

The background is a gradient of purple, transitioning from a darker shade at the bottom to a lighter shade at the top. There are several wavy, horizontal lines in a darker purple color that sweep across the lower half of the image, creating a sense of movement and depth.

**NCWA** NATIONAL  
COUNCIL  
OF WOMEN OF  
AUSTRALIA

**ANNUAL REPORT**  
**2024**

*The National Council of Women  
A difference they have made  
They have worked for many years now  
And rights for women gained  
They fostered many changes  
The women's voice came through  
Their caring and their courage in everything they do*

*They have been there as a strong team  
Women vote and have our say  
With Passion and Commitment  
Much hard work along the way*

*Their work is still on going  
As you see them in this room  
They are leaders with compassion  
Their ideas they all fine tune  
They are advocates for ladies  
And they want to help this way  
They put their words in action  
Proud Australians all the way*

*They have been there as a strong team  
The Women's voice is here to stay  
With Passion and Commitment  
Amazing women here this day*

## ABOUT NCWA

The National Council of Women of Australia (NCWA) is a non-sectarian, not-for-profit, umbrella organisation representing over 140 affiliate organisations throughout Australia since 1896; with broadly humanitarian objectives advocating for the wellbeing of women and girls across metropolitan, regional and rural Australia.

Australia was one of the earliest countries to join the International Council of Women (ICW-CIF), which was founded in 1888.

NCWA links National Council of Women groups across Australia, each with diverse affiliates, in a federal structure and provides a forum for considered debate on policy matters brought forward by the constituent Councils. NCWA also accept National Affiliates – subject to meeting eligibility criteria.

In the Australian Capital Territory, New South Wales, Queensland, South Australia, Tasmania, and Victoria, members maintain an active program of seminars, conferences, consultations, submissions, publications, advocacy and activism.

NCWA identifies the structural impediments to economic equity and security and works to address those issues.

In 2024, the NCWA became the host organisation for W20 Australia. Established in 2015, Women20 (W20) is an official G20 engagement group forming a transnational network of womens organisations, female entrepreneurs associations and think tanks.

The main goal of W20 is to promote the adoption of G20 commitment documents that involve issues of women's development, gender equality, inclusive growth, and women's cooperation in the international economic sector.



## NCWA PATRON



**Her Excellency the Honourable  
Ms Sam Mostyn AC, Patron of NCWA**

A businesswoman and community leader, Ms Mostyn is known for her exceptional service to the Australian community. She has a long history in executive and governance roles across diverse sectors, including business, sport, climate change, the arts, policy and not-for-profit.

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# PRESIDENT'S REPORT



It has been an honour to serve as the 27th President of the National Council of Women of Australia and it is my privilege to present you my final report.

At the beginning of my term, the 2022

NCWA Board conducted a strategic review of our organisation with voices from across our organisation and agreed on a work plan. The following table is a status report.

During the height of the COVID-19 pandemic, changes and challenges to the policy landscape emerged. Thus, in 2022, when the Albanese Labor government came into office, they recognised the intersectional pressures faced by women and actively pursued several key reforms that have had a positive impact on women and children.

- National Plan to End Violence Against Women and Children 2022-2032
- Working for Women: A Strategy for Gender Equality 2024
- Working Future: The Australian Government's White Paper on Jobs and Opportunities 2024
- Changes to Sex Discrimination Act 1984 introducing positive duty for employers to prevent sexual harassment
- Establishing National Student Ombudsman 2024
- Compulsory wage reporting for employers with 100+ employees to the Workplace Gender Equality Agency (WGEA)
- Fair Work Act – Domestic Violence Leave
- Early Childhood, Education and Care (ECEC)
- Increases in income threshold for Childcare Subsidies
- ParentsNext program was replaced by Parent Pathways
- Reinstatement of the Parenting Payment (Single) for parents with children up to 14 years old
- Increasing Paid Parental Leave (PPL) to 26 weeks by 2026 and paying superannuation on PPL from 1.7.2025



In 2024, the NCWA farewelled our past Patron of 5 years, Mrs Linda Hurley and welcomed our new Patron, the 28th Governor General and Commander-in-Chief, Her Excellency the Hon Ms Samantha Mostyn AC.

On the international front, I will be completing my 3-year term as Assistant Treasurer of the International Council of Women (ICW) in June 2025. The ICW General Assembly (GA) 2025 will be held in Marrakech in Morocco from June 23 to 27. Australia withdrew from hosting the 2025 GA due to feedback from the European members that they will be unable to travel to Australia due to distance.

Over the past three years, I have represented NCWA at the 2022 ICW GA in Avignon, France and the 2023 ICW Executive Committee Meeting (ECM) in Manila, Philippines. I have also attended an ICW board meeting in Beirut, Lebanon in 2022 and the Commission on the Status of Women 67 meeting (CSW67) in New York, United States of America in 2023. The 2024 ICW Annual General Meeting was held in Lithuania with a hybrid option and I attended that on behalf of NCWA via video link.

My work at W20 has grown exponentially over the past 12 months. The Women 20 (W20) is the official G20 engagement group focused on gender equity and established during Australia's presidency in 2014 and first held during the Turkish presidency in 2015. Its primary purpose is to ensure that gender considerations are mainstreamed into G20 discussions via an agreed W20 Communique. The Communique is presented to each G20 member state with the objective that it is translated into the G20 Leaders' Declaration as policies and commitments that foster gender equality and women's economic empowerment.

In 2022, I attended my first W20 Summit at Lake Toba, Indonesia, accompanied by NCWA Past Presidents Hean Bee Wee and Julie Morris. In 2023, I attended W20 in Chennai, India as the only

Australian delegate. This year, I led the Australian W20 delegation of four (including NCWA President Elect, Fiona Dorman) to Rio de Janeiro, Brazil. As the Australian W20 Head of Delegation, I continue to actively participate in framing the W20 governance work, leading the Care Economy Working Group and supporting W2025 South Africa and W2026 USA.



As I pen this report, I note that the global challenges faced during the COVID-19 outbreak have been sadly replaced by war raging in Ukraine, Russia, Iran, Palestine, Israel and Lebanon, and continued human rights violations in Afghanistan, Myanmar, China, Yemen, Haiti and Central and Eastern Africa.

In closing, I would like to thank our members for your support and to acknowledge the generous mentorship that I received from Past Presidents



Margaret Findlater-Smith and Hean Bee Wee. A big shout out to my "Robin", NCWA Vice President and President Elect, Fiona Dorman, for being my partner-in-crime and trusted counsel. Fiona supported me the day I became President Elect in 2020 and continued to do so throughout my term. Finally, I wish the incoming board success in the important work of advocacy. In NCWA and NCWQ Past President Dr Laurel McIntosh's final words to me before she passed in 2022 – ***"Think big and that everything worthwhile is worth the fight!"***

**Chiou See Anderson**  
NCWA President 2021 - 2024

TOPIC	STATUS
<b>Governance</b>	Ensured compliance with changes to ASIC and ATO obligations
<b>Constitution Compliance and review</b>	Rectified appointment of executive committee members at 2022 AGM. Proposed updated NCWA Constitution presented to members at 2024 AGM
<b>Improving administrative procedures</b>	Transitioned to online banking and electronic storage of records via Google workspace. Each NCWA board member has been provided with a specific NCWA email to ensure continuity of information
<b>Frequency and duration of board meetings</b>	Increased frequency and duration of board meetings
<b>Advocacy</b>	NCWNZ Hub model introduced – awaiting implementation
<b>Communication</b>	NCWA website updated in 2022, NCWA Facebook and LinkedIn accounts activated and in use

## HONORARY LIFE VICE PRESIDENTS

Gracia Baylor AM  
Bridget Faye AM  
Elisabeth Newman AM  
Betty Paech  
Gwen Roderick AM

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## OFFICE BEARERS 2021 - 2024

<b>President</b>	Chiou See Anderson
<b>Vice-President</b>	Fiona Dorman
<b>Secretary</b>	Laura Ives Hicks
<b>Treasurer</b>	Yvette Kinkade
<b>Standing Convenor</b>	Ronniet Miliken (Resigned 30 June 2024)
<b>Board Members</b>	Sandy Smith Dorothy Kelly Elida Brereton Claire Newland Margaret Findlater Smith

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## COORDINATORS & ADVISERS 2021 - 2024

<b>Coordinator General Wellbeing</b>	Wendy Abigail
<b>Coordinator Sustainable Development</b>	Dr Deborah Towns
<b>Adviser - Environment</b>	Wendy Rainbird
<b>Adviser - Human Rights</b>	Indira Chatterjee
<b>Adviser - Education</b>	Dr Deborah Towns
<b>Adviser - Child and Family</b>	Dr Bridget Cullen
<b>Adviser - Youth</b>	Caterina Sullivan
<b>Adviser - Health</b> (Casual Vacancy - appointed March 2024)	Dr Casandra Szoeka

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## VALES



### **Nola Barkl AM**

24 February 1932 - 18 October 2024

Nola Barkl AM, a passionate advocate, dedicated leader, and tireless volunteer whose

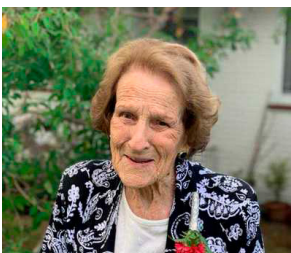
impact on the community and the advancement of women's rights will be long remembered.

