



Leading Issues Journal

2013

About the Journal

ACLW's online Leading Issues Journal started in September 2000. It is published annually. Its aim is to present significant advances in leadership and women's issues in the community and organisations, in Australia and internationally. Articles and interviews focus on views, reflections, research, practice and media discussions.

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Table of Contents

Editor's Introduction	4
ACCELERATING THE ADVANCEMENT OF WOMEN IN LEADERSHIP The Male Champions of Change	5
INCREASING THE NUMBER OF WOMEN IN SENIOR EXECUTIVE POSITIONS Business Council of Australia	6
A TRIBUTE TO HELLEN BARBARA COOKE (9 JULY 1937 – 26 JULY 2013) Geraldine Robertson, Women's Web stories actions	7
ACHIEVING GENDER EQUITY THROUGH A DEVELOPMENT PARTNERSHIP – INDIGO FOUNDATION Sally Stevenson, Founding Chair Indigo Foundation	9
TAKE A STAND AGAINST DOMESTIC VIOLENCE: IT'S EVERYONE'S BUSINESS Dr. Magdalena Simonis MB.BS, FRACGP, Dip.Obst. RANZCOG	12
THE INVISIBLE CHILDREN Helen Wiseman, Chair of SHINE for Kids	16
16 DAYS OF ACTIVISM AGAINST GENDER VIOLENCE – VIDEO 'DEFEND THE DEFENDERS'	17
WOMEN SUPPORTING WOMEN: GRADUATE WOMEN VICTORIA SCHOLARSHIPS PROGRAM Margaret James, Vice-President (Scholarships) Graduate Women Victoria	19
WARNING AND INSPIRATION IN PREJUDICE AND REASON – SOME AUSTRALIAN WOMEN'S RESPONSES TO WAR Geraldine Robertson, Women's Web stories actions	22
WOMEN IN TECHNOLOGY ANNOUNCE THEIR 2013 WiT AWARD WINNERS	25
ACLW Members can apply for a discount for the GLAM leadership program	26

EDITOR'S INTRODUCTION

ACLW notes with great sadness the passing of Nelson Mandela on 5 December 2014. We honour him for his immense courage and personal sacrifice in the pursuit of justice and equality for South Africa, and for his extraordinary leadership in pursuing forgiveness and reconciliation during his time as president from 1994 to 1999.

After stepping down from the presidency, Mr Mandela set up the Nelson Mandela Foundation to identify areas in which he could make a difference, including international politics, poverty and children's rights.

In an interactive 'Women in Dialogue' session hosted by the Nelson Mandela Centre of Memory and the City of Tshwane at Freedom Park on 18 August, 2013, Professor Njabulo Ndebele, Chair of Nelson Mandela Centre of Memory said in his introduction to the session, "Madiba said it best, the cause of women's emancipation is part of our national struggle against outdated practices and prejudices. It is a struggle that demands equal effort from both men and women alike". The Women in Dialogue session emphasised that although South Africa has made great strides in gender equality and is a model to other countries, gender inequality continues to impede efforts to build social cohesion. The Session can be viewed at <http://www.nelsonmandela.org/multimedia/entry/women-in-dialogue-video-gender-equality-remains-a-pressing-social-issue>

"What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead." — Nelson Mandela

This edition features the work of some extraordinary women leaders who make a difference in strengthening the recognition of women and children's rights and their empowerment internationally.

Actions for consideration by The Male Champions of Change group to increase the representation of women in leadership are included in this edition in the hope that they build momentum and create inspiration for leaders at all levels to advance women in workplaces.

ACCELERATING THE ADVANCEMENT OF WOMEN IN LEADERSHIP

The Male Champions of Change

The Male Champions of Change group established in April 2010 by Elizabeth Broderick, the Sex Discrimination Commissioner, comprises 21 CEOs, department heads and non-executive directors from across business and federal government. Their aim is to achieve significant and sustainable increases in the representation of women in leadership in Australia.

