natural disasters. Recommendations were made to increase national co-ordination to prepare better for natural disasters, respond more rapidly, and ensure the recovery endeavours make communities more resilient. The status of the flora and fauna and their habitat in the aftermath of the fires was also considered.

Renewable technology has advanced, helped by the support and funding from the Australian Renewable Energy Agency. Security and reliability of supply has led to an interest in systems off the main electricity grids and in batteries. Wave, Hydrogen, Bioenergy and Waste Energy, and Hybrid systems were investigated as was Lithium-ion and Vanadium batteries. Although not renewable, Small (Nuclear) Modular Systems were also investigated as a major push for renewables is reduction of emissions. The safe disposal or recycling of end-of-life products such as solar panels and wind turbine blades was discussed.

Australia is fortunate to be well supplied with many of the natural resources and essential minerals needed in the above systems. Which system is best suited depends on the situation. Australia can make a significant contribution to development and manufacture of renewables. However, further work is needed on how components at the end of their

life will be recycled or otherwise deposed of in an environmentally safe manner.

Details of these and other environmental issues are available in reports with references on www.ncwq.org.au.

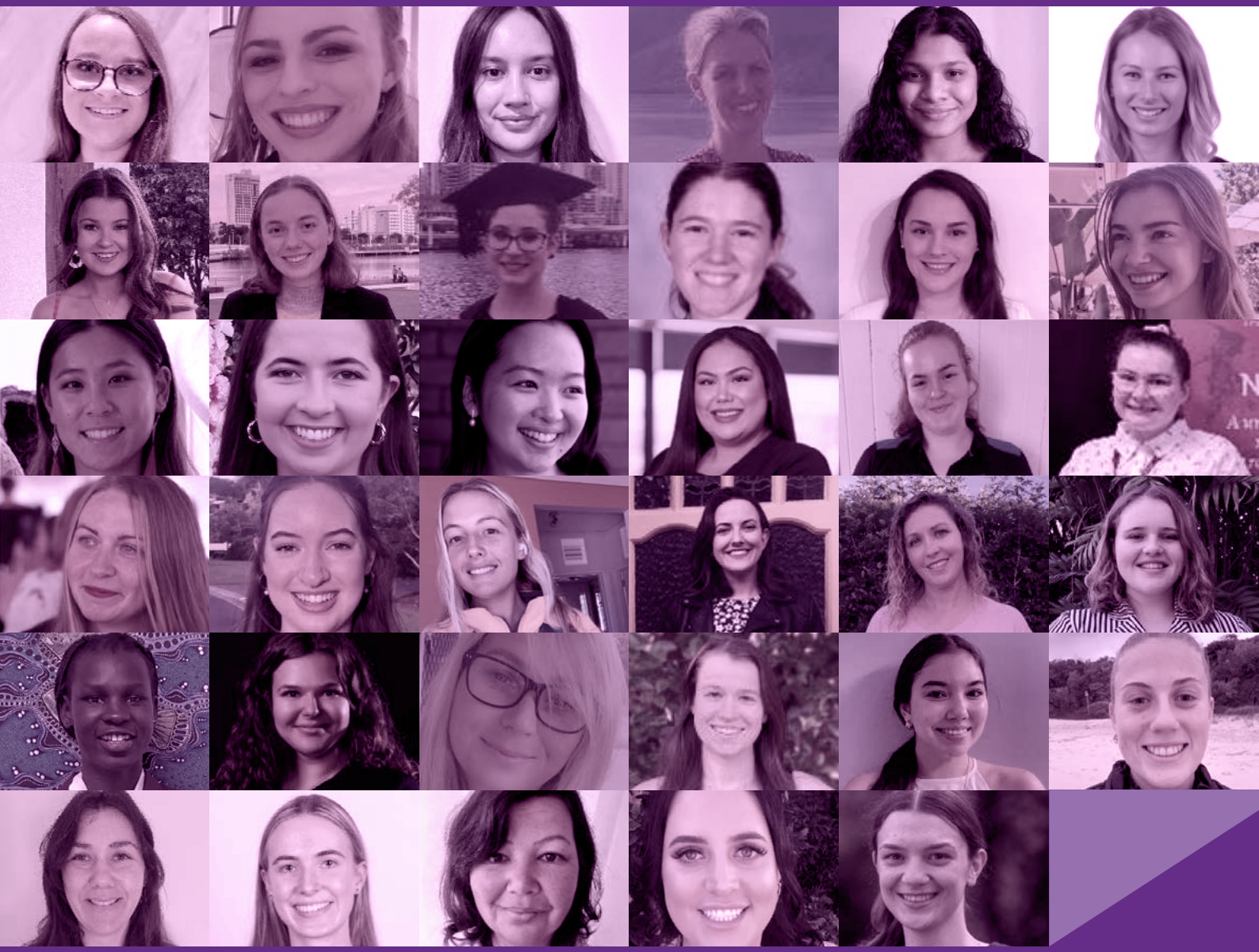
Habitat

Adviser: Dr Donnell Davis

In 2020- 2021, the world was in the grip of Covid. This impacted Queensland society - especially women - through health, family home-life, housing, employment and ways of working, neighbourhoods, economy and representation in decision-making. Our towns and cities changed purpose through perceived and real risks. In implementing UN indigenous recommendations, policy papers are named in language of place of inception. Reports included:

- Urban Design for Pandemics (UD4P) Series, international benchmarking of responses
- Yuljul: Pollution, people and pandemics
- Contribution to Queensland Parliamentary Inquiry into Covid Econcomic Recovery
- Contribution to 'Fairer Feminist Futures' for Prime Ministers Advisery Committees Reforms
- Women's Roles in Climate Sensitive Cities, CSW65 with 6 themes, WEDO
- The Impact of Privatising Public Places
- Federal Budget Gender Lens – focus on housing: who wins who loses
- Queensland Budget for Housing and Homelessness with QCOSS and Q Shelter, Nomadic populations,
- Australia's Human Rights Report Card (UN special rapporteur and UN Economic & Social Rights) showing Australia's declining results,
- Talgunn: Report on women's advancement statistics, ABC, 3 ministers sign women's action plan
- Contribution to Queensland Parliamentary Inquiry into Isolation with other advisers – Ngullingi: MUID Mitigating Isolation through Urban Design.