Nola's service to the National Council of Women of NSW Inc. was remarkable, demonstrating unwavering commitment and leadership. She served as NSW President (2013–2016), Vice-President (2004–2005), Honorary Secretary (2005–2011), and Honorary Treasurer (2011–2012, 2016–2019). Her dedication extended to the National Council of Women of Australia (NCWA), where she was a Board Member from 2013 to 2016.

In recognition of her lifelong contributions, Nola was awarded an AM in 2017 for significant service to the community, particularly through executive and voluntary roles within women's organisations. Her dedication was also recognised in 2022 when she received the Jean Arnot Recognition Award for her outstanding contributions to the advancement of women and her community.

Beyond her advocacy work, Nola was deeply involved in Hunters Hill Women's Bowling Club, where she served as President (1994–1997) and Vice-President (2002–2005). Living in Hunters Hill for thirty years, she played a pivotal role in successfully fighting to save the club from redevelopment, ensuring it remained a vibrant community space. She was a strong believer in preserving heritage, fostering community spirit, and ensuring opportunities for future generations.

Nola's contributions extended to Sydney Girls High School Old Girls' Union, where she served as Secretary for five terms between 1952 and 2015, as well as President and Vice-President for four terms each.



### **Val Cocksedge OAM**

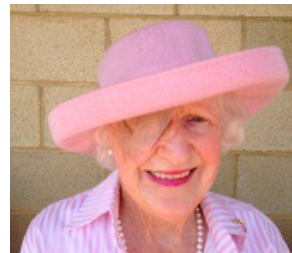
Val Cocksedge OAM (1927–2024) dedicated her life to education, community service, and consumer advocacy. Beginning her career

as a teacher in 1946, she later became a senior lecturer in home science and played a key role in shaping education policy and curriculum development in Queensland.

Her commitment extended beyond the classroom. A long-standing member of the National Council of Women Queensland (NCWQ), Val championed consumer rights and food safety, serving on numerous committees and writing submissions on food regulations. Her advocacy contributed to significant changes in milk distribution and bread industry practices, ensuring better outcomes for families.

Val's contributions were widely recognized, earning her the Queen's Silver Jubilee Medal in 1977 and an Order of Australia Medal (OAM) in 2002. She also volunteered extensively, from Meals on Wheels to adjudicating fine arts and cookery at the Brisbane Exhibition for over 30 years.

A true trailblazer, Val's tireless efforts left a lasting impact on education, consumer affairs, and her community. Her legacy will continue to inspire future generations. Vale, Val Cocksedge..



### **Yvonne (Bonnie) Roberts OAM**

Yvonne (Bonnie) Roberts OAM, born in Hobart on 28 June 1927, had a quick sense of what was needed and continued to help

others despite her long battle with a rare form of melanoma.

Bonnie joined the National Council of Women of Tasmania in 1966 and played an active role as a member of the Executive for over 46 years. She had served as State President, Vice President and Convener of numerous sub-committees. In this role she helped facilitate initiatives of lasting benefit to the community which include: promoting the establishment of a tertiary school of social work; the establishment of Salamanca Market (as requested by the initiator, Dr. John Clemente) and lobbied to retain the historic Cascades Female Factory. Bonnie also served the Council on matters relating to housing, women and employment, legislation concerning the status of women, and mass media.

In 2002, Bonnie was awarded the Medal of the Order of Australia (OAM) for service to the community, particularly women, through the National Council of Women of Tasmania and Caroline House.

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# FINANCIALS

## **2023 - 2024**

**THE NATIONAL COUNCIL OF WOMEN OF AUSTRALIA LTD**

Annual Financial Statements  
for the year ended 30 June 2024

**NCWA Treasurer's Report – 21<sup>st</sup> November 2024**  
**Annual General Meeting**

**2023-24 Financial Statements**

**Dear Members,**

The NCWA 2023/24 Financial Statements were audited and signed by an independent auditor on 24<sup>th</sup> September 2024. A copy of the 2023/24 Financial Statements is attached.

Key Points

The reported surplus for 2023/24 was \$6,597, which comprises the following:

- Total revenue of \$14,247– primarily relating to membership fees of \$6,585 interest revenue from accounts of \$3,771 and \$3,500 revenue from the 2023 conference.
- Total expenditure of \$7,650– conference expenses (\$3,226), website management and subscriptions (\$336), ICW membership (\$1,343), travel (\$762), insurance (\$1,032) and ASIC fees (\$290).

As of 30th June 2024, the bank balances were as follows:

- Cash at Bank \$56,352 (Bendigo Bank working Account)
- Davey Travel \$21,180 (Account #400)
- Davey Bequest \$59,041 (Account #418)

Yvette Kinkade JP  
NCWA Treasurer

5<sup>th</sup> October 2024

**National Council of Women of Australia**  
**ABN: 46 061 777 937**

**INCOME STATEMENT 30/6/24**

	<b>2023-24</b>	<b>2022-23</b>
	\$	\$
<b>REVENUE</b>		
Conference ticket sales	3,500	10,418
Conference Refund		
Membership Fees	6,585	7,828
Bendigo deposits & refunds	391	80
Revenue in Advance	-	-
Interest (Davey Travel Account #400)	994	9
Interest (Davey Bequest Account #418)	2,771	40
Interest ( Bendigo Bank Account #5311)	5	
<b>Total Revenue</b>	<u>14,247</u>	<u>18,375</u>
<b>EXEPENSES</b>		
ASIC fees	290	596
Accounting		330
Conference expenses	3,226	11,803
Merchant Fees (Humanitix)	-	511
Bank Fees	1	12
Merchant Fees (Credit card)	250	
GST - ATO Payments	-	-
Insurance - General and Directors	1,032	1,016
Equipment	-	-
Office Supplies	-	-
Postage and Stationery	-	53
Printing	-	-
Gifts	411	102
Refund	-	350
Memberships and Donations	1,343	1,269
Subscriptions	-	-
Teleconference and Zoom Meeting	-	-
Telephone Service and Calls	-	-
Web Design and Management	336	488
President's Travel	762	
<b>Total Expenses</b>	<u>7,650</u>	<u>16,530</u>
<b>OPERATING PROFIT/(LOSS)</b>	<u>6,597</u>	<u>1,844</u>

**National Council of Women of Australia**  
**ABN: 46 061 777 937**

**BALANCE SHEET 30/6/24**

	<b>2023/24</b>	<b>2022/23</b>
<b>ASSETS</b>		<b>\$</b>
<b>Current Assets</b>		
Cash on Hand		
ANZ Chq Account	-	-
Bendigo Bank #196075311	56,353	53,522
Investments		
Term Deposit #205504400	21,180	20,185
Term Deposit #205504418	59,041	56,270
Other Assets		
Prepayment		
Receivables		
Laptop	1,243	1,243
<b>TOTAL ASSETS</b>	<b>137,817</b>	<b>131,220</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Creditors		
Credit card		
<b>TOTAL LIABILITIES</b>	<b>-</b>	<b>-</b>
<b>NET ASSETS</b>	<b>137,817</b>	<b>131,220</b>
<b>EQUITY</b>		
Retained Earnings	131,220	129,376
Current Year Surplus (Deficit)	6,597	1,844
<b>Total Equity</b>	<b>137,817</b>	<b>131,220</b>