Having started a conversation in 2011 about what could be done to achieve faster progress on women's representation at senior levels, the group has found four themes for leaders wanting to attract and advance more women and capitalise on the advantages of a gender-balanced organisation. These themes are: 1) stepping up as leaders; 2) creating accountability; 3) disrupting the status quo; and 4) dismantling barriers for carers.

They propose the following actions to consider in relation to the four themes:

Stepping up as leaders

It starts with us. Reflect on your own leadership and whether you are sending the right signals about women and gender balance in your organisation.

Bring your top team with you. Take action to ensure that your team is effective in bringing together different points of view.

End the leadership lottery for women. Actively develop, promote and advance inclusive leaders across your organisation.

Creating accountability

Lead on gender reporting. Take reporting to a deeper level, with consistent reporting standards, to create a more transparent and granular view of the pipeline and progress.

Implement Plus One initiatives. Break entrenched patterns by using a simple commitment to engage managers to add at least one woman to their teams, as roles arise.

Drive a supplier multiplier. Communicate to suppliers how important gender balance is to you. Encourage and support suppliers who build and present more gender-balanced teams.

Disrupting the status quo

Ask '50/50: If not, why not?' Ask 'why not 50/50?' across career lifecycles, from recruitment and talent development to committees and panels. Broaden your searches and challenge results below your objectives.

Raise the bar on women's careers. Understand the types of experiences your organisation requires and broaden the success profiles you consider for senior roles. Ensure women get critical experiences in 'hot jobs.' Personally sponsor talented women and expect your senior executives to do the same.

Mainstream flexibility. Reflect on work patterns and 'what it takes to succeed' in your organisation. Change the presumption – ask what can't be done flexibly, rather than what can be done flexibly.

Dismantling barriers for carers

Get the basics right. Celebrate parenthood and unambiguously encourage return. Stay in touch with parental leavers and make the transitions easy.

Build environments where parents and carers thrive. Get under the numbers to see whether women returning from leave continue to develop their careers. Question deceleration and intervene when needed.

Support an expansive review of caring, including childcare options. **The issues are system-wide and need to be addressed at the appropriate level, which our private sector organisations believe to be the Productivity Commission.**

The Report, Accelerating the advancement of women in leadership, in which they describe what they have tried and how it is going so far is at

https://www.humanrights.gov.au/sites/default/files/document/publication/2013_AHRC_MCC_accelerating_advancement_women.pdf

Increasing the Number of Women in Senior Executive Positions

Business Council of Australia

Increasing the Number of Women in Senior Executive Positions: Improving Recruitment, Selection and Retention Practices

The Business Council of Australia launched its *Action Plan for Enduring Prosperity* in July 2013. Included in the plan was the goal of increasing the number of women in senior roles in BCA organisations to 50 per cent in the next decade.

The BCA has developed a best practice resource kit titled *Increasing the Number of Women in Senior Executive Positions: Improving Recruitment, Selection and Retention Practices* to assist its member companies and the wider business community in achieving the goal to redress the low representation of women in senior levels of management.

The President, Tony Shepherd's letter to member CEOs, set of checklists and research report can be downloaded at <http://www.bca.com.au/publications/increasing-the-number-of-women-in-senior-executive-positions>.

A TRIBUTE TO HELLEN BARBARA COOKE

(9 JULY 1937 – 26 JULY 2013)

Geraldine Robertson, *Women's Stories, Women's Actions* www.womensweb.com.au

'It is very pleasing to be called an activist. It is like an accolade, an acknowledging nudge, and tumbles the kaleidoscope pieces of disparate life into a pattern.'

Hellen Cooke 2004



Hellen Cooke became aware of war, refugees and sexism in a very real way when she was just a child. Then, when as an adult she went to New Guinea, she became aware of racism for the first time. She said she was living in it. Although when she married and went back to New Guinea she found 'things had altered a great deal at Independence'.

After her husband was tragically killed she came back to Canberra with her children where she heard and was impressed by 'Bill and Helen Caldicott talking about nuclear issues and showing a film called 'If You Love This Planet.' She said that after seeing this film she "got off the fence", as Helen Caldicott suggested. 'The result was that I promptly got, well, fired really, from the Physiotherapists Association that I had just re-joined. The Association thought passion for the environment was not what physiotherapists did.'