The tough arguments need to be made for a safer, fairer, sustainable future. The toughest arena is ad-hoc development in towns and cities putting pressure on safe and healthy environments by burgeoning populations, while ongoing problems (like Climate, Covid, and C) seek the right formulae for better governance now and for future generations.



NCWQ 2021

BURSARY RECIPIENTS

2021 marked the 13th year of the bursary program, with 35 bursaries on offer. The bursary program has now assisted 281 female students from Queensland, an outcome of which NCWQ is enormously proud. Bursary sponsors continue to be from the three levels of government; affiliated organisations of NCWQ; and individuals. Thank you for your support.

Our bursary sponsors are:

- Claire Moore for student studying special education
- Councillor Vicki Howard, BCC, for student identifying with the LGBTIQ community
- Hon. David Littleproud MP for student from the Maranoa electorate.
- Di Hickey, Di Health and Wellbeing
- Chiou See Anderson, Elements Living
- Dr Susan Byth, honouring her grandmother Elsie Byth, stalwart of NCWQ and NCWA
- ESA International for student with family member with cancer
- Forum Communicators, bursary for students in debating, public speaking
- Helen Ovens Memorial bursary, sponsored by friends and family of Helen
- Anna Dwyer and Joanne Robinson, bursary for tertiary students of law or justice degrees
- Lavis/Wilson Queensland Child Watch Committee, funds from disbanded committee supporting early childhood education
- Moreton Bay Regional Council for a student from that Council area
- NCWQ – 2 Regional/rural bursaries for a first-year tertiary student
- NCWQ student with a refugee background
- National Council of Jewish Women, Brisbane Section for a student becoming a teacher
- Narelle Townsend Urban Design bursary
- Office for Women, 4 bursaries for: Aboriginal and Torres Strait Islander; Leadership; Return to Work; and STEM student
- PhD student, sponsored anonymously
- Queensland Medical Women's Society for a medical student and an AMAQ bursary in honour of Professor Tess Cramond
- Science bursary, sponsored by June McNicol OAM for student in the physical science field
- Soroptimist International for Indigenous student in health/medical field
- Soroptimist International Moreton North Inc for student of creative arts
- South Burnett Mayor bursary for a student from that Council's area
- The Boyce Bursary for disability students, including learning disability (2 bursaries)
- Transport and Main Roads Department, for sponsorship for 4 "women in engineering"
- OPSO sponsored Val French AM bursary for student journalism.

Within the COVID context, we have further developed our resilience and flexibility, along with Zoom skills. The planned presentation has been re-scheduled from 3 August to 6 October 2021. We sincerely hope that it can take place.

Thank you to Team Bursary. Comprising of bursary coordinators and selection panel members, Team Bursary consists of about 30 people – a crucial component to the success of the program.

Congratulations to all recipients – you are our inspiration. Special congratulations to Lakeisha (Lucky) Patterson, a 2020 recipient of a Boyce bursary for a student with a disability. She is our first recipient to win gold – successfully competing again on the world stage in swimming at the recent Paralympics Games in Tokyo.

Kathy Cavanagh
NCWQ Bursary Program Coordinator

Claire Moore Bursary

This bursary for a student of special education, reflects the view of former Senator Claire Moore that education provides the best opportunities for us all.

Lovina Bailey

Lovina Bailey is 41 years of age and lives in Toowoomba. She is currently studying for a Bachelor of Primary Education with a Major in Special Education at the University of Southern Queensland, Toowoomba Campus. She commenced her studies in 2018 and completes her degree in 2021. She has obtained high results and especially enjoys applying the practical side of her studies to her current workplace.

Lovina has worked in education for over 10 years, for the last 6 years in special education.

Coming from a background with special needs children and adults and lacking the opportunity to study at a younger age Lovina has come to the believe with this degree she can provide a classroom situation where her passion for learning will create a supportive and inclusive environment.

Lovina hopes that the monies from the bursary will assist her in purchasing the aids to enhance a fun, supportive and warm classroom environment.

Cr Vicki Howard Bursary

For a female student living in Brisbane City Council area, this bursary provides assistance through both monetary value and mentoring to a recipient who identifies with the LGBTIQ community.

Georgia Suttie

Georgia Suttie is a year 12 student at Somerville House. She is a passionate voice against social injustice. Georgia has combined high academic achievement with participation in sport, musical and choral programs. She served on the 2019 Lord Mayor's Youth Advisory Council for community inclusivity and accessibility. At the 2019 INAS Global Games, she gave a presentation on the facilitation of success for people with intellectual impairment.

Georgia's own journey as a queer kid and the challenges she faced in identifying as LGBTQ+ have given her the drive to be a voice for underrepresented and marginalised people in our communities.

Her conviction that access to health care should be universal regardless of background, along with her passion for tackling societal discrimination, have led Georgia to apply for a Doctor of Medicine degree at the University of Queensland.

Georgia's goals after graduation include working in remote and Aboriginal communities with the Royal Flying Doctor Service and involvement in Medecins Sans Frontieres.

Hon David Littleproud MP Bursary

Recognising the difficulties for country students wishing to pursue their education, this bursary is for a female resident of the Maranoa Federal electorate commencing first year of tertiary studies.

Kellara Harney

Kellara is a full time, first year student studying a Bachelor of Occupational Therapy (Hons.) at Central Queensland University, Bundaberg Campus.

She completed her secondary schooling in Blackall graduating as Dux of the school.

During her school days she was involved in the School Council as Vice-Captain.

Her passion for holistic health care has directed her community involvement. She joined Blackall's Community Advisory Network, later becoming a member of the Health Consumers Queensland's Youth Reference Group, which gave her the opportunity to speak to the Queensland Clinical Senate about the struggle for adolescents accessing health care in rural and remote communities. She was later recognised as Young Australian of the year in the Blackall-Tambo region.

Kellara successfully applied for an internship with the board of directors for Regional Housing Limited, a local- not- for-profit organisation dealing with the rapidly increasing house crisis in the Wide Bay, Bundaberg and North Queensland areas.

Since moving to Bundaberg, she has become involved with the local ZONTA Branch, and her church community. Raised by single mum, Kellara is the first in her family to attend university.