**National Council of Women of Australia**  
**ABN: 46 061 777 937**

**CASHFLOW STATEMENT**

	2023-24	2022-23
	\$	\$
<b>OPERATING ACTIVITIES</b>		
<b>Cash Received</b>		
Conference Ticket sales	3,500	10,418
Conference Refund		
ANZ Deposits	-	80
Bendigo Deposits	391	
Membership Fees	6,585	7,828
Revenue in advance		
<b>Total Cash Received</b>	<u>10,476</u>	<u>18,325</u>
<b>Cash Used</b>		
ASIC fees	290	596
Accounting		330
Conference expenses	3,226	11,803
Merchant Fees	250	511
Bank Fees	1	12
GST - ATO Payments	-	
Insurance - General and Directors	1,032	1,016
Equipment	-	
Office Supplies	-	
Postage and Stationery	-	53
Printing	-	
Membership and Donations	1,343	1,269
Gifts	411	103
Refund	-	350
Subscriptions	-	
Teleconferencing and Zoom Meetings	-	
Telephone Service and Calls	-	
Web Design and Management	336	488
President's travel	762	
<b>Total Cash Used</b>	<u>7,650</u>	<u>16,531</u>
<b>Net Cash from (used by) Operating Activities</b>	<u>2,826</u>	<u>1,794</u>
<b>INVESTING ACTIVITIES</b>		
<b>Cash Received</b>		
Interest (Davey Travel Account ANZ # 400)	994	9
Interest (Davey Bequest Account ANZ # 418)	2,771	40
Interest ( Bendigo Bank Account # 5311)	5	
<b>Total Cash Received</b>	<u>3,771</u>	<u>49</u>
<b>Cash Used</b>		
<b>Total Cash Used</b>	<u>-</u>	<u>-</u>
<b>Net Cash from (used by) Investing Activities</b>	<u>3,771</u>	<u>49</u>
<b>Net Increase (decrease) in cash and cash equivalents held</b>	<b>6,597</b>	<b>1,843</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>131,219</b>	<b>129,376</b>
<b>Cash and cash equivalents at the end of the reporting period</b>	<u><b>137,816</b></u>	<u><b>131,219</b></u>

## **To the Members of the National Council of Women of Australia Incorporated Limited**

### **Scope**

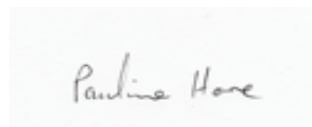
I have audited the financial report of the National Council of Women of Australia Incorporated Limited as set out in the Income Statement, Balance Sheet and Cashflow Statement attached. The National Council of Women of Australia Incorporated Limited committee is responsible for the financial report. I have conducted an independent audit of the financial report to express an opinion on it to the members.

The audit has been conducted in accordance with Australian Audit Standards to provide reasonable assurance whether the financial report is free of material misstatement. My procedures included examination of evidence supporting the amounts and other disclosures in the financial reports and the evaluation of accounting policies and significant accounting estimates. The council's procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with Accounting Standards, other mandatory professional reporting requirements and the requirements of National Council of Women of Australia Incorporated Limited to present a view which is consistent with my understanding of the Council's financial position and the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

### **Audit Opinion**

In my opinion the financial report presents fairly in accordance with applicable Accounting Standards, other mandatory professional reporting requirements and the requirements of the National Council of Women of Australia Incorporated Limited, the financial position of National Council of Women of Australia Incorporated Limited as of 30 June 2024 and the results of its operations for the year ended 30 June 2024.



Pauline Hore JP(ACT); CPA  
20 Ross Smith Cres  
Scullin ACT 2614  
24 September 2024

**THE NATIONAL COUNCIL OF WOMEN OF AUSTRALIA LTD**

**NOTES TO AND FORMING PART OF THE ACCOUNTS**  
**AS AT 30 JUNE 2024**

**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 corporation 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 Corporations Act 2001 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.

**(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 AUSTRALIA LTD**

**STATEMENT BY THE EXECUTIVE COMMITTEE**

The Committee has determined that the corporation is not a reporting entity and that the financial statements have been prepared pursuant to the provisions of the Corporations Act 2001 and in accordance with the accounting policies 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 AUSTRALIA LTD.
- (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 2024 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

Treasurer:      Signature   
Print Name Yvette Kinkade JP

Dated the 16<sup>th</sup> day of October 2024.

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# RESOLUTIONS **2024**



## **RESOLUTION ONE**

### **Deepfake Prevention**

The National Council of Women of Australia urge the Federal Government to: Integrate gender responsive standards at every stage of AI development and deployment, ensuring that AI systems, including those capable of creating deepfakes, do not perpetuate harm, exploitation, or violence against women.



## **RESOLUTION TWO**

### **Ethical AI Guidelines**

The National Council of Women of Australia urge the Federal Government to: Develop and adopt ethical gender responsive AI guidelines with a gender lens. It is critical to integrate gender-responsive standards that ensure the impacts on women and girls are considered at every stage of AI design, development and deployment.



## RESOLUTION THREE

### **Gender Equity in Technology**

The National Council of Women of Australia urge the Federal Government to: Foster a technological landscape that is ethical, transparent, and equitable for women ensuring that technological advancements contribute positively to society, maximising perspectives of women and girls during the design and implementation stages.



## RESOLUTION FOUR

### **Introducing a Seniors Dental Benefit Scheme as soon as possible**

The National Council of Women of Australia urge the Federal Government to: Improve oral and dental health outcomes for older people in Australia by introducing a Seniors Dental Benefit Scheme as recommended by the Royal Commission into Aged Care Quality and Safety, and that a timeline for this be developed as soon as possible.



## RESOLUTION FIVE

### **Women's Economic Sustainability must start in the Early Years**

The National Council of Women of Australia urge the Federal Government to: provide funding for schools to take a transformative role in challenging gender stereotypes, beginning in the early years, and directly support girls to maintain participation in STEM (Science, Technology, Engineering and Mathematics) across all levels of schooling.

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CONSTITUENT  
COUNCIL REPORTS  
**2024**

# NCWNSW ANNUAL REPORT

by Yvette Kinkade

President - National Council of Women of NSW Inc

## LEADING WITH VISION, INSPIRING SUCCESS



I am pleased to present the National Council of Women of NSW's Annual Report 2023-24. It has been a year of growth and achievement, and this report reflects our collective work and commitment.

My first year as President has been one of learning, one of change and more importantly, one of success. My vision upon commencement was to strengthen our impact on and for our community, increase membership across all ages, explore new avenues and drive positive change.

This transition begins from within, and we undertook a digital journey to embrace transparency and collaboration that included the adoption of cloud-based accounting software, XERO, Microsoft SharePoint and an easy to use minute-taking tool, MinuteMe. We have digitally surveyed members, updated the website and reinvigorated our templates and branding to deliver a consistent message. This exciting technology shift has rejuvenated NCWNSW and directly impacted membership with a 30% increase of new members this year.

I have participated in a range of advocacy and activities that include representation with NSW Government, with extensive participation in digital inclusion workshops and a crowdsourced social research project exploring experiences of safety perceptions of women across Sydney.

We worked alongside local Councils, and I have led workshops for Seniors with the City of Sydney and convened and engaged in Year 11 and 12 roundtables with Kur-ring-gai Council.

I was honoured to speak on gender equity and STEM initiatives inspiring students in years 7-12 at two metropolitan schools.

I have participated at our Affiliated Organisation's events reiterating our commitment to women across the state and supporting those working to address the gender pay gap, domestic and family violence, homelessness, international peace and learning English.

Our continued work as a Proposing Organisation for the Department of Home Affairs for Afghan refugee women-headed households has been

ongoing through meet ups and support. Our work as one of the twenty organisations chosen to empower migrant and refugee women with digital skills through the Digital Sisters Program has been completed and we have continued our involvement with Keeping Women Out of Prison (KWOOP), a sub-fund of the Sydney Community Foundation, with members working on the committee toward the goal to reduce women's incarceration.