Hellen then became engaged in homeopathy as 'the links between planetary health, social health, peace and therapy seemed clear.' Also, she was attracted to the Canberra Program for Peace. 'Women were speaking out; they were not being put down by men! I had never seen this in action before.' She met Stella Cornelius and became active in the Women's International League for Peace and Freedom (WILPF) - lobbying and protesting, editing and planning actions, liaising with police, using marshals, 'doing things I had never thought of doing.' This lasted all her life.

After the AIDEX demonstrations in 1991 Hellen recalled 'We spoke to the arms traders ... politicians, unionists and activists ... people who had been employed on the arms trade stalls ... did the research to place the events in context, I designed the cover and named the book *Piecing It Together*.'

I can't do Hellen justice in any way; I know such a small part of her work and life. These quotes I have taken from our Women's Web stories actions book *Women's Web* being the second part of an ongoing series of women's stories, women's actions. I only know that in the 1990's Hellen's activism was invaluable in *Women's Web* stories actions and *Melbourne Women in Black (WiB)* because I was there. Joan Nestle from *WiB* speaks for many of us, I think:

'Quietly, strongly, Hellen stood vigil over the years. Her presence was so profound that like the weather, we took it for granted. More than ever we need her now. We will have to find the Hellen in ourselves.' Hellen Cooke wrote an article for the book, *Prejudice and Reason* which is featured on page 22 in this Journal. Hellen's article is featured below.

'Around 35 million people died in the First World War. Such overwhelming suffering was the result of the competition for empire and the ignorance, at the highest levels, of the effects of the then modern weapons. Some Australian women enthusiastically endorsed the male blood letting, the male proving by combat and the opportunities offered for women to take care of matters behind the scenes. Some Australian women passionately opposed the violence, which they identified as being of no permanent value to women, and advocated other ways of resolving disputes over human needs and ambitions.

Yet a century on, both enthusiasts and war opposers are pretty much forgotten, the usual fate of women. Even well recorded women, articulate about the weighty matters of war and peace, the sufferings of soldiers and war families, and the security of the nation, need to be rediscovered. Prejudice & Reason rediscovers them and recalls early 20th century women's voice, interest and industry around armed conflict to our 21st century notice - to our awareness that women in Australia did share in the task of informing and shaping a national and international commentary.

On Anzac Day when war and men are remembered, we do not equally remember women. But then, a century on, the men who were sent out to kill or be killed - some rationalising that they, 'fought in the war for children to have freedom to laugh, climb trees and run headlong into the world', all of them knowing they could be shot by their own side if they refused to fight, and many believing themselves murderers from the killing they were forced to - are not well remembered either. For Anzac Day now commemorates forgetting. Forgetting, despite the ritual 'Lest We Forget' each year. Forgetting, the peaceful ballot which created an Australian nation and remembering instead a lie-myth that Australia was born a nation, in blood, in Turkey.

On Anzac Day, we forget to tally the lives saved by women by their courage and their votes in opposition to war demands - to forcing boys and shaming men to be soldiers. And we forget that armed force has, since the 1914-18 war, been made the priority of Australia's defence and security, and that that maintains a strong prejudice against the rationality of prioritising human rather than military security.

On Anzac Day, we need to remember that 20th century women have been the prime drivers in establishing institutions and mechanisms to enable humanity to base defence on human rather than military security. Numerous international forums, an expanding body of international human rights laws and the international criminal courts have begun a shift to human security; to considering the demands of women for equality, justice, freedom and democracy. Through the century women continued to offer different ways of thinking about appropriate response to conflict, about the needed peace outcomes from defence, and currently, in the 21st century, these different ways are unfolding from the UN Security Council Resolution 1325 which women brought about in October, 2000. National action plans for women, peace and security are now seeded in nations across the world and being nourished to grow by the women of those nations, including Australia.