DiH Health and Wellbeing Bursary

As a health professional, sponsor Diane Hickey recognises the difficulties those with a mental illness face as they work towards their study goals.

Hannah Nugent

Hannah is in the second year of her Doctor of Medicine degree, following on from her completion of a Bachelor of Medical Science degree, graduating with a GPA of 6.7.

Diagnosed with a generalised anxiety disorder, and the following year with depression, Hannah is determined to achieve her goals.

She works part-time in a pathology laboratory as a biochemistry scientist.

Hannah has an interest in the arts. Having played the clarinet for over ten years, she enjoys instrumental performances, both as a member of an orchestra, and in the audience.

Hannah is a member of the UQ Mind Student organisation, which runs regular events on mental and general health promotion for medical students.

With a particular interest in pathology, her long-term aspiration is to specialise in forensic pathology.

Elements Living Bursary

Sponsored by Chiou See Anderson, Owner/Managing Director of Elements Third Age Living, this bursary reflects her passion for improving the care and lifestyle for seniors.

Phoebe Langbridge

Phoebe is a third year Paramedic Science student at the University of the Sunshine Coast. Growing up in a medical household with both of her parents being nurses, Phoebe grew a passion for the healthcare sector.

She is also a dedicated surf lifesaver on the Sunshine Coast and currently volunteers her time and skills to her local rugby union club as a strapper and first aid officer.

Outside of her volunteer commitments, Phoebe works as a Personal Support Worker at Arcare in Peregian Springs. She is passionate about making a difference to the lives of everyone, but particularly the older generation. She enjoys the responsibility of looking after their health and safety, and ensuring they have a high quality of life.

Phoebe aspires for a long and successful career in healthcare and wants to make a difference to those living in the aged care sector.

Elsie Byth Bursary

Sponsored by Dr Susan Byth, this bursary recognises the work of her grandmother, Elsie Byth OBE, (1890–1988) in the National Council of Women, serving as both Queensland and National President.

Hayley Pearce

Hayley grew up on a sheep and cattle property outside Longreach and is currently a Boarder Captain at Somerville House, Brisbane. She collaborates with the Head of Boarding, to support younger fellow boarders.

She also develops her skills for her planned teaching career by assisting the Junior School Speech and Drama teacher. She has completed her Voice and Communication exams to Level 7 and will complete Level 8 this year.

Hayley loves the activity and social aspects of sport, participating in tennis, netball, touch football, rowing and dance.

A keen volunteer, prior to COVID Hayley spent one afternoon a week interacting with children staying at Ronald McDonald House, and when in Longreach she assisted with Christmas Craft Vacation Care at the Uniting Church.

She is passionate about agriculture and the rural life and plans to defer her university study until 2023, meanwhile working as a governess on properties in regional Australia to gain more life experience.

Hayley says, "Children need passionate teachers who care about their lives and their learning. I want to induce a love of learning because I have seen the difference that it can bring to a child's life."

ESA International Bursary

ESA International is a women's service organisation for Education, Service and Association. With a long history of supporting cancer research and support services, this bursary reflects this focus by assisting a female student whose family is affected by cancer.

Sarah Burke

Sarah Burke is in her final semester at James Cook University where she is studying a Bachelor of Arts majoring in History and English. The ESA bursary has a cancer focus, reflecting their efforts in fund-raising for cancer research and treatment, but over the last two years, it is Sarah herself who has done the cancer battle when in 2019 she was diagnosed with Stage IV Breast Cancer.

However, she saw this upside-down world as an opportunity to realise her potential, and immediately enrolled at university, studying while undergoing her treatment at the adjacent hospital.

This has resulted in success in both endeavours: a GPA of 6.27 with two awards for history, two Indigenous academic awards, and a poetry prize.

Sarah will use the bursary funds for resources as she prepares her theses for acceptance into a Master by Research in Indigenous philosophy.

Forum Communicators Bursary

Initially established to assist women to improve their public-speaking skills, Forum, with open membership, offers advice in conducting meetings and organisational procedures. This bursary reflects Forum's passion for communication.

Laura McLellan

Laura McLennan is a first-year student studying a dual degree of Mathematics and Business at QUT. In her final year at school, she was awarded Dux of the School, Caltex Best Allrounder, and the STEM Future Innovator Award, as well as subject awards for Specialist Mathematics, Mathematical Methods, Legal Studies and General English. Currently, at university, Laura has attained a GPA of 7.0.

Laura has demonstrated her ability in communication through her leadership role in school presenting speeches weekly to crowds of over 500 people, debating, and winning awards in speaking competitions. Her achievements as a leader at school, including School Captain, and her roles as a tutor and a debating coach show her commitment to leadership in the community. The bursary would allow her to fund necessary university stationery, textbooks and equipment.

Laura aspires to finding a job that she is genuinely passionate about, and that will improve the lives of others in some way.

Helen Ovens Memorial Bursary

Helen was well-aware of how easy it is for mothers, especially of young children, to lose their sense of identity. This bursary reflects the importance she gave to maintaining those interests which nourished her as an individual.

Claire Evans

Claire counted becoming a Mum as one of the greatest joys in the world. With three children under 5, and a part-time kindy teacher, life was busy.

But ten years ago, that world turned upside down, with a diagnosis of a pancreatic tumour– months in hospital, a successful Whipples procedure, giving up work, a stay-at-home Mum concentrating on beating her illness.

With recovery came a sense of loss of identity and self-worth, so in 2020, Claire enrolled in a Bachelor of Communication and Media, offering a wide range of future employment.

Last year was a bit tricky, but now into her second year, Claire will complete her degree next year.

Community involvement includes being a scout leader, enjoying the chance for young people to extend their horizons.

The bursary will help replace her 15-year-old computer – the same age as her eldest child. She aims to get back to work in the marketing area. Her name is not just Mum, but Claire – a good place to be.

Lady Justice Bursary

Sponsored by Senior Sergeant Anna Dwyer and Joanna Robinson, this bursary acknowledges the value of law and justice, wishing to support a Queensland woman to achieve her goal studying within this area.

Kamilah Dean

Kamilah is a final year Bachelor of Justice student at QUT, majoring in criminology with minor in policy and governance.