Our submission to Liquor and Gaming NSW ClubGRANTS Review made recommendations to address gender equity and equal representation of women in the grant allocation process and we supported a proposed poker machine tax reform put forward by Wesley Mission's in their gambling reform campaign, "Putting Pokies in their Place."

We welcomed passionate and informed speakers in Professor Jean Pedersen from the USA, sharing her NCWNSW research and research and history from the earliest of days.

We heard from dynamic women in STEM in Deputy Commissioner, NSW Fire & Rescue NSW, Megan Stiffler and Casey Sayers, Managing Director of Nu Projects, a 100% Indigenous female construction company. We enjoyed Dr. Briony Scott's impactful and inspiring keynote, it left a lasting impression indeed, filling the room with positive energy and Journalist and Crusader for Consumer rights, Helen Wellings, shared highlights from her impressive career that included insights into life in the public eye.

We recognised and celebrated the achievements of twenty- three remarkable women aged 90 and over, each a beacon of an unwavering commitment to their communities at the Jean Arnot Recognition Awards. We recognised young women as future leaders in their schools and communities at the Dame Marie Peace Awards. We showcased and encouraged further research of outstanding women scholars in the late undergraduate and postgraduate years at the Celebrate Being Australian Awards. All events were held at Parliament House and were well attended and well received.

I would like to extend my heartfelt thanks to the Executive Committee for their dedication this year. Your commitment to tackling our ambitious agenda has been invaluable. I appreciate each of you for your efforts in honouring our history while staying relevant to the women of NSW, both now and in the future.

A enormous thank you to all NCWNSW members for their continued support and encouragement in pursuing a period of change and new opportunities this past year.

Lastly, gratitude to my family for their unwavering support and encouragement, this has been instrumental in my ability to serve.

# NCWQ ANNUAL REPORT

by Sandy Smith

President - National Council of Women of QLD



## Reflection

Installed as President November 2023 my initial address included a focus on actively involving members. No time was lost as the new Management Committee met in December via zoom

and in January for a face to face meeting reflecting on the past year and planning the year ahead based on those learnings.

January saw members engaged in a survey to identify areas of interest and priorities. The results of the survey informed the way forward.

March saw NCWQ partner with the United Services Club for an International Women's Day event where funds were raised to support the Bursary Program. A discussion panel focused on Women's need for economic independence.

## New Approach to Advocacy

My vision of forming Advocacy Hubs was realised. Actually we formed an Advocacy Hub which includes members, Advisors and Committee Members with the provision to consult outside of the organisation. Our first task was to write a formal response to the Australian University Accord. A letter was submitted to the Federal Minister for Education Jason Claire MP, Queensland Ministers and Shadow Ministers advocating for a change to HECS Indexation and introduction of paid placement for students who undertake compulsory work experience. A copy of the letter is included in this publication. The recent announcement by the Government to change the way student debt is indexed and the introduction of paid placements were pleasing outcomes impacting thousands of students. We also took the opportunity to request training for women to return to the workforce after extended leave and were pleased to be informed by Shannon Fentiman MP Minister for Women that the Office of Women's budget includes free courses for women returning to work after extended leave. What a great start to our Advocacy Hub journey. Special thanks to our Advisors who guided us in providing an evidence based approach.

## Connection

Monthly updates have allowed me to keep members informed about state, national and

international news. New members were welcomed in May with a reception at the Knowhere Restaurant in the city. New members were presented with lapel pins and invited to join the Advocacy Hub and/or the Bursary Team and the Bimonthly meetings via zoom.

Bimonthly zoom meetings have seen members joining us to listen to guest speakers. Topics included changes to legislation for not-for-profit organisations, the I'm Safe app, changing the culture to address Domestic Violence, The Women and Girl's Health Strategy and Economic Independence of Women.

## Education

The NCWQ Bursary Program saw thirty-five bursaries on offer from year 12 students about to embark on Tertiary Education to post grad. Details can be found in the E- Yearbook accompanying the Annual Report. The online application process went live on April 15th and closed on June 3rd which was earlier than usual to take advantage of the Uni break. The Bursary Team, some of whom are past Bursary Recipients lead by Kathy Cavanagh raised awareness of the program and considered the applications. Recipients were presented with their Bursaries on 20th July at the Women's College followed by the President's Luncheon. Special thanks to Isabella Logan and Priya Verdi-Hero 2023 Bursary Recipients who assisted with the Presentations. Prof Susan Moloney Head of Paediatrics Gold Coast Hospital was the motivational speaker at the President's Luncheon along with Past Bursary Recipient Netta Finney who shared how the Bursary assisted her to complete her studies. I was pleased to be able to acknowledge all of the leaders in the room past and present and to welcome the Bursary Recipients as future leaders. My address focused on building on the legacy left by our former leaders, some of whom were present on the day.

The NCWQ Bursary Program application process is now online. Thank-you Kley for volunteering hundreds of hours of your time and skills to bring us into the digital age. After five years Kley will be stepping away from the Webmaster position. In an effort to make management of the website easier, it is a priority for the website to be reconfigured. Thank-you Ronda for stepping up to assist with this, to Cheryl who will step into the Webmaster role and to Netta for offering to assist Cheryl with the website and Social Media going forward. I am pleased that this year for the first time we have been able to produce the E- Yearbook and Annual Report in house and entirely by the wonderful women on the team.

The Bursary Program relies on Sponsors to provide the Bursaries and the members of Team Bursary to

consider the applications. It was a pleasure to invite them to the Reception to support NCWQ by our Patron, her excellency the Governor of Queensland along with members and delegates for our Affiliate Organisations to be held on September 19th at Government House. It is very generous of our Patron Her Excellency Dr Jeanette Young AC PSM to support us in this way and to acknowledge the advocacy work we are doing and have done in the past.

### **Nationally**

As the President of NCWQ I hold a position on the Board of the National Council of Women of Australia (NCWA) The Pacific National Council Forum instigated by NCWA President Chiou See Anderson saw women from Australia, Pacific Islands and New Zealand connecting and sharing perspectives relating to challenges impacting women and girls. Common ground was reached and insights shared relating to the care economy and women's Health impacted by climate change and financial challenges. NCWQ was well represented at the Forum with members of the Advocacy Hub and Management Committee participating on the day and others taking advantage of the recording.

### **Highlight**

The briefing provided by Managers Lisa Mc Arthur-Daly and Shellee Valentine about the recently released Women and Girl's Health Strategy by Queensland Health was thought provoking and gave the Advocacy Hub members some direction going forward. It was my pleasure to meet with our Advisors Des Taylor and Dr Pat Pepper and to welcome Dr Jeni Wellington as the new Advisor for Health. Jeni will lead the Advocacy Hub in a response to the Strategy.

As I reflect on the past months I realise the many achievements would not have been possible without the dedication of the Management Committee who have stepped up, multitasked when needed and supported me to reach out to members and make things happen. I wish Ramona Mc Gregor all the best as she steps down from the Committee to embark on the wonderful motherhood journey. Ramona served as Treasurer prior to becoming Vice President this year. Ramona provided leadership in the Education Series which focused on Estate Planning and promoting economic independence of women and has been able to step into any role I have asked her to do. You will be missed. Hopefully, we will see you back and involved again in the future. I also wish Dana Voyle all the best as she steps away from the Honorary Secretary position. Dana has brought with her a wealth of knowledge in Microsoft and Google Suites. Thank you Dana for being prepared to stay involved to assist in

the transition. I have appreciated Dana's eye for detail and her assistance with putting the finishing touches to correspondence.

### **In closing**

As a State organisation we have taken the opportunity to reach out utilising zoom, the website, social media and events so that members can connect with us. The message I want to leave you with is to encourage you to step up, to be involved, to put yourself forward. We can not achieve our goals of education, advocacy and economic independence for all women and girls without your involvement.

# NCWSA ANNUAL REPORT

by Fiona Dorman

President - National Council of Women of SA



The National Council of Women SA (NCWSA) is dedicated to advocating for women's rights as human rights and amplifying women's voices in decision-making. Operating entirely through volunteers, NCWSA

focuses on grassroots representation. In 2024, NCWSA conducted a member survey identifying key priorities, including women's involvement in decision-making, economic security for older women, public and social housing needs, climate change impacts on women and girls, and the effects of poverty.