Overwhelming suffering and tremendous devastation has been the effect of wars in the last century and those continuing to the present. The next hundred years, if humanity survives our war induced climate changes, may yet see the triumph of reason over prejudice. Perhaps this book, Prejudice and Reason, and books that follow in this style of verbatim recall, will stimulate further development of peace and anti-war movements, further studies of the 20th-21st century defining Great War by writers influenced by its peace movements - and further understanding of why some victims of oppression, women for example, used the minor liberties of wartime to become advocates of the killing and destruction, while other women became advocates of alternatives to war and ending war.

Let's resolve to hand on faithfully all our 20th and 21st century women's works to 22nd century daughters.'

Hellen Cooke

Women's International League for Peace and Freedom, Victoria.

ACHIEVING GENDER EQUITY THROUGH A DEVELOPMENT PARTNERSHIP – INDIGO FOUNDATION

Sally Stevenson, Founding Chair Indigo Foundation

indigo foundation is a small, independent not-for-profit community development organisation. We provide effective and innovative assistance that improves the lives of people in marginalised communities in Australia and around the world. Our tagline is 'the first thing we offer is respect' and we take this seriously: so much done in the name of development is patronising and paternalistic. Our aim is to empower communities to access resources, and have control over decisions that determine their basic needs and human rights. To do this we operate through a 'respectful partnerships' paradigm, taking a community-led approach by listening to the needs of the community and then working with them to develop programs they have identified as central to their development. Not surprisingly these programs tend to be in education, public health and capacity building, as well as cultural support and strengthening. Our support comes in the form of financial assistance, as well as technical support, advice, mentoring and guidance.

Our respectful approach to development, based on direct grassroots partnerships, is guided by four key principles: community ownership, sustainability, transparency and equity. It has produced remarkable results in countries such as India, Afghanistan, Uganda, and Indonesia. In particular, we have achieved some important outcomes for women and children. In Afghanistan, we support two projects, both of which are helping to shift the place of girls and women in society by not only providing them with educational opportunities but also supporting their community to understand and desire positive change for women.



Opening of Kashkak High School, Borjegai

Borjegai

In 2003, indigo foundation began a partnership with the community of Borjegai, a remote Hazara village in central Afghanistan. The harsh geographical setting and historical and institutionalised discrimination against Hazaras has always made it extremely difficult for the Borjegai population to access socially valued resources, such as education. A clearly marginalised community, the deciding factor for us to provide support was, however, the unanimous and passionate

decision by the community leaders, tribal elders and religious mullahs to educate girls for the first time in the history of the community. In 2004, at the request of the community, we provided assistance to build the Golbona Girls

School. Whilst the community leaders were progressive many families remained culturally conservative. It was only by offering a girls only school that many girls could continue their education through adolescence. This building began the story which over the next ten years has resulted in more than 40 young women successfully passing their university entrance exams, gaining unprecedented access to a tertiary education.



Girls lining up for assembly in Borjegai;

Further driving change are the nine female teachers who completed year 12 and now work at various Borjegai schools (overall we support a network on nine schools). Many of the women decided not to go to university because of financial difficulties but also, they wanted to be role models for other girls in their community. The Borjegai community collectively decided to support them in their teaching role to ensure more girls continue their schooling as they get older. The women have told us what they are doing is a challenge to themselves and perhaps to their community but, they decided to accept teaching roles to break the cultural taboo around girls' participation in such jobs. Their employment has also worked as a catalyst for Borjegai families to choose their children's school on the basis of geographic proximity of the school to their home; with female teachers they accept schools are safe places for their daughters. As a result, more and more girls have been attending co-ed schools in the past few years, and this has encouraged the Borjegai community to change the Golbona Girls' School to a co-ed school in 2013.

The construction of Golbona School for girls was a historical event. We continued with ten years of support for improving teaching quality, and now after a decade, the gradual changes in Borjegai community's culture to hire local female teachers and to prefer co-ed education for their girls and boys is an extraordinary sign of the community's development successes. It's also a great sign for the future of its girls.