Kamilah is passionate about providing access to justice for Aboriginal and Torres Strait Islander communities in Queensland. Most recently she has volunteered her time at Cherbourg through a work placement at QUT to conduct vital child safety research for an Indigenous health service.

Kamilah is a resilient achiever, having striven for success throughout her childhood, when unfortunate circumstances meant she was brought up without her parents and by her grandmother.

She is a proud Australian/Papua New Guinean woman and believes in the importance of front-line experience to be the best possible political advocate for vulnerable groups. Kamilah aspires to be a successful leading female professional in the Queensland criminal justice sector.

Lavis/Wilson Qld Child Watch Committee Bursary

After 30 years of advocating for quality early childhood education, this Committee continues its legacy by the ongoing sponsorship of a bursary for a student in this field, with a commitment and passion for the education of the 'whole' child.

Tegan Middleton

Tegan is 28 years old and is studying at The University of Southern Queensland for a Bachelor of Education (Early Childhood). She is currently in her 4th year and expects to complete her degree in 2022.

Tegan is working full time whilst studying. She is currently a Kindergarten teacher and her passion for her small charges makes her workday more like a family visit than a chore. She is committed to ensuring that her kindergarten children are supported, nurtured, and guided to prepare them for the next stage in their lives, "big school".

She undertook a recent placement in the Torres Strait Island enabling Tegan the opportunity to experience a diverse and rich culture and to enhance her teaching experience.

Her future aspirations are to continue teaching within the early childhood sector.

Moreton Bay Regional Council Bursary

This bursary is to assist a female tertiary student from the council region, with her studies. She will have also contributed to the local community.

Nikita Mathison

Nikita left school at the end of 2020 (a terrible year for a lot of students) with an ATAR of 99.50 which indicates just how focused she had been during her school years.

She received her school's Academic Medal for being the highest achieving student, but whilst doing all this study she managed to be involved in the Duke of Edinburgh Gold Award scheme, competed at States triathlon, studied piano and was part of her schools service team helping organise fund raising ventures, being awarded the Compassion Award for this work.

Outside of school Nikita coached a netball team for a charity running sports programs each weekend for community or disadvantaged families, also helping in the gift shop/café when needed. She volunteered at the Abbey Medieval Festival in a number of capacities and also entered and won awards at the Redcliffe Show over many years.

Nikita is currently studying a dual degree in biomedical science and science enroute to studying medicine. She hopes to specialise in neurology or neonatology which in all will probably take her 12 years of study.

Narelle Townsend Bursary

This bursary honours the work of Narelle Townsend, graduating as the first female student from the College of Sydney, (now Uni of NSW). She was a trailblazer throughout her working life, including recognition as matriarch of UN Habitat, where she worked for more than 60 years.

Carina Soleckhan

Carina is studying for her PhD (Architecture) degree at Griffith university.Throughout her academic career, she has developed a strong research interest. Carina presented her master's thesis at the City as a Commons Research Symposium in Pavia, Italy in 2019, focussing on the role of commons in overcoming social isolation in homeless youth.

The Queensland Institute of Architect's Medallion was presented to Carina in 2019, recognising her post-graduate achievement.

Carina works as an Architectural Graduate at Habitat Studio Architects mainly in bespoke residential design. Her overall interest is about how architecture can improve social and community ties.

Carina also participates in the Griffith Architecture Mentor Program to assist in mentoring commencing students.

The bursary will assist in the purchase of materials for her architectural installation and exhibition, part of the PhD by practice methodology.

National Council of Jewish Women, Brisbane Section Bursary

This bursary reflects the sponsor's interest in the education and advancement of women for a student studying in the field of education.

Georgia Brittain

Georgia is in her final year of her bachelor's degree in Arts and Education (Secondary) at the University of Queensland.

She has always considered the sharing of knowledge as invaluable, spending time as a surf lifesaver, choir and Duke of Edinburgh captain during senior schooling, the Ready Reading Program and, more recently as a mentor in the UQ Young Achievers program. This has involved mentoring 10 Year ten students from low socio-economic or rural backgrounds.

Georgia sees the tie between volunteering and teaching, especially within the communities of small towns. The has been confirmed by a recent placement at Bundaberg State High, and last year at Gin Gin, where she will return for her final practicum.

The bursary will assist in covering the expenses of this time in Gin Gin. Georgia looks forward to a teaching career in rural areas.

National Council of Women of Queensland Regional/Rural Bursaries

Sponsored by NCWQ since the establishment of the bursary program in 2009, the bursary focus is to assist young women living in regional/rural Queensland relocate for their studies. Two bursaries were offered in 2021.

Nikol Khimushina

Nikol is attending James Cook University to complete a Bachelor of Medicine, Bachelor of Surgery.

Nikol attended Cairns State High School and received The Honours Award for an A standard GPA in both senior years.

She attended the National Youth Science Forum and the University of Queensland's Young Scholars Program.

In pursuit of her passion for leadership and helping others, she took on roles at school as Prefecture Captain and Peer Support Leader, as well as volunteering at Rosie's friends on the Street and FNQ Rescue R US.

She aspires to be her community's predominate health pillar, servicing regional/ indigenous communities that have the greatest inaccessibility to health care.

This Bursary will assist her to further develop professionally, providing the financial support she needs to begin to instigate the changes she wishes to make in her career.

Tequile Ryan

Tequile is enrolled in a Bachelor of Engineering (Honours)/Mathematics degree at the University of Queensland, in pursuit of her passion of Maths and Physics.

Tequile attended the Holy Spirit College, Mackay and was Dux in Year 11 and Year 12. She has also received a Certificate of Excellence in Physics from the Australian Institute of Physics; Distinction in the Australian Mathematics Competition; the Australian Defence Force 2020 Future Innovators Award and Subject Award for all the subjects she studied – Specialist Mathematics, Mathematics Methods, Physics, Chemistry and English.

During year 12 she participated in the School's Community Groups – the Environmental Group, Justice Action Group and ZONTA Club.

Tequile's career goal is to work in the electrical field and grow her skill set. Her desire is that her work contributes to solving global issues such as mitigation climate change, making renewable energy more affordable, or making electricity available to communities in poverty-stricken areas.

