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NCWA NATIONAL
COUNCIL
OF WOMEN OF
AUSTRALIA

**ANNUAL
REPORT 2025**

ABOUT NCWA

The National Council of Women of Australia (NCWA) is a non-partisan, non-sectarian organisation representing over 140 affiliated organisations since 1896. Its mission is to advance the rights, status, and economic security of women and girls across metropolitan, regional, and rural Australia through policy advocacy, strategic collaboration, and evidence-based engagement.

As one of the earliest members of the International Council of Women (ICW-CIF), NCWA operates through a federal structure connecting state and territory councils to form a coordinated national voice. It provides a forum for policy dialogue, consultation, and coordinated action, enabling diverse member groups to influence public policy and shape strategic priorities.

NCWA focuses on dismantling structural barriers to equality, particularly in economic participation, leadership, education, and social inclusion. It contributes to the policy landscape through submissions, collaborative initiatives, public forums, and partnerships with government and civil society.

Active councils in the ACT, New South Wales, Queensland, South Australia, Tasmania, and Victoria deliver programs that inform public debate and support legislative reform. Through sustained advocacy and leadership, NCWA plays a key role in ensuring gender equity remains central to policy development and social progress.

In 2024, the National Council of Women of Australia (NCWA) became the host organisation for Women20 (W20) - the official advisory group set up by the G20 to advise on steps to the economic empowerment of women and girls. Established in 2015, Women20 (W20) connects women's organisations, entrepreneur networks, policy institutes and Think Tanks worldwide to influence G20 priorities. W20SA's theme: "Women in Solidarity towards Sustainable Socio-Economic Development".

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 a great privilege to serve as President of the National Council of Women of Australia (NCWA) since the Triennial Conference in November 2024. Over the past year, we have continued to build on more than a century of advocacy, leadership, and collaboration-championing equality, amplifying women's voices, and working to strengthen representation and opportunity for women and girls across the nation.

Together with the Board, we have focused on strengthening governance, including progressing constitutional review; enhancing communication, such as revitalising the NCWA Newsletter; and deepening engagement with our members and constituent councils. Guided by the resolutions passed at the Triennial Conference, we have sought to ensure that our advocacy reflects the diversity of our membership and responds to the evolving challenges facing women in Australia and globally. Our relationships with government, civil society, and the international women's movement remain vital in amplifying the impact of our work.

Global Connections and Shared Learnings

A key highlight of the year was our participation in the International Council of Women General Assembly in Marrakech in June 2025. This gathering offered valuable opportunities to connect with sister National Councils from around the world, learn from their approaches to equality and advocacy, and explore how international collaboration can strengthen our work here at home. The insights gained - from the importance of localised action to the need for stronger connections with UN mechanisms - will continue to inform our strategies moving forward.

Our commitment to international engagement extended beyond Marrakech. I was honoured to once again attend the W20 Summit — the official G20 engagement group on women — this time held in Johannesburg, South Africa, from 12–14 October 2025. Led again by Head of Delegation and Past NCWA President, Chiou See Anderson, Bridget Mather and I were proud to be part of the Australian Delegation. The W20 provided a powerful platform to engage with global leaders, explore strategies for advancing women's economic empowerment, and ensure that Australian perspectives contribute to shaping the international gender equality agenda.



We also continue to honour and strengthen our relationships in our Pacific region. I had the pleasure of meeting with Suzanne Manning, President of the National Council of Women of New Zealand, and participating in their virtual board discussions. These conversations continue to build closer bonds and foster collaboration on shared regional issues such as climate change, economic security, and gender-based violence - areas where working together can amplify our collective voice.

Advocacy and Public Engagement

Throughout the year, NCWA has remained engaged in national policy conversations and public advocacy efforts. I was honoured to represent the organisation at the Our Watch/Office for Women (SA) Primary Prevention Roundtable and at the Image-Based Abuse Roundtable hosted by the Office for Women (SA) and E-Safety Commissioner, Julie Inman Grant. These discussions underscored the importance of including grassroots and community perspectives in shaping prevention strategies and responses to gendered violence.

We have also continued to contribute to broader public discourse on issues affecting women. I spoke on Eastside Community Radio in Sydney about Australia's gender pay gap and the urgent need for systemic reform to achieve economic equality. In another forum, I joined the National Council of Women Great Britain's international meeting on preventing the trafficking of women, alongside participants from the UK, USA, Canada, and Australia. UK Independent Anti-Slavery Commissioner Eleanor Lyons shared key insights into identifying exploitation, supporting victims, and promoting global best practice to combat modern slavery.

NCWA's engagement has also extended to thematic events and significant milestones. I was honoured to be the guest speaker at the "Zonta Says NOW" Think Tank on gender-equal climate action, highlighting the intersection of gender equality and environmental sustainability. I also joined the celebrations for the 120th anniversary of the National Council of Women Queensland. In June, I attended the Governor's Reception hosted by Her Excellency the Honourable Dr Jeannette Young AC PSM, and in October, I was privileged to participate in the NCWQ State Conference - both powerful reminders of the strength and endurance of women's advocacy across generations.

Listening to Members and Responding to Change

Central to our work this year has been a renewed focus on listening to our members. The NCWA National Survey, launched in September 2025, represents a major step forward in strengthening our understanding of the priorities and concerns of our membership. By directly engaging with members, we are not only gathering valuable insights but also strengthening the bond that underpins our organisation. As I often say, "NCW exists because of our members and for our members." The survey results will contribute to shaping our advocacy agenda, policy development, and strategic priorities for years to come.

It is also important to capture the broader social and legislative context in which our work takes place. Across Australia, governments are recognising the urgent need to address coercive control and related forms of domestic, family, and sexual violence. A major milestone was reached in September 2025, when landmark legislation in South Australia made coercive control a criminal offence. This shift - one of several taking place across the country - reflects changing community expectations and a deeper understanding of the complex realities faced by victim-survivors. It also underscores the continued relevance of NCWA's advocacy in shaping policy responses that protect and empower women.

Learning, Growth, and Future Directions

The past year has been one of significant learning and growth for NCWA. Our participation in international forums, national policy discussions, and regional collaborations has strengthened our knowledge base and enhanced our capacity to respond to emerging issues. These experiences have reaffirmed the importance of partnerships and collective action — reminding us that meaningful progress is achieved when we work together, share insights, and support one another's efforts.

Looking ahead, the insights gained from the National Survey will be critical in shaping our future work. Over the next two years, my focus will remain on deepening member engagement, strengthening communication, and ensuring that our advocacy reflects the evolving priorities of women and girls across Australia.

We are also preparing to celebrate a significant milestone in 2026: the 130th anniversary of the National Council of Women of New South Wales. This anniversary honours the courage and vision of women who, in 1896 - before most had the right to vote - were already uniting to advocate for equality. Their determination laid the foundations for the progress we continue to pursue today, and we remain committed to walking in their footsteps.

Another highlight ahead will be our Mid-Term Conference, traditionally held in May. This event offers an important opportunity for members from across the country to come together, exchange ideas, and shape the direction of our collective work for the remainder of the triennium. All members of constituent councils are encouraged to attend and contribute to shaping our shared future.

Conclusion

The past year has demonstrated the power of shared purpose and collective advocacy. It has also shown that while the challenges facing women evolve, so too does the resolve and capacity of NCWA to meet them. None of this would be possible without the dedication of the National Board, Constituent Councils, advisers and coordinators, individual and affiliated members - state and national - and partners. Your support, passion, and expertise continue to sustain and strengthen our work.

Together, we will build on the foundations laid this year — honouring our proud history while shaping a future defined by equality, justice, and opportunity for all women and girls.

Fiona Dorman
President
National Council of Women of Australia





OFFICE BEARERS

President	Fiona Dorman
Vice-President	Yvette Kinkade
Secretary	Laura Ives Hicks
Treasurer	Chiou See Anderson
International Co-ordinator/Co-ordinator of Convenors of Standing Committee	Bridget Mather PSM
Board Members	Sandy Smith Dorothy Kelly Elida Brereton Claire Newland Margaret Findlater Smith OAM Chantelle Stratford PSM

COORDINATORS & ADVISERS

Coordinator General Wellbeing	Dr Wendy Abigail
Adviser - Environment	Wendy Rainbird
Adviser - Human Rights	Dr Indira Chatterjee
Adviser - Youth	Priya Virdee-Hero

HONORARY LIFE VICE PRESIDENTS

Hean Bee Wee AM

Leonie Christopherson AM

Bridget Faye AM

Elisabeth Newman AM

Betty Paech

Gwen Roderick AM

VALES

Judith Ada Ryles OAM **1938 - 21 August 2024**

Judith was recognised for her long standing and wide-ranging services to the Community of Melbourne, which includes being a long-term NCWV member, Delegate for the Larnook Former Students, and Honorary Acting Treasurer of NCWV; Honorary Treasurer and Fellow of the Home Economics Institute, Melbourne and other institutes and societies in Melbourne, including University of Melbourne, State Library, National Gallery and President of Friends of the Elms.