Women's Empowerment Centre at the Gawharshad Institute of Higher Education (GIHE)

In 2011 we were honoured to be approached by Dr Sima Samar, the well-known human rights activist, Nobel Prize nominee and current head of the Afghan Independent Human Rights Commission and Nasima Rahmani, a former UN Women Australia peace scholar and a women's rights activist to support the newly formed Women's Empowerment Centre (WEC), which is part of a non-profit coeducational tertiary institute established in Kabul, Afghanistan in 2010. The GIHE and the WEC believe that education is critical to the empowerment of women. Nasima is the Director and driving force of the centre.

GIHE provides affordable quality education in law, political science, economics and management, disciplines essential to building a modern governance infrastructure in Afghanistan and **Sima and Nasima** believe that by implementing positive gender discrimination policies at the Institute they can make a significant contribution to women's empowerment in social, economic and political spheres in Afghanistan. The Institute therefore gives priority to the provision of space and opportunity to female applicants and has a specific mission to foster and encourage young Afghani women into tertiary education. Already 34% of the 1560 students enrolled at GIHE are female. One of key areas for promoting equity is targeted action for disadvantaged groups such as financially and educationally disadvantaged girls.

indigo foundation is the primary partner of the WEC and we provide financial, technical and strategic support for its organisational development and program delivery and for its scholarship program, where we support over 30 tuition scholarships. WEC initiatives are many: from providing computer and English support to devising and implementing a Gender Studies Program - a six week program open to NGOs, public and private sector employees and students.

Education boosts women's participation in the labour force, an outcome greatly needed in Afghanistan. Above all, in a conservative society like Afghanistan where women face severe forms of violence, educating women enables them to claim their rights in spite of social, political and cultural obstacles. An educated female population is a significant milestone marking the progress of any society.

These are just two examples of what can be achieved when gender equity is at the forefront of a development partnership. And, as sensitive and confronting an issue it may be in some societies, when approached with respect and in a genuine partnership with local communities, inspirational stories are written and the lives of girls and women can be liberated.

More information about indigo Foundation is at: <http://www.indigofoundation.org/>

About the Author: Sally Stevenson is the founding Chair of indigo foundation. Over the past twenty five years, she has worked in community development, humanitarian relief and public health, in Australia and internationally with organisations such as World Health Organisation, World Bank, Stanford University and AusAID. Sally's work typically has a high impact on the communities she works with: whether it's the establishment of the first Aboriginal owned and managed credit union in Australia, Traditional Credit Union, (considered one of ANTaR's top ten Aboriginal enterprise success stories) or her work for Médecins Sans Frontières, as Head of Mission in Ethiopia and South Sudan, or partnering indigo foundation with highly effective grassroots organisations in marginalised communities. Sally has a Bachelor of Commerce, a Masters in Peace Studies and a Masters of Public Health. In 2009 she was awarded the University of Wollongong Chancellor's Award for Community Service and in 2012 she was honoured with a Leadership Award at the Future Leadership Summit by Australia's pre-eminent leadership organisation, ADC Forum.

Take a Stand against Domestic Violence: It's Everyone's Business

Dr. Magdalena Simonis MB.BS, FRACGP, Dip.Obst. RANZCOG

At the recent United Nations 57th Commission on the Status of Women in New York, Dr Magdalena Simonis gave a presentation with the Australian Mission to the United Nations on the Primary Prevention of Violence Against Women through organisational change, a project piloted by Women's Health Victoria. The Australian-first program, *Take a Stand against Domestic Violence: It's Everyone's Business* was developed over four years from 2007 to 2011 with funding from VicHealth. The program was successfully piloted at Linfox, a transportation and logistics company that employs more than 16,000 workers. More than 500 employees were involved in the program. Below is the Power point presentation Dr Simonis gave at the United Nations 57th Commission.