Office for Women (Aboriginal and Torres Strait Islander) Bursary

Office for Women (Leadership) Bursary

The Department of Justice and Attorney General, through their Office for Women, has been a supporter of the NCWQ Bursary Program for a number of years. Four bursaries were sponsored in the 2021 NCWQ Bursary Program.

Amanda Martin

Amanda is 22-year-old Griffith University student in her final year of a dual Bachelor of Laws/ Bachelor of Commerce degree, majoring in Economics.

A high achieving student, Amanda is involved in mentoring programs, such as the Peer Assisted Study Sessions (PASS) program, assisting new students enrolled in more difficult subjects. She has also worked as a tutor in Griffith's Indigenous support unit, Gumurrii.

Amanda is passionately interested in First People's Education and ensuring adequate access to education in remote communities. Amanda is actively involved with the Queensland Aboriginal and Torres Strait Islander Foundation (QATSIF) which provides high school scholarships to Indigenous youth. Through QATSIF she speaks to Indigenous students about the benefits of pursuing tertiary education. Amanda is a Cadet at Queensland Treasury in the Insurance Commission. Upon graduation she plans to enrol in a Practical Legal Training program to become an admitted solicitor.

Helena Franco

Helena Franco is a medical graduate heavily involved in leadership and advocacy in global surgery. Currently Orthopaedic Principal House Officer at the Cairns Hospital, Helena has been President of the International Students Surgical Association, Vice Chair and a Board Member of the International Student Surgical Network and was the AMA Queensland Council of Doctors in Training Deputy Chair in 2020, advocating for pre-vocational doctors during COVID-19. Helena was involved with forming Australian Global Surgery Group aimed at identifying local solutions for surgical inequality. In 2019 she was a keynote speaker at the International Students' Surgical Conference and nominated for Young Australia of the Year. Through formal Honorary Adjunct and Associate Lecturer appointments at Bond University and the University of Queensland, she provides regular teaching and mentorship to students.

This year Helena received an R.G. Menzies Scholarship to Harvard. Helena will attend the Harvard Medical School to study a Master of Medical Sciences in Global Health Delivery. This program will allow her to enhance her career plans of developing a model of delivering Orthopaedic surgical to rural and remote regions of Australia.

Office for Women (Return to Work) Bursary

The Department of Justice and Attorney General, through their Office for Women, has been a supporter of the NCWQ Bursary Program for a number of years. Four bursaries were sponsored in the 2021 NCWQ Bursary Program.

Rebecca Robertson

Becky is a thirty-seven-year-old mother of four in her second year of a Bachelor of Nursing degree at the University of Southern Queensland, Ipswich Campus. She is currently bringing up her children as a sole parent after leaving a domestic violence relationship.

In the future, Becky wants to help others in similar situations to hers, to find the courage to make the break and start a better life, just as she was given the necessary support to do so. When she completes her degree, she hopes to specialise in domestic violence care so that she can provide assistance as a first point of contact for individuals and families as they navigate a frightening and difficult time, and then provide ongoing care and and support to see them through it. In order to do this, she intends to follow a mental health nursing route.

Currently, Becky is taking on the largest study load that she can manage while still finding enough time to give her children the care and attention they need. To date, she is passing all her subjects with good results. In her "spare" time she volunteers as an assistant teacher at a local dance school. The bursary will help her with her course expenses and alleviate some of the financial pressure on her family.

Office for Women (STEM) Bursary

Marissa Riggs

Marissa is a 20-yearold student enrolled in dual Bachelor of Engineering (Hons) /Science degrees at the University of Qld majoring in Mechanical/Aerospace Engineering and Physics. This year Marissa was a Finalist for Female Leader of the Year at the National Australian Space Awards and was also recognised for outstanding performance in Professional Engineering at the University of Queensland. She has been the Lead Propulsion Engineer at UQ Space, which is an advanced student STEM team that provides students with hands-on experience, real-world learning, and exposure to technology, designing, building and launching rockets and rovers.

Marissa has also been a Student Research Assistant with the Optical Micro-Manipulation Group within the School of Mathematics and Physics at UQ, understanding the importance of being visible as a female in STEM as a role model for other young women and finds speaking to young women and encouraging them and their interest in aerospace a most rewarding experience. Her future aspirations include working in the space industry as a mechanical and aerospace engineer on innovative projects such as rocket propulsion. The bursary will be used to assist Marissa not only with course costs such as textbooks and study materials, but also help her to pursue further opportunities by attending events in her chosen field.

National Council of Women of Queensland, Student from a Refugee Background Bursary

An original bursary sponsored from 2009 by NCWQ, this bursary assists a student currently at high school, to further her educational outcomes.

Mary Chol

Mary is a Year 12 student at St James College. She was born in South Sudan, but because of war and the sudden, savage loss of her father, she and her remaining family fled to Kenya in 2011, where they spent three years in refugee camps.

In 2014 they obtained visas for Australia, and Mary was delighted to start her education in Year 5 where she quickly became fluent in English.

Mary is her school Vice-Captain and has received several leadership and academic awards including the 2020 Griffith University Remarkable award for outstanding leadership, determination and innovation and in 2021 the Ipswich Club Lions' Youth of the Year. She has been recognised for her academic success in English as a second language and across all subject areas.

She participates in the school debating club, is an enthusiastic and skilful basketball player, has participated successfully twice in the Kokoda Challenge and has a part-time job. Studying nursing and possibly continuing to become a doctor are her plans for the future. She says, "I hope to give back to the community by using my opportunities I have been given in Australia and leave a legacy behind."

PhD Student Bursary

This anonymously sponsored bursary is for a female PhD candidate, whose research focus will be of benefit to women and their families.

Jacoba Madigan-Stretton

Jacoba Madigan-Stretton is 23 years of age, she is studying for a PhD at the University of Queensland, Translational Research Institute Campus, expecting to complete in 2023

On graduation she was recognised as part of the "UQ Future Leader " alumni, maintaining a GPA of 7, and twice received the Dean's Commendation for academic excellence She won the W.W. Bryce Medal for the best thesis among the School of Agricultural and Food Sciences and the AEV Richardson National Student Award for the best agricultural thesis in Australia.