Judith was a Senior Lecturer in Food and Nutrition at Deakin University. In her capacity as a Home Economist she was involved in education and the various professional associations of Home Economics at State, National and International level.

Judith gave generously of her talents in a quiet and unassuming way. Her passion, dedication and commitment to the various areas over many years was inspirational.

Fay Marles AM **1926 - 1 November 2024**

Born in 1926, Fay graduated from the University of Melbourne with a Bachelor of Arts and a Diploma in Social Studies in 1948 before enjoying a career as a social worker, academic and later Chancellor of the University.

She was Victoria's first Equal Opportunity Commissioner from 1977 to 1986, and instrumental in ushering in laws to end discrimination. Her legacy for women's rights is remembered by institutions and colleagues across Australia. Fay was a great supporter of NCWV.

"Fay Marles was a leading feminist in Victoria and a fierce advocate for the right of women to take their place in Australia's workforce," the University of Melbourne said in a statement after her death.

"As the first person to occupy the [equal opportunity commissioner] office, she pioneered and defined it.

"During the 70s and 80s, she changed the face of Victorian workplaces and their accessibility for women."

Biruta Don (nee Leveris) **1 April 1951–21 February 2025**

Biruta had an energetic and sociable disposition which enabled her to be a great bridge-builder, including supporting the UNAA Victoria and National Council of Women of Victoria as umbrella bodies, to bring together a wide range of organisations, to better equip them to deliver information sharing programs, events and support, especially for women involved in community organisations, planning and allied professions.

Biruta had resumed her role as a member of the NCWV Standing Committee holding the portfolio of Habitat Adviser for NCWV. Her knowledge and experience in relation to housing issues led her to brief NCWV on opportunities to submit to various enquiries, including the Inquiry into the National Housing and Homelessness Plan Bill 2024 (No. 2) where her own submission appears on the Federal parliamentary website.

[Hilda] Gracia Baylor AM **8 October 1929 – 23 May 2025**

Gracia was one of the first two women elected to the Victorian Legislative Council in 1979, the other being Joan Coxside. During her time in Parliament, she saved the remaining tower of the Queen Victoria Memorial Hospital for Women by persuading fellow Upper House colleagues to block legislation to sell this piece of Crown land to developers. The building became the Queen Victoria Women's Centre (QVWC), a focal point for women to access services and facilities.

Gracia Baylor initiated the Council approved baby capsule program which all new parents use to safely carry their infants in cars. 'Before this program, babies were just placed in the back of the car in a bassinet and if there was an accident, they didn't have a hope,' she said. She was also instrumental in getting mammograms approved for the Medicare register.

Gracia was an active member of the NCW at the national and state level, serving as President of NCWV from 1990-93 and of NCWA from 1997- 2000, helping prepare submissions to government on issues concerning women's health, migration, education, nutrition and environment.

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FINANCIALS

2024 - 2025

THE NATIONAL COUNCIL OF WOMEN OF AUSTRALIA INC LIMITED

ABN 46 061 777 937

Annual Financial Statements
for the year ended 30 June 2025

NATIONAL COUNCIL OF WOMEN OF AUSTRALIA LIMITED

ABN 46 061 777 937

INCOME & EXPENDITURE STATEMENT FOR YEAR ENDING 30th JUNE 2025

INCOME	Notes	2024-2025	2023-2024
Membership Fees			
ANCWF		150	150
NCJW		150	-
COTA		150	150
NCWVic		1,273	1,234
NCWNSW		1,480	1,340
NCWSA		1,233	1,135
NCWTas		158	154
NCWQ		1,808	2,122
NCWACT		307	300
Total Membership Fees		6,709	6,585
Interest Income			
Bendigo Statement Account		4	5
Bendigo Davey Travel Fund		1,005	994
Bendigo Davey Trust Fund		2,800	2,771
Total Interest Income		3,809	3,770
NCWA 2024 Triennial Registration Fees	2	8,940	3,500
Other Income		-	391
TOTAL INCOME		\$ 19,458	\$ 14,246
EXPENDITURE			
ACCAN Membership		28	-
ASIC Fees		61	290
ASIC Industry Levy Fund		282	-
Auditor Fees		100	-
Auditor Gift		162	411
Conference Speaker Gifts	2	947	-
Credit Card Fees		79	250
Domain Registration		80	-
ICW Membership Fees		2,724	1,343
Insurance		1,018	1,032
Legal Fees - Constitution		6,655	-
President's Travel		-	762
Triennial Catering Costs	2	4,753	3,226
Website Hosting		279	336
Zoom Subscription		55	-
TOTAL EXPENDITURE		\$ 17,222	\$ 7,650
NET SURPLUS		\$ 2,236	\$ 6,596

NATIONAL COUNCIL OF WOMEN OF AUSTRALIA LIMITED

ABN 46 061 777 937

BALANCE SHEET AS AT 30th JUNE 2025

ASSETS	Notes	2024-2025	2023-2024
Current Assets			
Bendigo Statement Account		9,947	56,353
Credit Card (debit balance)	3	9	74
Total Current Assets		9,957	56,427
Non Current Assets			
Bendigo Davey Travel Fund (12 months @ 3.65% matures 17.6.2026)		20,745	21,180
Bendigo Davey Trust Fund (12 months @ 3.65% matures 17.6.2026)		58,183	59,041
Bendigo Term Deposit (12 months @ 4.45% matures 19.02.2026)	4	50,000	-
Laptop	5	1,243	1,243
Total Non Current Assets		130,170	81,465
TOTAL ASSETS		\$ 140,127	\$ 137,892
EQUITY			
Retained Earnings		137,891	131,220
Current Year Surplus/(Deficit)		2,236	6,672
TOTAL EQUITY		\$ 140,127	\$ 137,892

THE NATIONAL COUNCIL OF WOMEN OF AUSTRALIA INC LIMITED

ABN 46 061 777 937

Note 1 – Summary of Significant Accounting Policies

Basis of Preparation

These financial statements are special-purpose financial statements prepared to satisfy the reporting requirements of the Corporations Act 2001 applicable to a Tier 1 Company Limited by Guarantee. The directors have determined that the company is not a reporting entity because, in their opinion, users who rely on this report are able to obtain information they require directly from the company.

The financial statements have been prepared on an accrual basis of accounting, except where otherwise stated, and on the basis that the entity is a going concern. All amounts are presented in Australian dollars.

Accounting Policies

The significant accounting policies adopted in the preparation of these financial statements are as follows:

Basis of Accounting

Revenue is recognised when earned. Typical sources include membership fees, donations, grants, event income, and interest. Expenses are recognised when incurred.

Property, Plant and Equipment

Assets purchased are recorded at cost when paid. No depreciation or amortisation is recognised in these financial statements.

GST (Goods and Services Tax)

The organisation is not registered for GST, therefore, all amounts are stated inclusive of GST.

Income Tax

The company is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

Comparative Figures

Comparative information is adjusted where necessary to ensure consistency with the current year's presentation.

Going Concern

The financial statements have been prepared on the basis that the company will continue to operate as a going concern for the foreseeable future.

Note 2 – NCWA 2024 Triennial Conference

Income

NCW Member Registration Fees (39 @ \$199)	\$ 7,761.00
Non-Member Registration fee (1 @ \$229)	\$ 229.00
Day 2 Conference Day Registration (19 @ \$50)	\$ 950.00
Total Income	\$ 8,940.00

Expenditure

Catering	\$ 4,753.00
Speaker Costs	\$ 856.00
Trophies for Life Members	\$ 91.20
Total Expenditure	\$ 5,700.20

NET SURPLUS **\$ 3,239.80**

Note 3 – Bendigo Credit Card (limit \$1,500)

Credit card debit balance of \$74.30 was omitted from the financial statements as at 30th June 2024. This has now been rectified with a corresponding adjustment to the 2023-2024 "Current Year Surplus" from \$6,597 to \$6,672.