In July 2023, the organisation welcomed Dr. Sanjuga Vas Dev, the Director of the Office for Women, as Guest Speaker who emphasized the importance of gender equality and violence prevention in her work. Her extensive experience in various state government roles and her international consultancy work showcases her commitment to advancing women's rights.

The meeting also featured Samson Selladurai, the founder of the "I'm Safe" app, designed to walk with women experiencing gender-based violence. The app provides safety features by sharing users' locations with trusted contacts in emergencies.

In August 2023, a number of NCWSA members heard award-winning journalist Stan Grant as he presented the Rex J. Lipman Oration at St Peter's College, and at the NCWSA Council meeting, Rachael Pearse from Uniting Communities, shared insights on improving intervention orders for domestic violence victims. Domestic and family violence remains a critical focus for NCWSA.

A joint event with the Multicultural Communities Council SA in September 2023 addressed women's health, particularly osteoporosis, featuring experts in exercise physiology and dietetics. Later that month, NCWSA members participated in a workshop on the criminalisation of coercive control, enhancing understanding of this pressing issue.

October 2023 marked NCWSA's Annual General Meeting, celebrating past achievements and welcoming new executive members. Members also attended the National Council of Women of Australia AGM in Sydney, fostering collaboration across state councils.

In November 2023, the President's Reception highlighted the contributions of women's organisations in Adelaide, with a focus on community support. NCWSA also participated in the Women's Expo organized by the Zonta Club of Adelaide Hills, promoting their initiatives and sharing vital resources with the public.

January 2024 opened with a tribute event honouring 71 women who lost their lives to violence in 2023. The February Council meeting, hosted by Power Communities Ltd at the Port Adelaide Football Club, featured Erfan Abidi discussing the challenges faced by girls in Afghanistan, reinforcing NCWSA's commitment to global advocacy for women and girls. We were proud to share this opportunity to hear from Erfan with 90+ attendees.

The NCWSA annual Member Survey in early 2024 sought to refine NCWSA's advocacy priorities, recognising the diversity of concerns among volunteers. NCWSA members also attended a poignant commemoration of the Bangka Day Massacre, honouring the contributions of Australian Army Nursing Sisters.

March 2024 included participation in International Women's Day events and presentations by Dr. Kiera Lindsey on the importance of documenting women's histories in South Australia. NCWSA intern Grace Tsimbiko contributed her research findings on women's representation in media, highlighting ongoing disparities.

In April and May 2024, NCWSA reviewed its Position Statements and celebrated History Month, honouring past members' contributions to the organization. The June "Road to Equality" Forum addressed the State's Equality Blueprint and strategies for advancing gender equality.

Throughout 2024, NCWSA continued its commitment to supporting women, culminating in the Ruth Gibson Memorial Award presentation, which recognised the achievements of three outstanding women in various fields at a ceremony at the City of Adelaide Town Hall hosted by NCWSA Patron, the Right Honourable Lord Mayor, Dr Jane Lomax Smith AM.

NCWSA remains steadfast in its mission to advocate for women's rights and ensure their voices are integral to decision-making processes, working tirelessly to address gender equality across multiple facets of society.

# NCWV ANNUAL REPORT

by Elida Brereton

President - National Council of Women Victoria



The National Council of Women Victoria Inc (NCWV) report for 2023-24 includes reports of events and meetings and hard work done by so many of our members --- all volunteers - to enhance our knowledge about

the challenges faced and opportunities for, the wellbeing of, women and girls. The Report covers NCWV activities between July 2023 and June 2024 and I thank all those who have been heavily involved in the work done, and who have contributed to this Report, for your commitment and your gift of time and talents to NCWV.

This is my first report as President and from July to September last year Ronniet Milliken was continuing as our most capable and hardworking President, in her third year, and I cannot thank her enough for the assistance, knowledge and wisdom that she has shared so generously with me. The first half of this report therefore reflects on her strong leadership and commitment.

National Council of Women Victoria monthly Council meetings have been largely conducted via ZOOM but where possible we have gathered to share key events in our calendar. Sadly our meetings of Individual Members did not occur as hoped but all members were included in the Council Meetings. The speakers who presented over the past 12 months reflect the interests and at times concerns of NCWV members.

As an a-political and secular organisation we have been more restrained in some key events than I would have liked, but the tragedies continuing in Ukraine and from the atrocities of October 7th 2023 in Israel and now in Gaza, have not been ignored, and on behalf of NCWV I issued a statement regarding our deep sympathy with our Ukrainian and our Jewish members and the desire of NCWV that influential world leaders would assist actively in the reaching of peaceful solutions that do justice to the innocent victims in Ukraine, Israel and Gaza.

The 12 months covered here include other highlights, including the 2023 Annual My Vote My Voice inter-school debate held in Parliament House last August and organized so well by Vice-President Pam Hammond, where the topic for the students related to the barriers to human rights

and how to overcome them. It was a joy to see so many students, supported by teachers and family and friends, enjoying the freedoms of speaking in the glorious Upper House and listening to each other so well. It was also good to share this event with many NCWV members. On December 12th the President of the League of Women Voters Victoria, our own Dr Deborah Towns OAM, invited some of us to visit Parliament House with dual members Dr Pam Williams OAM and Sheila Byard OAM and others, to pay tribute to former dual member and suffragette Vida Goldstein whose plaque lies in the Parliamentary Gardens. In November a group of eight of us represented NCWV at the annual NCWA Conference in Sydney and had the pleasure of meeting the Governor-General, General David Hurley and his delightful wife Linda Hurley, the Patron of NCWA, in magnificent Admiralty House on the north shore of Sydney Harbour. The conference was almost overshadowed by the reception with the Vice-regal couple!

On August 30th 2023 then President Ronniet and I were guests of ALGWA –the Australian Local Government Women’s Association—at the Sealife Aquarium, and we met female mayors and CEOs etc as prized Bursaries were awarded from what seemed to be strong fields of young and older women. Ronniet had been a member of the judging panel for the awards and her job was not easy, given the high-quality field.

On September 6th as part of Women’s Health Week in Victoria, NCWV, through member Prof. Cassandra Szoeki, held a workshop with a focus on major health issues facing women. There was quite a good attendance and Cassandra showed why she is so highly regarded in academic circles as a pre-eminent expert in women’s health. On November 14th the NCWV end-of-year Luncheon was held, again at William Angliss Restaurant, and with just under 70 members and friends in attendance. The meal was well-prepared and enjoyed and our guest speaker, former Maths teacher Heather Burge, really impressed us with her illustrated talk about riding her bicycle, alone, from Beijing to Istanbul, then, after returning home for the birth of grandchildren, in 2024 riding her bicycle from Iran to Paris. Her stories were fascinating and unique.

The 2024 NCWV Pioneer Women’s Memorial Garden celebration on January 22nd was organised by our indefatigable Vice-President Pam Hammond, assisted by members of her family and with the support of the Executive. The theme of our 63rd Pioneer Women’s celebration was Women in Sport, which was highly relevant given the 2024 Olympics were to be held later in the year, and the attendance was good, enhanced by a children’s choir from the Jiayuan Music School who sang the National

Anthem. Pam also organised good weather for those present!

The Geelong Branch of NCWV continues to be active and supportive. I thank them and their excellent Branch President Alex Jeffrey. There was a large contingent of non-local NCWV members at the Annual Geelong Luncheon again this June and the St Mary's FC Pavilion was a perfect venue for the 90 or so attendees. Guest speaker Professor June Kane spoke about her incredible life and career all over the world, with a focus on preventing the exploitation of children. Alex Jeffrey is stepping down from her role as Branch President and Nonie Crozier will be taking on this role. Many thanks go to you Alex for your enthusiastic and effective leadership and your work as President has been much appreciated by me, and I am sure, by us all.

In November 2023 at the ICW-CIF Conference held in the Philippines at Manila, NCWV was represented by Elisabeth Newman AM (Advisor and Mentor to ICW-CIF), Prof Cassandra Szoeki, Hean Bee Wee AM, and Tracey Ahern. We congratulate our delegation for their active involvement in ICW-CIF and for their attendance in Manila.