On completing her honours degree in Animal Science, she is pursuing a PhD in Medicine, researching nonmelanoma skin cancer under the supervision of Professor Ian Frazer. Her hope is to develop a cost effective non-invasive preventative treatment for precancerous lesions.

Her primary interest is in promoting women's health through education of the wider population, an area where there is currently a lack of research and funding.

She plans to pursue a career in health policy and promotion with particular interest in rural and women's health. She aspires to become Minister of Health sometime in the future.

Science Bursary

Sponsored by June McNicol OAM, her experience as a metallurgist, gives her understanding of the difficulties for women working in the physical sciences field. This bursary reflects her desire to assist female students following in her footsteps.

Sarah Bradbury

Sarah is in her third year of a Bachelor of Science degree at QUT, majoring in physics, with minors in astrophysics and mathematics. She has an outstanding academic record (with a GPA of 6.9: all High Distinctions with two Distinctions). She has been listed on the Dean's Honours list for 2019, 2020 and Semester One of 2021.

She plans to undertake postgraduate studies in astrophysics and to become a lead researcher in this field. Sarah is committed to being involved with as many outreach events to support women in the field of physics as possible.

This bursary will allow her to more easily balance her volunteering commitments (such as her involvement in the QUT Physics Society, Women in Science club and as a student leader in QUT's 'STIMulate,' which aims to assist students in science, maths, engineering, and IT) with her work and final-year physics studies.

Qld Medical Women's Society Bursary

From its strong focus on supporting professional development including participation in international conferences and networking, the sponsorship of a bursary by QMWS assists female medical students to take advantage of these opportunities.

Jessica Ling

Jessica will complete her Doctor of Medicine degree at Bond university next year, having previously completed a Bachelor of Medical Studies.

Not yet certain, Jessica is interested in the field of general practice, especially in the area of preventative health, as well as being a physician.

Outside her studies and part-time work, Jessica loves the outdoors, combining her interest in swimming with teaching children to swim. This provides a rewarding experience and a good balance from study and hospital placements.

Jessica is relishing the opportunity of the bursary in attending conferences and events. At times the only female on the team, it would be invaluable to meet with other women in the field, learn from their experiences and potentially make improvements.

AMAQ (QMWS) Professor Tess Cramond Memorial Bursary

Former President of AMAQ, Professor Cramond's career ranged across her role in anaesthetics, CPR for Surf Life Savers, and establishing multidisciplinary pain clinics. The purpose of this bursary is to assist the recipient to attend a Medical Women's event or AMA Conference that will foster commitment, involvement and leadership in issues relevant to medical women.

Lily Aboud

Lily is in her final year of a Bachelor of Medicine, Bachelor of Surgery degree at James Cook University in Cairns. Having spent her childhood in regional NSW, Lily is acutely aware of the impact that geographical location has on the provision of holistic, quality health care.

With her medical training based in tropical Far North Queensland, Lily has also completed medical placements in the Central West communities of Charters Towers and Longreach. A previous recipient of the Lynn Kratcha bursary, she spent a placement in Canadian First Nations communities. A Dr Lee-Anne Perry Leadership Award also allowed Lily to undertake a women's health project in rural India. Along with her study, Lily works as a research assistant within the Global Neonatal and Maternal Health team at the Burnet Institute for Global Health. In her spare time, Lily plays touch footy, practices yoga and loves acrylic painting. Though Lily would love to use the bursary to assist in attending the WHO Assembly, Geneva in 2022, with current travel restrictions she is hoping to attend a Perth-based Global Health Conference in late 2021.

Soroptimist International Bursary

With the theme "Soroptimists – Lead to Educate, Empower, Enable" this bursary for an Indigenous woman studying in the areas of Medicine, Health or Education, reflects this ideal.

Caitlyn Hockman

Caitlyn is proud of her aboriginal heritage and understands the educational challenges faced by minority groups. She has completed almost three years of her studies in Primary Education at the University of the Sunshine Coast, achieving a GPA of 6.62, admitting her to the Golden Key International Honour Society.

Caitlyn has volunteered more than 30 hours in local schools, and also tutors in Maths and English and volunteers for the Ronald McDonald House Charity.

This bursary will help cover her costs for textbooks and technology, and extra requirements while doing the practical placements in schools, as part of her course.

Her lifetime goal is to work alongside disadvantaged students, to develop their skills through an improve the connection between curriculum content and classroom experience. Her future hopes are to advance the security of females through providing them with equitable educational experiences.

Soroptimist International Moreton North Inc Bursary

This bursary focuses on the creative industries. Recognising the expenses associated with assessment projects, the bursary is to assist final-year students.

Kaede Miyamura

Kaede is a Japanese-Australian writer-director, completing her Bachelor of Fine Arts (Film and Television) at the Victorian College of the Arts. Having immigrated from Japan at age 7, she grew up bilingual in a mixed culture environment. Kaede is particularly interested in stories about different and conflicting cultural perspectives, intertwining her childhood experiences into her work. She is passionate about working with filmmakers of all different backgrounds, especially stories told by and/or represent minority groups.

The bursary will go towards her graduate film Kotoba, a 10-minute coming of age drama following Hina, a Japanese immigrant, as she navigates through her new life in Australia. Face with language and cultural barriers, she struggles to make human friends, instead turning to animals at a petting zoo for social interaction as well as English lessons. The story is reflective of Kaede's own childhood, reflecting the hard, funny and embarrassing moments that she experienced. Kotoba passes the Bechdel test, with females crew members in Heads of Department roles with an all-female cast.

Kaede hopes to continue telling stories, with diversity on and off-screen in mind.

South Burnett Bursary

Sponsored by the South Burnett Regional Council, this bursary is for a female student from the region, who has contributed to the local community. The bursary recognises the additional difficulties for regional students.

Melina Cergnulli

Melina is a single mum with three boys living in the South Burnett.

She has recently returned to work after eight years of home duties and raising her family.

Melina is currently employed as a Laboratory Technician at Kingaroy State High School.

To help secure her future, her goal is to become a qualified Laboratory Technician.

She is currently studying Certificate IV in Laboratory Techniques and intends to continue her studies to then complete the Diploma.