Note 4 – Bendigo Term Deposit

\$50,000 from our statement accounts were identified as surplus to short-term operating requirements and transferred to a 12-month term deposit.

Note 5 – Laptop

A laptop was purchased and provided to the NCWA Secretary in 2021. This laptop currently resides in Western Australia. No depreciation has ever been applied. Under the ATO TR 2022/1, it is permissible to write off the laptop over a period of 2 years.

**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 and Expenditure Statement and Cash Reconciliation 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. These 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 The 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 The National Council of Women of Australia Incorporated Limited as of 30 June 2025 and the results of its operations for the year ended 30 June 2025.

Pauline Hore

Pauline Hore JP(ACT); CPA
20 Ross Smith Cres
Scullin ACT 2614
18 September 2025

THE NATIONAL COUNCIL OF WOMEN OF AUSTRALIA INC LIMITED

ABN 46 061 777 937


Statement by the Board

In the opinion of the Board of the National Council of Women of Australia Inc Ltd.:

- i. The accompanying financial statements:
 - present fairly the financial position of the organisation as of **30 June 2025** and its cash receipts and payments for the year then ended; and
 - have been prepared in accordance with the accounting policies described in **Note 1** to the financial statements, which are appropriate to meet the needs of members and comply with the reporting requirements of the *Corporations Act 2001* applicable to Tier 1 companies limited by guarantee.

- ii. At the date of this statement, there are reasonable grounds to believe that the National Council of Women of Australia Inc Limited will be able to pay its debts as and when they become due and payable.

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

President: Signature 
Fiona Dorman

Treasurer: Signature 
Chiou See Anderson FCPA

Dated the 21st of October 2025

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CONSTITUENT
COUNCIL
REPORTS 2025

NCWACT REPORT

In the past few years NCW ACT has seen a reduction in membership due to a number of factors. Members are ageing, and the inevitable deaths and reduced mobility of our members has seen smaller and smaller numbers actually attending meetings.

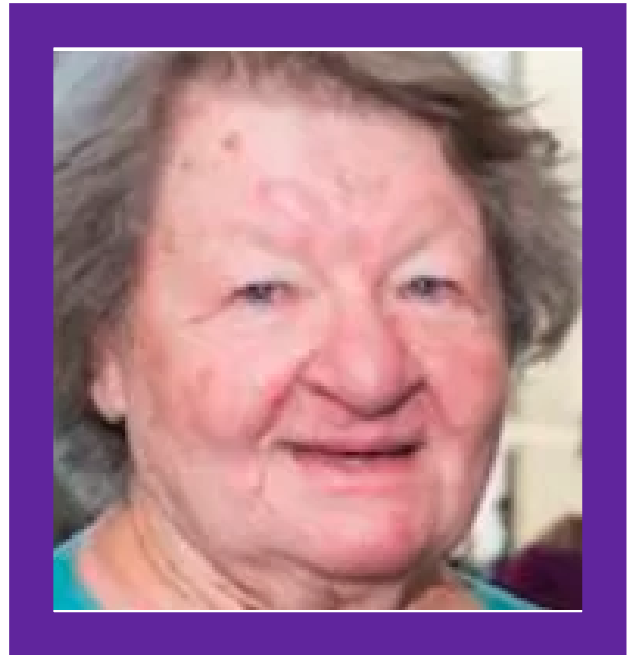
NCW ACT tried ZOOM meetings and they were popular but unsustainable due to lack of adequate facilities to properly run meetings from our rented meeting rooms.

Lack of a quorum at meetings meant we couldn't make decisions. In February of this year the membership decided to go into recess for six months and at our AGM scheduled for September, a decision would be made as to our future. Would we go or would we stay.

In August NCW ACT held a hybrid meeting with about 12 attendees in person and a couple of others on line, to discuss our future.

At the request of the NCWA National Board we invited President Fiona Dorman, Immediate Past President Chiou See Anderson and Vice President Yvette Kinkade to attend on line. Prior to the meeting Board member Chantelle Stratford prepared a position paper outlining options for the future which was distributed to members prior to the meeting.

National Board members offered support and assistance with recruiting new members to revitalise the organisation and keep NCW ACT viable. This offer was accepted and we look forward to a slew of new members coming forward to increase our numbers. In order to participate fully, Fiona and Chiou See have become members of NCW ACT and we welcome them as the first of our new younger membership.



In the interim it was decided to defer the AGM to March 2026, and extend membership fees for current members for a further six months.

While we are not meeting in person, we are however still maintaining a presence. I am currently part of a committee comprising ZONTA, Soroptimist Club of Canberra and the Canberra CWA, working on a project to persuade the ACT government to introduce legislation around coercive control.

Margaret Findlater-Smith OAM

Treasurer
National Council of Women Australian Capital Territory

NCWNSW REPORT

As President of NCW NSW, I am privileged to share with you the achievements, support and ongoing commitment of our Affiliates, members and friends in my Annual Report for 2024-2025.

Most importantly this Report demonstrates an Executive determination to ensure that the values and principles achieved over almost 130 years continuously advance to meet ongoing challenges impacting on the status, inclusion, access and well-being of women from our diverse communities across NSW.

Our members have participated in advocacy for improvement across a broad spectrum of issues affecting women in forums, roundtable discussions, virtual and in-person conferences. These issues include obtaining permanent residency for women and families displaced by war and conflict in Afghanistan and Ukraine, seeking pathways to have overseas qualifications accredited and accessing support groups for mental health to assist those who have experienced trauma.

Presently, our former President Julie Morris, who serves on the Keeping Women Out Of Prison (KWOOP) Executive contributes in forming long term strategies to prevent women, especially Indigenous women, from being separated from their children when incarcerated. Concurrently, these discussions promote and strive to implement ongoing cultural change within the Corrective Services and provide advice to the Safety Commissioner.

We conducted our now traditional annual events – Celebrate Being Australian, Jean Arnot Recognition Awards and Dame Marie Bashir Peace Awards – at NSW Parliament House. The events were hosted by the Hon. Jodie Harrison MP Minister for Women, Minister for Seniors and Minister for the Prevention of Domestic Violence. They were acknowledged by the NCW NSW Patron Her Excellency Margaret Beazley AC KC Governor of NSW for the service and contribution of the awardees to their communities. All three events were well attended by members and friends.

Our Jean Arnot Recognition Awards (JAL) recognised 23 women aged 90 and over, for their longstanding benefaction to social justice, university education and research, science, medicine, finance, music, education, community well-being, as well as to leaders within faith organisations.

Since 2010, the Dame Marie Bashir Peace Awards (DMBPA) have recognised ten young women in their final years of study from state and independent high schools. Our 2024 awardees demonstrated their future leadership qualities leaving us in awe of their achievements to date.

celebrate Being Australian (CBA) focused on the lived experiences of women university students, both undergraduate and postgraduate, who encountered personal and systemic challenges while studying for their career and professional qualifications at NSW universities. Our sponsors' generosity in supporting this celebration for over 30 years is much appreciated.

In November 2024, a delegation of nine NCW NSW representatives attended the National Council of Women Australia (NCWA) Triennial General Meeting held in Adelaide. Speakers focused on the impact of 'medical misogyny,' women's health diagnosis and treatment, child exploitation on the dark web and an ongoing exploration of learning experiences to help engage women in STEM from early childhood to adulthood.

We extend our congratulations to Yvette Kinkade, who was duly elected as NCWA Vice President. A reception hosted by the Governor of SA the Honourable Frances Adamson AC concluded the conference.

On 14 February 2025, our Executive accepted the resignations of the President Yvette Kinkade, Vice President Karen Levin and Honorary Secretary Taylah Gilbert. All Executive position vacancies were duly filled in line with our NCW NSW Inc. Constitution.

The position of Honorary Secretary was temporarily resumed by Karen Binstead, who held this position prior to Taylah, but who was obliged to relinquish these duties for reasons of health. Recently Margaret Wood has been both Honorary Secretary and Honorary Treasurer. The strength of NCW NSW lies with its members and their voluntary commitment and support.

Our Executive has and will continue to undertake its duties and responsibilities with the advice and counsel of our financial membership. I thank the Executive for their steadfast support and invaluable deliberations during this hectic year and express gratitude to each member for their ongoing commitment to NCW NSW Inc.

Throughout my tenure as NCW NSW Vice President and President in 2024-2025 my 'family' and community have stood with me. As we welcome our 130th Commemorative year in 2026, I commend this NCW NSW Inc. Annual Report 2024-2025 to you.