Over the 2023-2024 period of this Report some of our members have received awards, and we acknowledge the following members: Honorary Life Memberships for exemplary service to NCWV were awarded in 2023 to Pam Hammond and to Barbara Brown, and we congratulate them warmly for their fine work for NCWV. In Manila Elisabeth Newman was awarded the ICE-CIF Volunteering Award for her 23-year involvement and work for our international body. Anne Parton was placed on the Victorian Honour Roll of Women for being recognized as a "local champion" in her service of others. We congratulate these members.

Sadly, Janet Galley OAM, former President (1992-94), Secretary, Convenor of the Individual Members, Honorary Life Member and archivist, died last September. I was one of the NCWV attendees honouring her at her funeral. Janet was a strong, loyal and reliable contributor to NCWV and is missed. We have also lost some longtime and loyal members, fortunately not to death but to retirement from NCWV, in particular Malvina Malinek OAM, Nina Richwol, and we thank them and all retirees from NCWV for their commitment to the work of NCWV.

NCWV Patron in Chief the Honourable Linda Dessau AC completed her term as Governor, and our Patron the Right Honourable Lord Mayor Sally Capp AO also stepped down during the past year. We were pleased when the new Victorian Governor Her Excellency Professor the Honourable Margaret Gardner AC agreed, to become our Patron-in-Chief. This patronage is a great compliment to NCWV.

Ms Gardner was the Vice-Chancellor of Monash University so brings an educational perspective to her role. We await the election of the next Lord Mayor later this year.

In my role as President I have attended [virtual] NCWA Board meetings and wish National President Ms Chiou See Anderson the best as she steps down in November. NCWA approved and endorsed a major submission from NCWV, produced by our Health Advisor Prof Cassandra Szoeki and addressing a Senate Standing Committee on Community Affairs hearing related to Menopause and Perimenopause. This submission was deemed worthy enough to be given a hearing and we are proud that this advocacy for women and their "invisibility" in terms of targeted funding etc has been heard at the highest level. Pam Hammond and I attended the Associations Forum in November, and Guosheng Chen and I met a delegation of women from the Anhui Women's Federation, China, in June at RMIT, in Victoria to assess ways in which women's health can be a high priority of governments. Anhui Province has a population of "only" 66 million people I was delighted to be a guest at the AGM of the thriving Australian Asian Businesswomen's Association, which is an organisational member of NCWV. The Executive members of NCWV held a strategy planning day in May at the home of Guosheng Chen, and we are pleased that our website is now much more professional and relevant -thank you Tracey Ahern in particular.

It is always sad to lose office-bearers from this wonderful and busy organisation, but we are all volunteers, as were the women who held key roles in NCWV from 1920, and we know that others step up. However, I want to thank some by name: Dr Deborah Towns OAM stepped down as Convenor of the Standing Committee last September, Elisabeth Newman AC completed her time as Convenor of Individual Members also last September, and Deanne Baptista, our Treasurer from the last AGM left us in April 2024 because of family commitments. This AGM we are losing Tracey Ahern as our Secretary, and Elisabeth Newman as Social Issues Advisor. I want to thank those named above for their hard work and generous sacrifice of time for NCWV but am pleased that they are remaining a members. We are pleased to welcome long-time member Sheila Byard OAM who was appointed as Convenor of the Individual Members at their recent AGM, and look forward to hearing about their activities.

Finally, I want to thank all who hold key roles in NCWV, including our Convenor of the Standing Committee Robyn Byrne OAM, and all of her faithful Advisors, covering so many of the aspects affecting women and girls; Treasurer Hean Bee Wee AM who

assisted Deanne Baptista until April then accepted the role –again; President Ronniel Milliken who completed her three-year term in September 2023 and who led NCWV so well, and then as Immediate Past President, despite personal grief and major surgery, has been outstanding in supporting me and the Executive, especially when our Secretary Tracey was taken away by family matters; Vice-Presidents Pam Hammond and Guosheng Chen for their faithful work and wisdom; Pam Hammond for her outstanding leadership roles in our Pioneer Women’s Garden and My Vote My Voice events, and particularly for her excellent and hard work in producing our Newsletter every month; Secretary Tracey Ahern for her commitment, hard work and skill, who will be missed as she steps down from this role; and all of the Executive, including

June Anderson in 2023. You have all ensured that despite the lingering bad effects on meetings of the Covid lockdown, that NCWV continues to be relevant as a major umbrella organisation of women’s associations.

This Annual Report has been formatted and edited by Pam Hammond and I do thank her for this significant task. At this time however, we need more assistance, and we are hoping to gain the hearts of new or “old” members who will take on roles vacant at the moment. I am delighted that we have quite a few new Individual Members and we welcome all who are interested in our work. We look forward to seeing you face-to-face in future meetings and celebrations. Let us all help to make NCWV more vibrant and relevant -- and we can!

## NCWACT ANNUAL REPORT

by **Caterina Sullivan**

**President - National Council of Women ACT**



Despite our small membership we have continued to support women in the ACT. We have reviewed the ACT Women’s Action Plan, and identified a number of areas where the plan or its implementation falls short and called

Government to task over those issues. The issue of homelessness is an issue of primary concern. The ACT Government has disposed of a lot of social housing, thus forcing these residents into the private housing market. The rents in these properties are particularly challenging for women and families. NCW ACT has been particularly concerned about the level of domestic violence and the lack of resources to assist and support women and families experiencing this. Lack of affordable housing is particularly challenging for women wanting to escape domestic violence. NCW ACT has expressed its concern over the failure of the ACT Government to legislate to include a definition of coercive control in the domestic violence legislation.

Other issues we have addressed include the lack of services for women’s health issues such as endometriosis and reproductive problems in the ACT, the poor state of footpaths, and their non-existence in many streets, which make walking unsafe for mothers with young children and for the

elderly, and lack of support for women to train in nontraditional roles.

On a broader front we have continued to push for action on climate change and preventive health action, especially through improved nutrition.

NCW ACT has for the past several years had a declining membership. We are aware that a number of women’s organisations in the ACT have also experienced declining membership and several folded due to lack of members. To address our declining membership we have made contact with girls at a college level and other organisations in Canberra, especially migrant women. We are hopeful that these efforts will increase our membership. We are aware that our lunchtime meetings make it difficult for members to attend and may be a deterrent to some women joining us. We will trial an evening meeting during the summer.

# NCWT ANNUAL REPORT

by Dorothy Kelly

President - National Council of Women Tasmania



NCWT is a non-party political, non-sectarian, not-for-profit, umbrella organisation with humanitarian and educational objectives whose purpose is to empower women and girls. 2024 will be an interesting

year with an increase to 35 seats in the House of Assembly. The fact that it will be a minority Government could also mean turbulent times ahead. We are looking forward to following up with new Ministers on topics of interest to NCWT that has not been possible so far this year.

NCWT was very surprised when the Federal Government approved the use of vapes as a way to reduce cigarette addiction. The Secretary has expanded on vaping in her report. Late last year a number of members participated in consultative sessions run by Women Tasmania covering women's equity in Tasmanian society. We look forward to the outcomes being released.

We are all aware of ambulance ramping and the consequences of ramping. Another area of concern is for patients who are required to travel long distances to a major hospital for treatment. Patients requiring transport to Hobart for treatment are out of pocket a considerable amount even when volunteer drivers are used to transport them. More financial assistance is needed to ensure those that require it are able to attend vital medical appointments.

With the shorter year we have had a reduced number of guest speakers. However, we were fortunate to have Judi Richardson from Holyoake and Janet Saunders from the Hobart Women's Shelter. Both organisations are vital in the community and there is an urgent need to increase services but obviously finances dictate what can be provided. The State Budget hopefully may have some good news.

The Hobart Women's Shelter "Buy a Brick Campaign" will be ongoing to build housing for those families fleeing domestic violence. NCWT members appreciate speakers giving of their time to speak to us. One issue of relevance, in particular to older residents who do not have access to the use of apps on their phones to access bank accounts, energy accounts, airlines and other businesses.

Organisations are expanding the use of these apps to forward bank statements, accounts and other information instead of mailing them to customers. Many older people do not have up to date computers or smart mobile phones and as a result they cannot access these apps. This leaves them at a distinct disadvantage and they are discriminated against. Telstra has deferred changing from 3G to 4G for several months to allow customers to upgrade their mobile phones.