Melissa regularly contributes to the local community by helping at the local rugby league club with maintenance of the grounds, serving in the canteen and on the admission gate. She also helps at St. Patricks Primary School with the reading groups.

Melina will use this Bursary to further her studies and pursue her Diploma.

The Boyce Bursaries for Students with a Disability

As a long-term advocate for those with a disability, Sue Boyce has been an NCWQ bursary sponsor for a number of years, sponsoring two bursaries.

Laura Loucks

Laura is a special education teacher in the Torres Strait. She continues with her Master of Education, presently writing a dissertation on Positive Behaviour for Learning in remote school settings, research not previously done.

Notwithstanding that Laura has a learning disability, she has shown determination to successfully achieve her academic goals While reading and processing information takes much longer to complete, living in a remote area restricts support. Writing is the biggest barrier as it requires intensive face-to-face visits to Brisbane.

Amongst Laura's achievements are a diploma in Early Childhood Education, Bachelor of Education, Post Graduate Certificate in Special Education and a masters degree. Her commitment to the Badu community was recognised in achieving the TEACHX 2019 Dr Roger Hunter OAM Excellence in Beginning to Teach Award Extending beyond the classroom.

Laura also organises AFL Cape York visits, coaches, and arranges for guest visits. Laura hopes to put her research findings into practice on a larger scale. One day she hopes to become Head of Special Education and continue to make a positive impact on the students in the Torres Strait.

Kelsey Ramage

Kelsey is a student at Griffith University who recently completed her Graduate Diploma of Research Studies in Science.

As a person with autism, she has worked throughout most of her life to better communicate her needs and thoughts to others. She sees this as life-long journey.

As part of her childhood speech therapy, she joined a youth theatre group, leading to a passion for performance art, literature and public speaking.

Although not directly related to her studies in chemistry, it has given her the ability and confidence to take on tutoring roles, laboratory demonstrator and university ambassador, allowing her to be noticed in the academic community.

With her academic record, she is on track to undertake PhD studies, to advance her goal of combining her chemistry and communication skills as a lecturer or a science communicator.

Transport and Main Roads Women in Engineering Bursaries

The TMR Women in Engineering Bursaries form part of TMR's ongoing commitment to increase the number of women in the traditionally male dominated engineering profession. These four bursaries aim to promote continued female engagement with engineering courses, ensuring a strong pipeline of qualified female engineers for today's contemporary workforce.

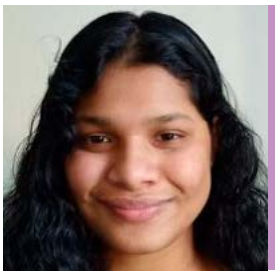
Medina Jenkins

Medina is in her second year of a Bachelor of Engineering (Honours) majoring in Electrical and Electronic Engineering at Griffith University Gold and doing extremely well academically. She has applied her theoretical knowledge in an engineering environment as an Electrical Engineering Cadet through Witthoft Engineering and as an Undergraduate Engineer at Engenuity Solutions.

She has successfully demonstrated her leadership skills through her positions as Student Representative in the Engineering Student Committee and as an Engineering Student Peer Mentor.

During her studies, Medina has also completed a Diploma of Business and has experience working as an Administrator within an engineering firm as well as holding two part time jobs and tutoring high school Mathematics and Sciences in her spare time.

Medina aspires to have a successful career as one of the few women within the Electrical and Electronics engineering field and inspire more women to pursue a career in the industry.



Divya Joy

Divya, who is in her second year of a Bachelor of Engineering (Honours)/ Bachelor of Mathematics course at the QUT, has an excellent academic record.

The fact that she has combined Engineering with Mathematics illustrates her love for mathematics and her interest in the practical application of Mathematics to Engineering.

She and her team have been very successful in the inter University challenge run by Engineers Without Borders (EWB). Her teams have presented their Rammed Earth design at the EWB Challenge Showcase and their model crane at the Grand Challenge.

Her ambition is to make a real impact in the STEM and humanitarian sectors by joining organisations like EWB.

The bursary will help to alleviate some of her financial stress from working to help support her studies.

Transport and Main Roads Women in Engineering Bursaries

Estha Nulty

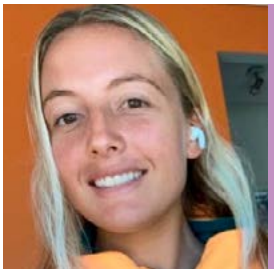
Estha is in her third year of a Bachelor of Engineering(Honours) majoring in mechanical Engineering at Griffith University with above average grades.

She thoroughly enjoys mathematics and finding solutions to problems that look impossible at first glance.

She has demonstrated her leadership skills through her positions as Secretary of Women in Engineering in her first year; Project Manager of Griffith Racing Team in her 2nd year; and students design, validate, manufacture and race an open-wheel race vehicle, for the Formula Society of Automotive Engineers Australasia competition.

Estha aspires to be a part of a passionate and supportive team working together to achieve a mutual goal of making a positive difference.

She will use the bursary for a higher performing laptop which will run 3D modelling and simulation software needed in her course.



Liana Walsh

Liana Walsh is in her second year of her Bachelor of Civil Engineering and Environmental Science at the University of the Sunshine Coast. Liana hopes to combine structural engineering with her passion for the environment to revolutionise Australia's approach to infrastructural design.

Liana spoke earlier this year for International Women's Day, promoting the importance of females in STEM. Liana seeks to thrive academically and push the boundaries of female empowerment in engineering, not only for herself, to encourage other young girls to consider this career. To further develop her leadership skills, she has partaken in several online engineering webinars such the "Infrastructure Thought Leader Series: Building Climate Resilient Infrastructure" and "A Circular Economy for Infrastructure is The Only Way Forward".

Liana aspires to travel the world tackling the international climate crisis and this bursary will fuel her determination for success and the available time to focus on her studies.

Val French AM Memorial Bursary

This bursary, sponsored by Older People Speak Out, an organisation founded by Val French with the goal of accepting positive ageing, and to give older people a voice. For a student in journalism, the bursary honours Val's career in journalism.