Leshia Bubniuk

President

National Council of Women New South Wales

NCW NATIONAL
COUNCIL
OF WOMEN
NEW SOUTH WALES

NCWQ REPORT

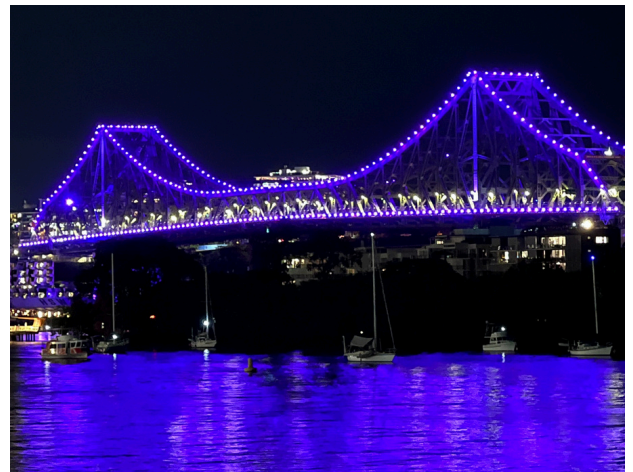
It was my pleasure to attend the Triennial Conference held in November 2024 at the Adelaide University. I was inspired by the speakers and enjoyed meeting women from other State Councils. I would like to congratulate Chiou See on her term as President of NCWA and for bringing our focus onto the world stage. I wish President Fiona Dorman and her executive team all the best for their term of office. I returned to Queensland motivated by the passion of those who attended and better informed about the processes and resolutions going forward.



A number of NCWQ Member face to face Events were held. In December 24, we celebrated the achievements of the past year, May 25 we had a mentoring focus and in June we celebrated 120 years of advocacy with lighting up Brisbane, Celebration signs across Brisbane and we were grateful for the Governor's Reception held at Government House. I enjoyed sharing the event with family, friends, current and past NCWQ members. It was a special treat for President Fiona Dorman to attend.



Our Bimonthly meetings saw us shine a light on Affiliate Organisations. I was pleased to be invited to meet with Ministers and Shadow Ministers where we were able to advocate for the implementation of the Women and Girl's Health Strategy. A highlight was the presentation of thirty-eight Bursaries for young women. Preparations are underway for the 120 year celebration Conference to be held in the first weekend of October.



Sandy Smith

President
National Council of Women Queensland



NCWSA REPORT

The National Council of Women SA (NCWSA) champions women's rights and ensures women's voices are heard in decision-making, operating through grassroots volunteer efforts. I am pleased to present my first Annual Report to NCWA as the State President for South Australia after being elected in October 2024 at the NCWSA AGM.

In November 2024, we were pleased to host our interstate sisters for the NCWA Triennial Conference in Adelaide. Thank you to the work of the NCWA Executive in organising the event at Adelaide University Union House and also working with our Patron, the South Australian Governor the Hon Frances Adamson AC and her staff to host a Governor's Reception with attendees. I trust that our interstate sisters enjoyed their time at the Triennial and found the time in Adelaide collaborative.

Upon taking the reins from the very capable Fiona Dorman as State President, NCWSA and the Executive have moved to work on various key projects.

The first is related to governance, including a strategy day led by our Treasurer Reneke Van Soest. We highlighted our priorities and took a stance to look at documenting our policies and procedures which have mostly been running on convention. While it has been a long road, we are continuing to draft and implement new policies and procedures.

The second is related to a consolidated group effort with several of our Member Organisations for large-scale activations related to the 16 Days of Activism. Joining with representatives from Zonta International, Soroptimist International, Business and Professional Women and Women in Agriculture and Business we are presently working towards large scale activations like those seen interstate. One of these is the return of the popular Lighting up the Icons, which is where landmarks and buildings will be lit up in orange during the 16 Days. I look forward to providing an update on our efforts in next years' annual report.

Our membership continues to grow with a steady increase in individual memberships and many former members returning after time away interstate or due to family time pressures. Our small group of Advisers continue to advocate on important topics, and we have recently sent submissions for the SA Carers Recognition Bill, Suicide Prevention Action Plan and Planning reforms. After the Federal



Election, we also wrote to all female MPs and Senators that were elected to send our congratulations.

We continue to take an interest in the Royal Commission into Domestic, Family and Sexual Violence which has just handed down its findings. Over the next year we will be working with our peers to make sure the government takes the recommendations seriously and begin actioning them as soon as possible.

We have had a collection of great speakers across this year at our Council Meetings, including Terese Edwards from Single Mother Families Australia who was one of our joint winners of the Ruth Gibson Memorial Award. Terese told us about the opportunity in Glasgow that the award provided to her and if you are interested, you can read more here on her blog. We have also been fortunate to hear from several community charities such as Vinnies SA about their Homeshare Program for older women and Grandcarers SA about the continuing advocacy for kinship carers who do not receive any government support to look after displaced child relatives.

Claire Newland

President

National Council of Women South Australia



NCWT REPORT

The political situation in Tasmania has been chaotic to say the least and following another election, the second in 12 months, very little has changed. A larger number of independents have been elected but it is still a minority government. Now that the makeup of the Parliament is known NCWT can now speak to new ministers on ongoing issues of interest.

Maternity services available in Hobart have been an issue following the closure of the Maternity section of Hobart Private Hospital in August. Options for mothers are Calvary or Royal Hobart Hospital. Additional federal government funds were granted to expand facilities in both hospitals to accommodate the extra 600 births per year.

The State Government is in the process of constructing a dedicated mother and baby unit at St John's Park. This follows the temporary accommodation of the unit at the Royal Hobart Hospital. The new unit will be a standalone facility with a more family feel and will hopefully be completed in 2026. The former Minister for Health is now Speaker of the House of Assembly so it is hoped its completion date won't change.

One issue that is ongoing is the increased range of liquor tastings at the Salamanca Market. The number available for tasting has increased dramatically and members feel it inappropriate at a family market. One suggestion was to make a dedicated area available specifically for tasting. A number of representations by NCWT to all concerned did not alter the situation but with changes in staff at Hobart City Council it may have a different outcome. We will continue to lobby on this topic.

Gambling is another ongoing area of concern but the present State government has not gone ahead with a commitment card to assist gamblers. The government is saying it should be a national issue. In the month of July \$18 million was lost to poker machines in Tasmania.

Vaping has also been an issue with young people. It is very easy to obtain illegal vapes either on line or on the street. Due to increases in taxes on cigarettes smokers are turning to cheap illegal cigarettes.



Proposed changes to the Aged Care Act may be a challenge for some pensioners in aged care facilities with the introduction of a co-payment for particular services, for example laundry and showering. The rise in staff salaries and improved changes to meals offered, have been a positive improvement.

Another issue of concern is the poor literacy rates in Tasmanian schools particularly among boys. This can lead to truancy and numbers are higher than average in Tasmania. Changes in banking are also having consequences for senior citizens. Closure of bank branches, cheque accounts and the push to do banking on line or by mobile phone is problematic for a large number of customers.

NCWT continues to have general meetings and speakers on a wide variety of topics.

Dorothy Kelly

President
National Council of Women Tasmania



NCWV REPORT

The National Council of Women Victoria Inc has been active in holding meaningful monthly meetings, attended by over 40 members, some of them by ZOOM, with a variety of impressive speakers, in gaining this year at least 22 new Individual Members and Delegates from affiliated organisations, in advocating for women in a variety of fields, including women's health, provision of Home Care packages, domestic violence, social media and harm, gender equity regarding remuneration, and more, and in seeking to be more relevant and attractive to young people.

A highlight every year is "My Vote My Voice", an event in which students from around 12 secondary schools – government, Independent, Catholic, Muslim – gather in the beautiful Upper House of the Victorian Parliament House to present arguments about a topic, this year being "What is special about Australian democracy?" This event attracts teachers and parents as well as students and the "judging panel" comprised three women outstanding in their field, and former student speaker Lucy Skelton.



NCWV was represented in Adelaide last November for the NCWA Triennial Conference with seven delegates, and we enjoyed the experience greatly, meeting other constituent Councils, seeing Fiona Dorman installed as President, and our own Hean Bee Wee AM becoming an Honorary Life President of NCWA. Hean Bee Wee, Prof Cassandra Szoeké and Elisabeth Newman AM represented NCWV in Morocco and I thank NCWA delegates for looking after Elisabeth after her fall.