Business need to take into account not all customers can afford to have the relevant up to date equipment to access apps and should make concessions on their behalf. The Federal Government has announced those who are required to participate in work placements for up to 1000 hours to obtain their degrees will receive some funding. The amount is \$320 per week for 10 hours. It is means tested and if they live at home or have a partner that would rule out any assistance. The assistance will come into force mid 2025. Students will still be required to pay HECS.

## 125th Anniversary of NCWT

NCWT will celebrate in 2025 the 125th Anniversary of our formation in 1899 by Emily Dobson. Decisions will be made at a later date on celebrations to honour the anniversary.

The background of the page is an abstract composition of flowing, wavy lines in various shades of purple, from deep violet to bright magenta, set against a dark, almost black background. The lines create a sense of movement and depth, resembling liquid or smoke. The overall effect is modern and dynamic.

NATIONAL  
COORDINATOR REPORTS  
**2024**

The following report has been compiled with consultation of as many states/territories as possible. Some states/territories do not have advisors or have not been contactable so there are no reports provided for those States. Therefore, only states or territories that have provided information or had information publicly available is included in this report.

## WOMEN'S WELLBEING REPORT

### Women's Wellbeing Adviser

**Dr Wendy Abigail**

**National Council of Women South Australia**

*PhD ('12), RN BN (Hons, 1st, '06), GCED (Higher ED, '12) GCHHealth (Diabetes, '01), FPA Cert.,('93)*

Women's health is multifaceted, encompassing physical, mental, and social well-being. Ensuring access to quality healthcare, reproductive health services, mental health support, and preventive measures remains crucial for women in South and continue to be nominated priorities by NCWSA members.

Women in South Australia continue to face risks related to sexual harassment and domestic violence. Policies, funding, and community awareness campaigns are essential to combatting violence and supporting survivors. The National Council of Women South Australia has actively participated in domestic violence awareness campaigns including social media contributions, holding the 'Road to Equality' forum in June, rallies at Parliament House and participating in the 16 Days of Activism awareness campaign.

Access to reproductive healthcare remains a political issue. The NCWSA continues to advocate for comprehensive reproductive rights to ensure that women have control over their reproductive choices which is fundamental to their health and autonomy.

Mental health remains a critical concern where further advocacy is needed to prioritize mental health support for women. This includes advocating for appropriately qualified experienced staff at centres that are easily accessible, affordable so that women receive timely and appropriate care.

In summary, South Australia faces challenges related to gender equity in healthcare, mental health, reproductive rights, and violence prevention. Advocacy, research, and policy changes are necessary to create a more equitable and supportive environment for women's health in South Australia.

## ENVIRONMENT REPORT

### Environment Adviser Queensland

**Pat Pepper**

As part of National Council of Women Queensland, advocacy in the Environment space, Pat Pepper reported on the "transition towards net zero with renewables which could be underpinned by reliable baseload power, on demand power and storage. It is concluded that comprehensive feasibility studies are needed to assess, on merit over a long time run, mixes of power sources for generation, storage and transmission to end user, considering the benefits, limitations and costs with different mixes. For generation renewables (wind, solar) could be underpinned by reliable baseload power (nuclear), on demand power (gas in the short term, pumped hydro) with storage e.g. hydrogen, lithium batteries. End of life disposal of components would need addressing.

As a matter of urgency, bipartisan support be sought for developing a successful energy transition that includes a mix of renewables underpinned by reliable baseload power, on demand power and storage."

### Environment Adviser

**Australian Capital Territory & National**

**Wendy Rainbird**

The National Council of Women Australian Capital Territory wrote to the Australian Capital Territory Director General of Community Services Directorate regarding the "Short Term Homelessness in the ACT". The National Council of Women Australian Capital Territory is aware of many programs aimed to assist women with homelessness. For example, in the ACT, a Coordinator General for Housing has been appointed, and the ACT Government's Growing and Renewing Public housing Program is delivering over \$1 billion over 10 years. At least 400 more public houses, and 1,000 that are modern and efficient to improve the quality of life for tenants. (ACT Women's Plan 2016-2026)"

Wendy Rainbird as ICW Habitat Adviser reported to the International Council of Women in many reports on housing and homelessness. One report was on global homelessness and included: "The problem of homelessness knows no barriers and countries all over the world struggle to combat this awful problem."

"In almost every city on the planet, people can be observed sleeping on the streets, on park benches or elsewhere. This is because homelessness affects people of all ages, sexes, races, and backgrounds,

and is among the most obvious examples of poverty, prejudice, and inequality." Although hard to track, the number of homeless people increases each year, with few countries being an exception to that. The United Nations has documented that there are around 1.6 billion people residing in poor housing worldwide, with around 15 million being forcibly evicted each year."

Further to this National Council of Women Australian Capital Territory reported on an Australia Institute Webinar about the crisis of housing affordability and how policies have affected the crisis.

The National Council of Women Australian Capital Territory also reported on the Wentworth Group of Concerned Scientists "Blueprint for Repairing Australia' Landscapes." The Blueprint is the most comprehensive assessment of its kind and demonstrates that it's possible to repair Australia's degraded landscapes – our soils, inland waters, native vegetation, threatened species and coastal environments – while boosting economic productivity and sequestering carbon in landscapes.

## HEALTH REPORT

### **Nutrition and Health Adviser Australian Capital Territory Wendy Gray**

During the reporting period, Wendy Gray has reported on the ill-health effects of ultra processed food, and of sugary drinks. The National Council of Women Australian Capital Territory wrote to the Federal Minister for Health stating:

"The National Council of Women in the Australian Capital Territory, has researched and written a summary of the British Medical Journal paper about a meta study of the ill health effects of ultra processed food (UPF). Ultra processed food encompasses a broad range of ready to eat products, including packaged snacks, carbonated soft drinks, instant noodles, and ready-made meals. These food products are composed of chemically modified substances extracted from foods, along with additives to enhance taste, texture, appearance, and durability with minimal to no inclusion of whole foods."

"The range of adverse health outcomes including mortality, cancer, mental, respiratory, cardiovascular, gastrointestinal, and metabolic health outcomes have been studied."

"The National Council of Women in the Australian Capital Territory, recommend urgent mechanistic research and the development and evaluation of comprehensive population- based and public health strategies, including government led policy

frameworks and dietary guidelines, aimed at targeting and reducing dietary exposure to ultra-processed foods for improved human health."

In addition to looking into ultra processed food Wendy Gray also attended the National Dietitians Conference in August, in Brisbane. The conference covered a variety of different topics, including that "we all need value-based healthcare. Dietitians will give you evidence-based information. The future of healthcare includes personalised medicine. (for treatment and prevention). For better cost/benefits we need to think of value -not just efficiency. Noting that for every \$1 spent on prevention, 14 dollars are produced. The conference covered further discussed that Medical & Paramedical Professions need to share more information and use AI appropriately to allow for better health tracking.

From an environmental perspective the conference highlighted that we need to reduce ALL waste -especially food. Including the need for mandatory labelling of foods, as well as the need to include more legumes, wholegrains, fruits and vegetables into diets.

As a country we especially need to improve the 'Meal Experience' in many Retiring villages. The Commonwealth Government have recently given an extra \$10 towards foods due to Maggie Beer's recommendation.

### **Health Adviser Queensland Dr Jeni Wellington LRCPI LRCSI MB BCH BAO.**

Queensland joins New South Wales with coercive control laws April 2024 - This move by the Queensland Parliament is a massive step in the right direction to support the mental health of Women and Girls who are the recipients of the majority of domestic violence orders (DVOs) in Queensland. 77% of DVOs are aimed at safeguarding women and 73% of perpetrators identified as male. Coercive control will be a criminal offence in Queensland from 26 May 2025.

Queensland increases the limit on financial assist offered through Victims Assist for victims of domestic violence to \$120,000 November 2023 - The Attorney-General and Minister for Justice and Minister for the Prevention of Domestic and Family Violence, the Honourable Yvette D'Ath released a statement reporting a major increase in assistance to victims of crime passed by parliament. The Reform package to better support victims of crime and their families increased the maximum financial assistance for primary victims from up to \$75,000 to up to \$120,000. Victims of sexual violence will also be eligible for greater payments, with special assistance increasing across all categories.