Josephine Copley

Josephine is 22 years old studying Bachelor of Communications (Journalism)/Bachelor of Laws (Honours) at QUT, with a major in Journalism. Commencing the dual degrees in 2018, she expects for finish in 2022. With a current GPA of 6.08 she hopes the bursary money will enable her to concentrate more on her studies.

Josephine grew up on a cattle property a near Toowoomba and her experience in rural Australia has shaped her understanding and empathy for the stories of the bush. Her experience as a Red Earth volunteer has led to a deeply personal connection with the traditional owners in remote Australia and their stories. She is excited to be assisting on a Cape York immersion in September 2021.

In becoming a journalist, rural reporting, foreign correspondence or even political reporting are of interest, hoping to share her passion to transport others with the power of authentic and accurate journalism.

In Conclusion

I think at the end of 2020, we all breathed a sigh of relief, on the expectation that 2021 would be more "normal". How wrong that was! But as we had now learnt, we again adapted to the need for flexibility, and the 2021 NCWQ Bursary Program continued on track.

Thanks to Team Bursary – the coordinators met once face-to-face before Zoom took over; the coordinators worked with the panel members to complete the selection process; the presentation function was set to go – and then re-scheduled.

We so hope Wednesday 6 October provides the opportunity to meet the recipients in this larger setting, but we continue to share your stories in this COVID-inspired E-Yearbook.

Thank you Sponsors for providing us with 35 recipients in the 2021 NCWQ Bursary Program. Congratulations Recipients! I wish you well:

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

A special thanks to our Bursary Coordinators

Fran Cahill
Erin Cunningham
Kathy Cavanagh
Paula Ivanovic
Avril Kent
Gloria Kirkness
Yvonne Matta
Ronda Nix
Noela O'Donnell
Lyn Peacock
Pat Pepper

EVENTS REPORT

Christmas Party 2020

On 5 December 2020, NCWQ members and friends celebrated the end of another calendar year with social drinks and nibbles in Brisbane City.

We showcased and supported one of our affiliate member organisations Mummy's Wish, where we raised funds for the organisation's "Bring a Bear to Life" project. Mummy's Wish prepare and donate comfort bears with heart-shaped voice recorders (for special messages) to children of mothers who are undergoing cancer treatment.

Thank you to raffle prize sponsors City Cave Australia, Pilot Partners, and our Management Committee for your continued support of our events.

February Council Meeting - Women on Boards

On Thursday 11 February, members and friends met for early evening drinks and nibbles at AJ&Co Lawyers, following the February Management Committee meeting.

This session, showcasing on Women in Boards, was led by Dr Beverley Rowbotham AO and provided an opportunity for the amazing women in our network to come share their stories, insights and knowledge on their professional achievements.

Beverley has a long history of experience on boards. She led discussion around her experience as a mother and successful Board Member, providing tips and tricks for younger women to take the first step in being involved on a Board.

Personal and Professional Development Bootcamp

On Saturday 27 February, 30 energetic women gathered at the Seven Hills Hub for our first development event for 2021!

The NCWQ Personal & Professional Development bootcamp was facilitated by Saalihah Seedat, clinical consultant pharmacist and personal development coach. Saalihah has previously been a member of the NCWQ Management Committee and mentored our Young Women's subcommittee.

Saalihah's expertise allowed us to relax in a safe space, where we discovered our Ikigai, learnt how to create a reverse bucket list and listened to stories of empowerment. To all of our attendees, we thoroughly enjoyed connecting with each one of you, understanding your aspirations, and learning from your achievements.

NCWQ & USC International Women's Day Luncheon 2021

On 8 March, NCWQ members joined with our counterparts at the United Service Club Queensland to celebrate International Women's Day and honour our amazing network of women who #ChooseToChallenge.

We heard from guest speakers Chiou See Anderson (NCWQ President) and Dr Dimity Dorman AO on how they #ChooseToChallenge, and Major Jenny Walker, as MC.

Surrounded by over 80 dedicated women and men, we heard from inspirational women Chiou See, Dimity and Jenny who shared their stories on how they have (and are continuing to) break the glass ceiling as women in business, and spoke to how much women have achieved since the first official IWD held in 1911.

Empowering Women Through Financial Independence - Setting your Business up for Success

Empowerment Session 1

On Thursday 11 March we hosted members and friends for the first of our Empowerment sessions for 2021, sponsored by Pilot Partners. We welcomed Alexandra Geelan from Law Squared to impart her knowledge and experience with our business-minded members on Setting Your Business up for Success.

Members and friends learnt of the important things to consider from a legal perspective when you are setting up a business and issues you need to consider as a health check for your business so that you can continue to operate and grow. We shared business ideas in the current pandemic climate and discussed how the legal framework of a business could be the difference between success and failure.

Empowering Women Through Financial Independence - Tax Tips and Tricks

Empowerment Session 2

On Wednesday 19 May, Treasurer Ramona McGregor kicked off the second of our 2021 Empowerment Series - a collection of sessions aiming to empower women through developing independence in a range of topics, chosen directly by our members.

A Chartered Accountant, Manager of Taxation Services at Pilot Partners and valued member of the NCWQ Management Committee, Ramona delivered an engaging session on Tax Tips and Tricks, educating our members on the importance of taxation services and

Financial Wellness Session

On 22 July 2021, Rhiannan Smit from Shadforths Financial Group hosted the next of our Empowerment series on financial wellness, providing our members with the key resources to start to properly manage their finances.

Rhiannan demonstrates to us the harsh reality of financial wellness in Australia. Only 1 in 5 couples share financial decisions equally, and around 50% of women defer financial decisions to their partner completely.

However it is never too late to start, according to Rhiannan! While education and financial literacy are key in managing your wealth, it also comes down to what you want in the long term, and your "why?". Do you have a sense of purpose? Are you content with your current financial wellness?

From Surviving to Thriving with Saalihah Seedat

On 19 August 2021 members and friends virtually connected with Personal Development Coach and past member of the NCWQ Management Committee, Saalihah Seedat.

Saalihah used her expertise and experience to explain why struggles and setbacks are the keys to living a profoundly satisfying life that fosters true happiness. We learnt about how striving towards a goal is vital to achieving fulfilment, and that struggling and failing is the only way to get there.

Erin Cunningham
NCWQ Vice President

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