NCWV is fortunate to have gained two young professional women and now members, to take on the joint role of Honorary Secretary, and we are slowly attracting young and proactive women including Sarah Barnbrook who has an outstanding record, with senior positions in Soroptimist International South-West Pacific, a successful author and winner of international awards etc. Sarah is full of excellent ideas and we are excited by her input.

Our Standing Committees' Advisors are being re-energised under Robyn Byrne OAM and a new NCWV member, Viv Nguyen AM, who is Chair of the Victorian Multicultural Commission, is helping us to broaden our racial mix. NCWV supports our Jewish and Ukrainian members but we are aware that war affects many others also. Some of our longstanding Life Members have died, including former NCWA and NCWV President Gracia Baylor AM, and Malvina Malinek OAM has retired from NCWV after decades of service.

Elida Bereton

President
National Council of Women Victoria



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W20 REPORT 2025

W20 SOUTH AFRICA 2025

“WOMEN IN SOLIDARITY TOWARDS A JUST FUTURE”

In 2025, under the South African Presidency of the G20, I had the privilege of serving as Head of the Australian Delegation to the Women 20 (W20) and as Co-Chair of the Care Economy Task Team. The W20’s theme, “Women in Solidarity Towards a Just Future,” underscored the shared vision of embedding gender equality at the centre of global economic policy.

Australia’s participation this year focused on driving progress in the Care Economy and advancing global commitments to eradicating modern slavery, ensuring that women’s economic participation and dignity are recognised as central to sustainable growth.

March 2025: International Engagements and W20 Kick-Off

In early March, I was honoured to be invited as a speaker at the BRICS Chamber of Commerce & Industry Women Empowerment Summit in New Delhi, themed “Women Changemakers: Transforming the World, Shaping the Future.” During this occasion, I received the BRICS CCI WE Leadership Award 2025 for advancing women’s participation in the care economy and entrepreneurship.

On 11 March 2025, I spoke at a side event during the CSW69 Forum on Women Entrepreneurs in the Care Economy, hosted by the World Bank and the Women Entrepreneurs Finance Initiative (We-Fi) at the Embassy of Japan in New York. My remarks focused on enabling women-led innovation in caregiving and the importance of financing mechanisms that sustain the care ecosystem.

The following day, I attended the W20 Kick-Off Meeting in New York (12 March 2025), held



alongside the 69th Session of the Commission on the Status of Women (CSW69). This session set the stage for the W20 2025 work plan and confirmed the task team framework for the year ahead. As the Australian Head of Delegation, I hosted the various W20 Heads of Delegation for a meeting at Yale Club in multilateral discussions on care infrastructure, financing equality, and ethical trade.

May 2025: W20 Inception Meeting, Cape Town

The Inception Meeting, held from 21–22 May 2025 at the Lagoon Beach Hotel & Spa in Cape Town, gathered delegates from all G20 nations to align policy priorities. As Co-Chair of the Care Economy Task Team, I co-led sessions proposing that G20 countries allocate 10% of GDP to comprehensive care infrastructure by 2030, encompassing aged care, childcare, and healthcare sectors.

Australia’s contributions showcased our expertise in digital integration of care ecosystems, demonstrating how technology platforms such as Conpago and community-based care models can improve outcomes and inclusion for older adults.

October 2025: W20 Summit, Johannesburg

The W20 South Africa Summit (12–15 October 2025) in Johannesburg brought together over 600 participants from across the G20 and beyond. The summit’s theme of “Women in Solidarity Towards a Just Future” culminated in the adoption of the W20 Communiqué 2025 and the Johannesburg Goals 2035.



As Co-Chair, I presented the Care Economy Task Team outcomes, which were formally integrated into the Communiqué. Key outcomes included:

- Recognition of the economic value of unpaid care work through systematic time-use data collection;
- Commitment to reduce the unpaid care gap by 35% by 2035; and
- Endorsement of international labour standards to ensure decent work, fair pay, and violence prevention for care workers.

Achievements in Modern Slavery Reform

A significant achievement for Australia this year was the successful inclusion of strong language on modern slavery in the W20 Communiqué under the stewardship of fellow NCWA Director Chantelle Stratford. Modern slavery was recognised as a “grave and inhumane injustice disproportionately borne by women and girls.” The final document urges G20 members to:

- Implement robust due diligence and trade measures;
- Invest in survivor-led solutions; and
- Embed care and decent work principles within fair-market economies.

These recommendations represent a global alignment with Australia’s leadership in ethical supply chains and corporate accountability.

Other International Engagements

In addition to W20 activities, I also participated as a speaker at the Women’s Economic Empowerment Forum during the Osaka Expo 2025 Women’s Week in Japan. It was hosted by Brazil Apex and the Brazil W20 team. My address focused on the role of the care economy in building resilient societies and the economic benefits of women’s leadership in caregiving and innovation.

Conclusion

The W20 South Africa 2025 cycle concluded with the adoption of the W20 Communiqué, setting measurable targets to reduce gender wage, labour participation, and care gaps by 35% by 2035.

Australia’s delegation played a pivotal role in advancing both the Care Economy and Modern Slavery agendas, ensuring that women’s voices remain central to global economic governance. Through this collective effort, we strengthened the W20’s legacy as a platform for policy transformation grounded in solidarity, inclusion, and equality.

Chiou See Anderson

Head of Delegation, Australia Co-Chair
W20 Care Economy Task Team



Modern Slavery

From the Margins to the Mainstream of Global Economic Policy

The 2025 Women 20 (W20) under South Africa's G20 Presidency marked a turning point in the global recognition of modern slavery as both a gender and an economic justice issue. For the first time in the W20's decade-long history, the subject was embedded within the group's official communiqué - a landmark achievement reflecting sustained advocacy led by NCWA Committee Member Chantelle Stratford PSM, the Australian delegation and the voices of survivor-leaders from across the world.

Elevating an Invisible Crisis

Modern slavery affects nearly 50 million people worldwide, more than half of them women and girls. The majority live within G20 economies whose collective imports - an estimated US \$468 billion annually - include goods at high risk of being produced through exploitation. From textiles and electronics to agriculture and renewable-energy components, modern slavery is not confined to the margins of the global economy; it sits within its supply chains.

The W20 provided a vital political space to reframe this reality. Long regarded as a humanitarian or criminal-justice issue, modern slavery was presented this year as a structural market failure that undermines productivity, distorts fair competition, and perpetuates gender inequality. Under the W20's 2025 theme, Women in Solidarity Towards a Just Future, the focus shifted decisively to economic systems, accountability, and the redistribution of power.

A Survivor-Led Process

Momentum for this reform began at the W20 Inception Meeting in Cape Town in May, where survivor-leaders from across African countries participated in a dedicated policy forum and panel discussion. Their presence anchored the year's work in lived experience, illustrating how coercion, migration, trafficking and the undervaluation of women's labour intersect. These exchanges transformed theoretical debate into practical policy, ensuring that survivor knowledge informed every stage of the W20's drafting and negotiation.

When delegates reconvened for the W20 Summit in Johannesburg in October, those same survivor leaders returned - not as symbolic participants but as equal contributors. In an environment traditionally dominated by academics and policy specialists, their participation created an unprecedented dynamic. It brought authenticity and urgency to discussions with Heads of Delegation and working-group chairs, reminding policymakers that the eradication of slavery is inseparable from women's economic empowerment and the right to decent work.



From Advocacy to Policy

Throughout the South African host year, Australia’s sustained engagement ensured that modern slavery remained visible across W20 workstreams. The resulting W20 Thematic Paper on Modern Slavery articulated a clear economic case for action and provided the foundation for the language that ultimately entered the Communiqué.

The final text recognised modern slavery as a “grave economic injustice disproportionately borne by women and girls” and urged G20 members to strengthen due-diligence and trade measures, invest in survivor-led solutions, and embed care and decent-work principles within fair-market economies. Its inclusion represents a historic first for the W20, positioning the issue for elevation to the G20 Leaders’ Summit in Johannesburg in November.

Why It Matters

The inclusion of modern slavery in the W20 Communiqué reframes the global conversation. It affirms that eliminating exploitation is not peripheral to growth but essential to it. Forced labour suppresses wages, erodes trust in markets, and extracts value from the most vulnerable. Its removal would level the playing field for ethical enterprises, expand women’s participation in the formal economy, and strengthen the foundations of sustainable trade.

The Johannesburg outcome also signals a deeper cultural shift within global governance. By centring survivor voices and feminist economic analysis, the W20 demonstrated that inclusive processes produce stronger policy. It is a model of advocacy that unites moral clarity with economic reasoning - one capable of influencing not only the G20 Leaders’ Declaration but the broader architecture of fair and equitable global markets.