In August 2024, National Council of Women Queensland, was privileged to welcome two Managers for the Unit that developed the Queensland Women and Girls' Health Strategy – Lisa MacArthur-Day and Shellee Valentine - for an official briefing. The research that preceded the development of the Strategy was integral to informing the actions needed to meet the WHO Health Equity Goals for the priority communities: First Nations women and girls, culturally and linguistically diverse (CALD), women and girls with disability members of Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ+) communities, women and girls living in rural and remote areas, women and girls in contact with the justice system, including women in custody. It is our intention to submit a response to the Strategy. Our Advocacy hub is still in the process of reviewing the research that went into developing the Strategy before we look at the Strategy itself. We should be better equipped to consider the initiatives eventuating from the outcomes published in the study. The report included a statement of nearly \$250 million of new investments over the period to 2027-28 to address health inequity for women and girls. The Government is anticipated to spend more than \$1 billion over the next 5 years on women and girls' health and wellbeing programs in addition to new services to better meet their needs. We welcome this much needed funding into the Women and Girls' Health sector and look forward to supporting the initiatives.

**Health Adviser Victoria**  
**Professor Cassandra Szoek**

The National Council of Women Victoria made a submission to the Victorian Enquiry on Women's Pain. National Council of Women Victoria also took part in the City of Melbourne Women's Health Week Event in September 2023.

**Health Adviser NCWA**  
**Professor Cassandra Szoek**

It is a pleasure to present the Annual Report 2023-2024 as Health Advisor for the National Council of Women Australia. It is a very exciting time in Women's Health with opportunities to significantly improve the lives of women nationally for the first time in a generation. The new National Women's Health Policy is being rolled out with several calls for submissions into how best to improve the inequities now acknowledged in women's health.

Over the last twelve months at a national level, the Health team have been working towards ensuring women's health issues are being heard. In March 2024 the National Council of Women

Australia made a submission to the Senate inquiry into perimenopause. NCWA's submission has been published online and our organisation was invited to appear before the Senate Committee. The transcript of the NCWA appearance before the Committee can be found on the Committee's website.

The Health team should feel incredibly proud that they not only delivered a proposal that caught the attention of the women's health lead (Ged Kearny) and the lead of the enquiry (Larissa Waters) but also that several of their proposed recommendations were included in the Senate Committee's report.

The background of the page is an abstract composition of flowing, wavy lines in various shades of purple, from deep violet to bright magenta, set against a dark, almost black background. The lines create a sense of movement and depth, resembling liquid or smoke. The overall effect is modern and dynamic.

AFFILIATED  
ORGANISATIONS  
**2024**



澳大利亚全国华人妇女联合会

## The Australian National Chinese Women's Federation



Since its establishment in 2019, the Australian National Chinese Women's Federation (ANCWF) has been committed to building bridges between the Chinese community and the wider Australian society through extensive volunteer work and advocacy.

They are proud to be associated with the National Council of Women Australia, (NCWA) and is pledged to help Chinese female migrants who are finding it difficult to settle into communities after arriving in Australia. Founder and President of ANCWF, Wenbi was a famous classical drama actor and philanthropist in

China.

She knows how to help people. As a person who has experienced these problems and how they can impact on daily life for those with diverse cultural backgrounds, she has a deep understanding of their difficulties.

ANCWF came to the forefront when they recognized the problems for many Chinese stranded on our shores due to Covid 19, by finding them jobs working on the land and accommodation until they were able to return safely to their homeland. Fortunately, the Australian Government created a Temporary Activity Visa for such people willing to work and ANCWF were able to assist with form filling and any other requirements necessary. During Covid, when everything was in lockdown and local authorities cancelled

most of their usual

community activities, many ethnic groups were in isolation, when ANCWF sought permission to resurrect the Gold Coast Lunar Chinese New Year to bring everyone back together. This event, held under strict covid conditions, was a remarkable success and will be held for the fifth time again in February of 2025.

During the Great floods of Northern New South Wales when Lismore was under water, ANCWF raised enough money to bring some relief to schools that had lost everything.



They are great believers in protection and safety of all women and have been the only Chinese organisation to have been invited to join the National Council of Women Australia, (NCWA) to vote at their Annual General Meeting in November of 2022. ANCWF are based on the Gold Coast of Australia but have followers in all major capital cities who assist Chinese women when and wherever necessary.

Wenbi has recently been awarded the best New Individual Queensland Achiever of 2024, which was a great honor for the Australian National Chinese Women's Federation.

They have an office at Runaway Bay and use many government facilities wherever necessary to educate women in English language and skills that may assist them for employment. They also run physical and social classes to assist in the wellbeing of women to prevent mental depression and loneliness that can often occur.



The office is managed by capable volunteers who are trained to assist women who have experiences domestic or family violence and find them refuge during their time of trauma until they can find a more permanent place to stay and rebuild their lives.

Volunteers of the Australian National Chinese Women's Federation will continue to find ways to help women in need regardless of where or what time of day.

They can call 24 /7:

Chinese: 0420725719 or English: 0432022969 Website: <https://ancwf.org.au/>.



## **NCJWA and its Mission**

Founded in 1923, National Council of Jewish Women of Australia is the oldest Jewish women's grassroots organization in the country. The central call to action for NCJWA is "Justice, Justice Shall You Pursue" (Bereshit 16:20). We are proudly feminist and Zionist, guided by the Jewish values that call on us to improve the lives of women, children and families.

The Object of NCJWA is to advance the position of women and girls in Australia and the Jewish world, and to achieve this by:

- a. promoting gender equality and women's rights and advancing the leadership of women and girls in Australia and the Jewish world through the social, economic, intellectual and physical empowerment of women and girls;
- b. encouraging and promoting Jewish education & identity promoting reconciliation, mutual respect, dialogue and action with groups in Australia and the Jewish world to oppose racism and discrimination of all kinds;
- c. conducting and promoting advocacy for the benefit of women and girls in Australia and the Jewish world and being affiliated with and an active, engaged participant in the work of the International Council of Jewish Women and the National Council of Jewish Women Australia

Our focus is on issues affecting all Australian women including gender inequality, domestic violence, the disintegration of civil discourse, and Reconciliation. But we also deal with those affecting Jewish women specifically, today including the tsunami of racism against Jewish people, and the disproportionate amount of that racism expressed by female 'influencers' in this country.

We are a federated organisation. At National level we are run by an elected Board of Directors who are all volunteers. We currently have four state/territory NCJWA Sections (in Queensland, New South Wales, Victoria and Western Australia), each with its own governing committee. Every Section runs social justice, service and advocacy projects, all aligned with our National values.

## **NCJWA key achievements 2023 – 2024**

- 2023 was the Centenary year for NCJWA NSW, which ran a program of celebratory events and activities which brought in over 1000 new members. [A book was produced tracking this history.](#)
- We represented Australian Jewish women at over 100 wider-community events

## **NATIONAL COUNCIL OF JEWISH WOMEN OF AUSTRALIA INC**

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- We ran more than 30 webinars, reaching over 4000 attendees
- Our digital and social media presence was extended beyond our website and Facebook to Instagram and LinkedIn
- Our Sections across Australia ran multiple programs, including Days for Girls, Make Space for Her, Empower Her, Mum for Mum and Caring Mums, Boardroom Luncheons and Salon events and many more.

## On the horizon

In August 2024 a new National Board was elected, comprising women from across Australia aged from their 20s to their 60s, professionally based in politics, media, business, academia, law and human rights. Our experienced Section presidents are now also Directors at National level, for the first time have a Rabbanit Consultant, Rabbanit Judith Levitan.

In response to the seismic changes to the Jewish condition in the world since 7 October 2023, Jewish organisations everywhere are recalibrating themselves. NCJWA's very first order of business has been to conduct a nationwide Listening Campaign, to discern what our members and future members are most concerned about, their ideas about how NCJWA might even more impactfully help address those concerns, and how we might reimagine the organisation to better suit the current climate.

This Listening Campaign is helping us discern new focus areas, new action pathways and is informing our Organisational Review and development of a new Strategic Plan. A renewed emphasis on relationship building is assisting us in finding allies and partners for all the areas of our work.

Lynda Ben-Menashe  
National President



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