Looking Forward

The next phase of advocacy will focus on G20 implementation: harmonising corporate due-diligence legislation across G20 economies, strengthening enforcement of import bans on goods produced with forced labour, and investing in social-protection systems and care infrastructure that reduce vulnerability to exploitation.

Australia’s contribution, through the leadership of Chantelle Stratford PSM, has helped transform the W20’s approach from awareness-raising to agenda-setting. Modern slavery is now established as a central test of inclusive economic governance, and the work undertaken in 2025 ensures it will remain on the global stage for years to come.

Chantelle Stratford PSM

Board member
National Council of Women Australia



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NATIONAL COORDINATOR REPORTS 2025

INTERNATIONAL AND NATIONAL COORDINATOR AND ADVISOR COMMITTEES REPORT

Over the past year, NCWA has strengthened its advocacy through the International Council of Women. This work has been guided by the Sustainable Development Goals (SDGs), the Beijing Platform for Action, and key UN Conventions such as UNSCR 1325.

Our advocacy has spanned human rights, eliminating violence against women and girls, promoting peace and security, and advancing women's economic participation, workplace equality, and environmental leadership. Other priorities have included health, housing, nutrition, and climate resilience.

National Advisor for General Wellbeing–Environment and International Advisor for General Wellbeing–Habitat, Wendy Rainbird, has played a central role in the ICW agenda on Environment and Habitat. She has championed women's rights to safe housing, land access, sustainable urban planning, and climate resilience (Page 31). Her global contributions inform her national role in wellbeing and environment, ensuring close integration between international and domestic advocacy.

National Coordinator Report: Women's Health and Wellbeing – Dr Wendy Abigail's national and state-level work has highlighted both systemic challenges and opportunities for improving women's health and wellbeing across Australia.



At the national level, she addressed evolving terminology surrounding sex, gender, and sexual orientation in healthcare. She stressed the importance of inclusive language and drew on international research to demonstrate how outdated or biased terminology perpetuates inequality in maternity services and broader healthcare. She urged NCWA to advocate for updated, evidence-based practices to reduce disparities and improve quality of care (Pages 31-32)

At the state and territory level, (page 32-33) advocacy has been wide-ranging:

- **ACT:** Input into legislation on coercive control, advancing protections for women and girls.
- **Queensland:** Advocacy for a Women and Girls Health Strategy, ongoing funding of health hubs, and emerging work on dental services for older women.
- **New South Wales:** Campaigns on maternal health, physiotherapy, women's health initiatives, and addressing the health impacts of gambling.
- **South Australia:** Strong participation in domestic violence awareness campaigns, successful advocacy for coercive control law reform, submissions on carers recognition, and reports on gender terminology and women's mental health.

- **Tasmania:** Advocacy for improved maternity and mental health services, challenged by the closure of key services and political instability.
- **Victoria:** Submissions on ageing and wellbeing, advocacy for home care packages, prevention of domestic and family violence, collaboration on health education research, and planning for a major 2026 Health Panel at Government House.

Together, these efforts reflect NCWA's strong presence in health and wellbeing advocacy, connecting local realities with national and international priorities.

Other Coordinators and Advisors

The work of Ms Rainbird and Dr Abigail is complemented by other Coordinators and Advisors across Australia, including:

- Dr Indira Chatterjee – Human Rights
- Priya Virdee-Hero – Youth
- Dr Desley Taylor – STEM and Digital Futures (Page 33)

Triennial Conference Resolutions

At the 2024 Triennial Conference, members adopted five resolutions that now guide national and state-level advocacy:

1. Embedding gender-responsive standards in AI development, including deepfake prevention and ethical guidelines.
2. Ensuring gender equity in technology design and governance.
3. Introducing a Seniors Dental Benefit Scheme (SDBS), reinforcing NCWA's Position Paper and submissions to government as a national priority.
4. Supporting schools to challenge gender stereotypes and promote girls' participation in STEM.
5. Strengthening gender-responsive climate action, recognising that climate impacts are not gender-neutral.

The Conference also reaffirmed NCWA's commitment to climate leadership, including advocacy toward COP31 and the establishment of a Climate Change Knowledge Hub, led by Elida Brereton and Pam Robinson, as a unifying framework for cross-sector policy.

Integrated Advocacy

These resolutions reinforce the link between Australia's domestic priorities and global imperatives, positioning NCWA as both a national leader and international partner in advancing women's rights, wellbeing, and opportunities.

The detailed reports of NCWA's Advisors provide the evidence base for this advocacy, ensuring it remains grounded in lived experience while also forward looking.

This work is further strengthened by the 2025 Federal Election Questions Paper, which pressed parties to commit to ethical AI, climate-responsive policies, housing, healthcare, and the SDBS. In addition, follow-up from CSW69 resulted in NCWA urging the Australian Government to reaffirm its SDG commitments, close gender gaps, and address inequality.

Together, these efforts highlight NCWA's integrated approach—linking advisor expertise, national advocacy, and international commitments—to ensure Australian women's voices are heard in shaping responses to today's most pressing challenges.

Bridget Mather PSM

International Co-ordinator/Co-ordinator of Convenors of Standing Committee
National Council of Women Australia

**WENDY RAINBIRD
NATIONAL COUNCIL OF WOMEN
AUSTRALIA: NATIONAL ADVISOR
ENVIRONMENT AND INTERNATIONAL
ADVISOR: GENERAL WELLBEING–
HABITAT.**

In late June 2025, at Marrakesh, Morocco, the International Council of Women passed a Resolution on Climate Change and urged National Councils to: "Lobby their governments to work with the global community to strengthen climate action plans for urgent and transformative action to reduce global warming:

- Document and share with the ICW the effects of climate change in their country, especially the effects on women and girls;
- Document and share with the ICW examples of best practices in tackling climate change in their country – prevention and mitigation measures.

In the July 2025 the environment report, covered the impacts on families that had been effected by severe flooding in Queensland and NSW, severe water shortages in South East SA and Western Vic, as well as the toxic algal bloom in SA, coral bleaching and potential for health damaging heat waves in summer, in the northern hemisphere.

These environmental changes highlight the disproportionate impact of climate change on women and girls, drawing on the UN's Sustainable Development Goal 13 (Climate Action). She references the International Council of Women's Resolution on Climate Change (Marrakesh, June 2025), which calls on national councils to lobby governments for urgent action, document local impacts, and share best practice mitigation measures.

A recent Zonta International Report states: "United Nation's Sustainable Development Goal 13 (SDG13) "Climate Action" emphasizes the need for urgent action to combat climate change and its impacts. While Zonta International is not an environmental or disaster response organisation, climate change disproportionately affects women and girls, and action is needed from a gender equality perspective."

In my report: "Most nations of the World agreed to the United Nations Sustainable Development Goals. SDG 13 is to take urgent action to combat climate change. Climate scientists have been warning us for years that we need to take action to stop the damage done by the changing climate."

**DR WENDY ABIGAIL
NATIONAL COUNCIL OF WOMEN
AUSTRALIA: NATIONAL COORDINATOR
GENERAL WELLBEING**

Dr Abigail addressed the evolving terminology surrounding sex, gender and sexual orientation, stressing the importance of inclusive language in healthcare. She outlines international research on terminology use in maternity services and the implications for quality of care, arguing that outdated or biased language perpetuates inequality.

This analysis demonstrates that improving understanding of gender-inclusive language is not only a matter of respect but a necessity for reducing health disparities. She concludes by urging NCWA to promote updated knowledge and practices across health-related sectors.

Sex and gender related terminology. Terminology surrounding gender has evolved over time. This often leads to confusion regarding the most appropriate term to use in different situations. The aim of this paper is to assist in improving our understanding of the different terminologies now used to improve gender-inclusiveness. So what is the difference between the terms 'sex' and 'gender'? According to Rioux C, Pare A, London-Levasseur K, et al (2022), the term 'sex' refers to '...the systematic classification as male, female or intersex assigned at birth based on visual anatomy assessment...' and the term 'gender' refers to the '...social configuration that gathers the roles, behaviours, activities, feelings, attitudes and attributes that a given society typically associates with being masculine or feminine.' A further difference that needs to be highlighted is between the terms 'sex', 'gender' and 'sexual orientation', where sexual orientation is a distinct term that refers to an individual's emotional, romantic, or sexual attraction (McCoy M, Menashe S, Wright J N, Zavaleta V (2024).

Gender diversity has long been recognised in different cultures around the world, that is, it is not a new concept ((Rioux C, Pare A, London-Levasseur K, et al 2022). How people identify themselves can vary and is constantly evolving (see Table 1). According to McCoy M, Menashe S, Wright J N, Zavaleta V (2024), gender identity is an individual self-identified concept, for example 'I am a girl'. Furthermore, how people prefer to be referred to also needs to be considered, for example she/her, he/him, third person reference without designating gender, gender-neutral plural pronouns they/them to describe the singular, or pronouns such as per/pers (McCoy M, Menashe S, Wright J N, Zavaleta V 2024).

Table 1. LGBTQ+ acronyms commonly used in English-speaking Western countries (Rioux C, Pare A, London-Levasseur K, et al 2022) 2

The impact of language on those seeking healthcare can lead to inequalities in care, lack of support and reduced quality of care. In England, where there are growing numbers of transgender and non-binary people becoming gestational parents, a study found that maternity services differed in the inclusiveness of terminology used ranging from fully inclusive (where no gender-specific pronouns were used), inclusive (no gendered terminology but woman/women or mothers/mums was used), to not inclusive (use of she/her or ladies) (Jennings L, Gout B, Whittaker PJ (2022).

Terminology changes have seen terms such as 'pregnant woman' or 'pregnant patient' used instead of 'mother' due to the fact that not all pregnant women give birth or are mothers and pregnancy is not an illness (MacKinnon KR, Lefkowitz A, Lorello GR, et al. 2021). However, it is now viewed that the term 'pregnant woman' is outdated as it is based on the gender categories of man/woman and excludes some people with uteri who carry pregnancies, with the preferred terms 'pregnant person', 'pregnant individual', 'birthing people' now being used (MacKinnon KR, Lefkowitz A, Lorello et al. 2021). Other terminology changes include 'breast feeding/chest feeding', and it has been proposed that 'pregnant men' and 'pregnant nonbinary person' could also be options (MacKinnon KR, Lefkowitz A, Lorello et al. 2021). By using appropriate terminology reduced discrimination may result with more inclusive maternity care that is respectful.

Maintaining up-to-date knowledge of changing terminology can be challenging. However, it is important that unbiased language is used to ensure that gender-inclusiveness is respected and the diversity of our population is recognised.

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THIS REPORT SUMMARISES STATE AND TERRITORY-LEVEL ACTIVITIES IN WOMEN'S HEALTH AND WELLBEING. IT SHOULD BE NOTED THAT NOT ALL REGIONS CURRENTLY HAVE ADVISORS IN THIS AREA.

ACT

NCW ACT has had ongoing input on a committee introducing legislation in the ACT on Coercive Control which aligns with advocating for women's wellbeing. This advocacy has involved complex discussions at various levels and is ongoing highlighting the importance of NCW ACTs involvement in improving the lives of women and girls in the ACT.

QLD

NCW QLD has been advocating Members of Parliament (MP) for the past 12 months on the Women and Girls Health Strategy to be implemented with continued funding of health hubs for the next four years. This has involved letter writing to MPs, meetings with the Shadow Minister and with the Policy Advisor for Fiona Simpson MP. Submissions have been made regarding the cost of living which covered the areas of health and wellbeing including homelessness. A report was submitted regarding activity in the community which had a focus on women's wellbeing. Currently, a draft is in progression regarding dental services for older women. The NCW QLD Annual Conference in October 2025 has the theme of Women's Health and Safety. There will be 34 speakers presenting.

NSW

NCW NSW has been active in a number of areas by writing letters, submissions, newsletters and forwarding relevant information to members. Advocacy has included the following topics: Maternal Health Matters, Australian Physiotherapist Association, Jean Hailes for Women's Health, and the health impacts of gambling. Members also have involvement with specific organisations such as Leprosy Mission Australia, Lung Foundation Australia and STARTTS.

SA

South Australian women continue to face risks related to sexual harassment and domestic violence. NCWSA has actively participated in domestic violence awareness campaigns including social media contributions, holding the 'Road to Equality' forum in June, rallies at Parliament House, participating in the 16 Days of Activism awareness campaign and contributing to the Royal Commission on Domestic Family and Sexual Violence as well as participating in the Town Hall meeting on its release. Another activity included advocating for Coercive Control offences to be inserted into the Criminal Law Consolidation Act, meaning that coercive control will become a criminal offence. This has now been passed through the State Parliament. A submission has

also been made regarding carers recognition. Other activities include advocating for solutions to women and homelessness, advocating for better abortion services in SA, participating in consultation on the draft SA Social Statement development and attending a seminar on Mental Health and religion. Reports have been written and submitted for members on Sex and Gender Terminology and on The State of Women's Mental Health in South Australia. NCWSA remains actively engaged in aiming to improve the lives of women and girls in South Australia.

Tasmania

NCW TAS has been advocating for better services in the area of maternity care in Hobart due to the closure of a private maternity hospital service where 600/per year services were needed to be diverted to the public system. Mental health services have also been a focus due to the closure of services including services offered in the suburbs. This has impacted on high need services. Due to the political unrest in Tasmania over the past 12 months, advocacy has been challenging due to the changing ministers.

Victoria

NCW VIC has been actively involved in advocacy on various health and wellbeing topics which include submissions to MPs regarding Ageing well in Victoria: and Action Plan for Strengthening Wellbeing for Senior Australians 2022-2026 and advocating for the immediate release of additional home care packages. Speakers have included covering domestic and family violence and empowering bystanders. NCW VIC has agreed to partner with a university grant application regarding Codesign and Co-development of specific Education for Health Professionals as a community group representing women. The grant outcome is not available as yet. Current activity includes organising the March 2026 Health Panel at Government House which is a major event in Victoria.

DR DESLYN TAYLOR, NATIONAL COUNCIL OF WOMEN QUEENSLAND: STATE ADVISOR COMMUNICATIONS: EDUCATION

Annual Education Report 202 : By Deslyn Taylor, Education Advisor Girls and STEM

Dr Rebecca Duncan, polar marine biologist and Superstar of STEM examines STEM equity in Australia, highlighting incremental progress but persistent gaps. The STEM Equity Monitor shows growth in participation by women, First Nations people and people with disability, but significant underrepresentation remains. She also draws attention to Australia's looming demand for STEM-skilled workers and the gender pay gap in STEM industries.

Beyond workforce data, Dr Taylor considers wider educational challenges including the digital divide, regulation of social media and the growing role of Artificial Intelligence in schools. She stresses that education—especially for girls—must adapt to ensure equity and opportunity in a technology-driven future.

The STEM Equity Monitor is now available to measure 'the state of STEM equity in Australia and measure changes and Trends over time.' (1).

'The data shows some improvements in diverse groups. For example:

- the number of First Nations people in STEM-qualified occupations increased 36% between 2012–13 and 2021–22
- the proportion of women in STEM-qualified occupations in remote or very remote locations increased from 8% to 11% between 2012-13 and 2021-22
- the proportion of university STEM enrolments from people with disability increased from 6% to 12% from 2015 to 2023
- the gap between women's and men's pay in STEM industries was 16% in 2024, down from 18% in 2021.'(1)

This indicated some improvement for women but no major improvement.

'Let's Talk Women in STEM' celebrated International Women's Day 2024 with a special study Australia live event. Some interesting statistics were discussed.

- Recent studies have shown that Australia offers significant opportunities in STEM fields, with a projected need for 1.2 million additional tech workers by 2030.
- By 2025, 90% of jobs available will require STEM skills.
- Currently, only 27% of women are represented in the Australian STEM ecosystem, presenting substantial growth potential.
- Australia has very strict sustainability goals set therefore meeting all these challenges means we need more people in STEM. (3)

The Department of Industry, Science and Resources commissioned Acil Allen to evaluate Women in STEM in Australia. Their report indicates that we have a long way to go despite recognition of these equity problems. (4) SDGs : 4, 5, 10

Social Media

Australia has passed laws that seek to prevent Australians under 16 from accessing certain Social Media platforms. The law comes into effect on December 10 2025. Platforms such as 'TikTok, Instagram, Snapchat and Facebook are already named.' YouTube is expected to be added to this list on the recommendation of the eSafety Commissioner Julie Inman Grant (5).

It is not yet clear how Social Media platforms will ascertain users' ages. But the results of trials using various methods indicate that options existed to 'verify the ages of users privately, robustly and effectively'(5). It remains to be seen how effective this will be in practice and what other implications these methods may have on not only children but adults as well. Also, 'kids will certainly get around it; technically age verification technology is not infallible and there are more important fights to be had with the corporate tech titans involved than this one, and we need them to co-operate. Seventy percent of adults surveyed by The Age are sceptical. The ban will cause conflict in the family and, most importantly, it will undermine the potential of all children to master and adapt to a rapidly changing social and economic future. Education is the only answer.' (6)

It is a vital part of education now and into the future that children learn how to manage the technology in their lives and in particular the Social Media that is now widely used. This is best done by parents and teachers discussing this with children from an early age. IT is not good enough to leave it to the Tech giants to solve the problem.

Digital Divide

'Currently, more than 1.2 million Australian children live in poverty, exacerbating risks to academic achievement and long-term wellbeing.' (7) The digital divide creates dire concerns for families given the requirement that digital devices and good internet access are now required for education. This is very concerning given that 'only 48% of families reported having reliable home internet for educational needs, with just 40% of students regularly accessing a laptop/computer for schoolwork.' (7)

This situation will be exacerbated as schools make more use of new technologies such as AI.

Artificial Intelligence (AI)

The use of AI in schools is proving to add an exciting world of possibilities but needs to be incorporated carefully to manage the complex challenges and prove to be an effective tool for students. 'Students can undertake a wide range of engaging and educational projects using AI in the classroom, such as creating AI-powered chatbots to simulate conversations with characters from literature or historical figures; building predictive models to forecast trends or patterns in real-world data sets; building AI-powered games or simulations that teach computational thinking concepts and problem-solving skills; and experimenting with generative adversarial networks (GANs) to create original artwork or music compositions.

A recent research study commissioned by the International Coalition of Girls' Schools (ICGS) and undertaken by the Organisation for Economic Co-operation and Development (OECD), underscores why it is particularly important for girls' schools to explore the AI frontier to better understand and employ best teaching practices for girls. The study, entitled The Positive Effects of the Girls' School Environment, found that, "Girls' school students noted a greater frequency of engaging with digital media than their co-educated counterparts, indicating their digital literacy skills and facility with technology." As students at girls' schools spend more time exploring various aspects of AI, it will be important for educators at girls' schools to understand the opportunities and challenges associated with the impact of AI on girls' learning.' (8).
SDGs : 4, 5, 10

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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 solid black background. The lines create a sense of movement and depth, resembling liquid or smoke.

AFFILIATED ORGANISATIONS 2025

COTA Australia is the leading national peak body supporting and advocating for older Australians since 1958. COTA (Council on the Ageing) promotes the rights, interests and good futures of older Australians over 50.

Our broad agenda is focussed on challenging ageism, respecting diversity and empowering people to live their best life as we age.

For over 70 years our systemic advocacy has been improving the lives of older people in policy areas such as aged care, health, retirement incomes, and more.

In 2025, the introduction of the new Aged Care Act and aged care funding were a significant focus of our policy, advocacy and engagement work. We were committed to ensuring these changes were fair and that they would respect people's rights.

The new rights-based Act lays the foundation to improve the care people will receive, whether in aged care facilities or in their own homes. We conducted information sessions nationally and online so that people could understand how these changes will affect them, and to ask questions about concerns they might have.

Throughout this year, we have worked with the Australian Digital Health Agency to pilot projects that increase the uptake of digital health technologies by older Australians, improving health outcomes for all. We have advocated for greater protections through a Human Rights Act in Australia.

Women aged 50 and their experiences of, and issues with, ageing over continued to be a key area of research and advocacy. This year we surveyed our members and asked them what the issues were and how they were faring. It was encouraging to hear that a majority of older women are doing well, healthy, happily working or retired, deriving hope and satisfaction from their families.

Unfortunately, many do continue to experience difficulties and hardship, as they age, particularly in accessing housing, retirement incomes and health. Older women told us that they were living with the impacts of care responsibilities, financial insecurity and health issues (particularly mental health and dental health) and were concerned about how these would continue to affect them as they aged.

Some women had no income of their own and were reliant on their partners. Others were exhausted by relentless care giving while also trying to hold down paid work. We heard that the ageism exacerbated the negative impacts of ageing, and that this compounded the discrimination many experienced as women.

What we heard is not new but confirms that more work needs to be done for older women, particularly in economic, housing, employment and health outcomes.

While it is important to address these issues with our ongoing systemic advocacy, so that older women can live with dignity and a degree of comfort, we also know that policy changes need to happen now so that coming generations of women don't experience the same issues.

We will continue to ensure that older women are considered in policies that affect older people, and that older women remain a priority in strategies and policies targeting all women.

To find out more about our work and advocacy, go to: www.cota.org.au



ncjwa
national

National Council of Jewish Women of Australia (NCJWA) is the peak representative body for Jewish women in Australia. Founded in 1923, it is the oldest Jewish community organization in the country.

We focus on human rights, social justice and the advancement of all women. Our mission is “to represent, empower and advocate on behalf of Jewish women in Australia” in order to progress towards the vision of “an Australian society that is equitable and inclusive for all women and girls.”

We address 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 both expressed by female ‘influencers’ in this country and directed at other women, as ‘soft targets’.

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. These include Days for Girls, Make Space for Her, Empower Her, Mum for Mum and Caring Mums, and many more.

In the past year we have innovated both the structure and the programming of NCJWA. In August 2024, NCJWA had a small Board and delivered virtual programming. Today we have a Board of 15 plus 6 brand new Committees each comprising up to 15 women each: Engagement, Social Justice, Communications, Resource, Conference and Allies. Both our Board and Committees include women aged from their 20s upwards. In this way we ensure that young women are always included in our events, activities, planning and decision making.

We held a Strategy Day in March, which identified four strategic priorities for the next 3 years:

- Addressing antisemitism and enhancing social cohesion especially as it relates to Jewish women
- Developing the voice & capacity of Jewish women and promoting gender equality
- Supporting our state Sections
- Strengthening and sustaining our organisation

Community Outreach

In the past 12 months we’ve held almost 100 events, platforming multiple speakers on topics ranging from Body Image and Eating Disorders to Women in Sport, Homelessness and Older Women, the war on women, human rights and democracy being played out in the Middle East, racism against Jewish and other Australian women and more. We’ve held human rights vigils in 4 capital cities and spoken often about the sexual violence of Hamas, including through ongoing collabs with IBelieveAllWomen and the Dinah Project.

Almost 80,000 people engage with us daily, weekly or monthly via our many different channels: our face-to-face events, monthly online webinars, our revived social media (Instagram, Facebook, LinkedIn and YouTube), our [brand new website](#) or our monthly email newsletter, ‘Esther Speaks’, which has the unusually and consistently high open rate of over 70%.

And those are not just Jewish women - they include the many and diverse women whom we meet with, host at our events, and reach virtually.

NATIONAL COUNCIL OF JEWISH WOMEN OF AUSTRALIA INC

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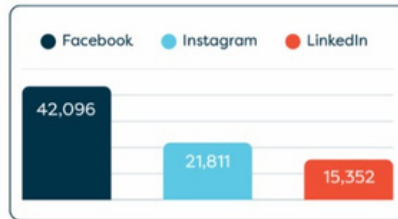
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Percentage increase on previous year



Number of people reached



Special projects, unique collaborations and first-time initiatives

Given its regeneration over the past year, almost all of NCJWA's work is today innovative and brand new. Highlights of new projects include:

- NCJWA Boardroom Luncheons, where we bring together Jewish and non-Jewish women and platform speakers on topics of mutual interest
- NCJWA Salons, held in private homes across Australia. These provide an intimate and safe space in which women from across communities can engage on issues of common concern.
- NCJWA Jewish Resilience Project, which helps build the strength, capacity and resilience of Jewish women in Australia as they face unprecedented discrimination and racism in these momentous times
- Testimony to the NSW Parliamentary Inquiry into Antisemitism and community consultations as part of the Australian Human Rights Commission's Seen & Heard project
- Listening Campaigns and Surveys, to help us identify the issues that are of most concern to Jewish women in Australia, and also to provide us with data to inform our submissions, our testimonies, our media comments and more. Our NCJWA Survey of Australian Jewish Women's Lived Experiences of Antisemitism has been particularly helpful in this regard, and also heartbreaking.

May the next 12 months bring a return to civil and respectful discourse in Australia and online, and an end to violence against women in every sector from home to work to war.



National Council of Jewish Women Australia
The Voice of Jewish Women in Australia

Lynda Ben-Menashe, National President

NATIONAL COUNCIL OF JEWISH WOMEN OF AUSTRALIA INC

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