Primary prevention of violence against women through work place intervention – 'Take a Stand' Presented by:- Dr. Magdalena Simonis. President Victorian Medical Women's Society. At the United Nations 57th Commission on the Status of Women, New York, March 11th 2013. Joint Project:- Women's Health Victoria and Vic Health

ABOUT THE PROJECT:-

TAKE A STAND Against Domestic Violence: It's everyone's business

- This program changes the attitudes of men, giving them the tools to take a stand and challenge violence-supportive attitudes and behaviors of workmates, relatives or friends
- Take a Stand aims to help companies prevent domestic violence 'before' it occurs and support staff who might be experiencing it
- Primary prevention refers to a public health approach that reduces or eliminates the cause of a health problem. The primary prevention of violence against women is the prevention of violence before it happens (7)
- This is achieved through three key elements:
1) Leadership 2) Training & 3) Message Promotion
- Work to prevent violence against women must occur at an individual organizational and societal level
The ecological approach to understanding violence, set out in VicHealth's framework, preventing violence before it occurs, provided the grounding for the project (2). The project was also informed by theories of masculinity, organizational culture theory, social norms theory and the bystander approach to violence prevention. (1, 5)
- Take a Stand against Domestic Violence: It's Everyone's Business is a unique, Australian-first program developed over four years from 2007 to 2011 with funding from VicHealth
- It was successfully piloted at Linfox, a transportation and logistics company that employs more than 16,000 workers

- More than 500 employees were involved in the program

SOME FACTS:-

The cost of domestic violence to Australia:

- Access Economics 2004, p43 estimated that in 2002-03 domestic violence cost Australian businesses **\$175.2 million**
- The National Council to Reduce Violence Against Women and their Children 2009, p8 estimated that if appropriate action is not taken, domestic violence will cost Australian employers **\$456 million** in 2021 – 22
- 1/3 of Australian women over the age of 15 years has experienced physical assault ABS, 2006
- 1/2 of all women have experienced at least one incident of physical/sexual violence in their lifetime Mouzos J, Mallai T, 2004
- Approximately 2/3 of women who experience domestic and family violence are in paid work, so there is no question that the issue of violence affects many in our workplaces Broderick E., 2011

GOALS OF THE PROJECT:-

On an **individual level**, the activities of the program aimed to:

- Raise awareness of domestic violence
- Provide participants with tools to challenge violence-supportive attitudes and behaviors
- Provide participants with appropriate information, referrals and contacts
- Model and promote equal and respectful relationships
- Provide a safe forum to discuss domestic violence
- Encourage the initiation of conversations around domestic violence among colleagues and their friends and family
- Promote the message that domestic violence will not be tolerated or ignored

At an **organizational level**, the activities aimed to:

- Develop and implement a whole-of-company program
- Address the structural context by implementing a domestic violence prevention policy
- Promote the project as a model for other organizations to follow
- Promote a healthy and respectful workplace culture
- Encourage equal and respectful relationships between men and women through resources and training
- Share learnings with a wider audience

At a **societal level**, these activities sought to:

- harness the efforts of individual men taking a collective stand to prevent violence against women

EVALUATION:-

①A comprehensive evaluation demonstrated the positive impact and outcomes of the program. The final report is available on the Women's Health Victoria website at

www.whv.org.au

Findings have shown that participants felt the following:

- 89% said they were more likely to challenge violence-supportive attitudes and behaviors as a result of the training
- 95% said training should be provided more widely
- 87% felt the training changed the way the majority of the participants thought about domestic violence
- 89% the training changed what the participants thought they could do about it.
- 87% percent of participants felt that the training helped them understand how things people say or do can support domestic violence
- Findings also showed that participants felt and understood how sexism occurs on a continuum of violence against women
- Following the Take a Stand training, 95% of participants were happy or very happy that Linfox was working with a not for-profit organization to prevent domestic violence

Other run off benefits included indirect, intangible outcomes like a happier workforce, better productivity and less leave because of disenchantment. The training has a flow on effect: "Workers are more conscientious and the efforts you put in come back to you" (*Linfox worksite manager*)

CONCEPTS AND CHALLENGES

Barriers to men confronting violence against women include:

- a lack of role models
- not knowing what to do
- fear of not fitting in and
- feeling hesitant about challenging behavior that they may have carried out themselves

Organizations have the power to reinforce or disrupt conventional notions of masculinity. Through adapting practices, policies and norms, 'organizations can equip men to undo gender biases by giving them the motivation, a model and a margin of safety to deviate from conventional masculine scripts' (3)

In order to be effective, men as well as women must be meaningfully engaged in interventions to promote gender equality and prevent violence against women (11)

- Primary prevention: Take a Stand aims to prevent violence before it occurs by focusing on the determinants of violence against women (2)
- Bystander approach: Take a Stand engages and encourages men and women to stand up against violence against women (1)

LOOKING TO THE FUTURE

⌘ The vision is to implement the Take a Stand workplace program widely so that more companies can join in the primary prevention of violence against women

⌘ The process of introducing a new and radically different concept such as 'violence prevention' to businesses is a challenge and resource-intensive

⌘ As doctors, we are ideally placed in a position of trust within our community to enable the further implementation and development of such programs. We can give them our 'stamp of support' and design policy recommendations from the data derived

⌘ The influence of doctors goes beyond the realm of the hospital and the private room setting into the places where people work

⌘ Doctors can collaborate with and inform program coordinators regarding the need for further projects and provide the medical context

⌘ Victorian Women's Medical Society looks to support the work of WHV in this endeavour

RESOLUTION

Doctors should be encouraged to harness their potential for positive influence and collaborate with the wider 'not-for-profit' sector the 'for-profit' sector and the Government in the primary prevention of violence against women

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About the Author: Dr Magdalena Simonis has been in full time General Practice since 1991. She has a long standing interest in community health, disease prevention and has many years of experience in Women's Health. Magdalena sits on the board of the Australian Greek Welfare Society, established in 1973 which delivers care in the home for the Greek speaking elderly and disabled Australians, through volunteer participation. She is president of the Victorian Medical Women's Society, established in 1896, which advocates for equity in health care delivery for women and children locally and globally. Magdalena is an examiner with the Royal Australian College of General Practitioners, teaches University of Melbourne Medical Students in the General Practice setting and is on the Royal Australian College of General Practitioners National Standing Committee on E-Health. She is a medical committee member for the Victorian Medico Legal Society of Victoria and a committee member of the University of Melbourne General Practice based research network. Magdalena has an interest in primary care medicine from a cause and effect relationship and believes that the community based doctor should extend their care outside the setting of the consultation room or hospital. Based on this premise, Magdalena has established relationships with such organisation as Women's Health Victoria, Breast Cancer Network Australia, Human Rights Commission and is an ambassador for the national campaign Drinkwise.

16 DAYS OF ACTIVISM AGAINST GENDER VIOLENCE – VIDEO ‘DEFEND THE DEFENDERS’

Global Fund for Women

For the 16 Days of Activism Against Gender Violence, see the stories of those who defend the rights of women in a video by the Global Fund for Women.

Included in the video is the story of Mónica Roa, Director of Programs, Women’s Link Worldwide. “Mónica was a new lawyer in Colombia when she decided to use the judicial system for social change and start Global Fund grantee, Women’s Link Worldwide. The death threats started afterwards and the State had to provide her with bodyguards. That was seven years ago, and she’s been living with bodyguards ever since. The Bogotá office has been broken into and computers stolen three times and on several occasions, human excrement has been left outside their office.”

Also included is the story of Stasa Zajovic, Co-Founder Women in Black about her efforts against war crimes in Belgrade, Serbia.

Mozn Hassan, Co-Founder Nazra for Feminist Studies talks of the program Nazra has for women’s human rights defenders in Cairo, Egypt.

The video is at Global Fund for Women: http://www.globalfundforwomen.org/impact/success-stories/62-general/2029-worth-the-risk?utm_source=housefile&utm_medium=email&utm_campaign=Email

The 16 Days of Activism Against Gender Violence, which begins on 25th November on International Day for the Elimination of Violence Against Women and ends on December 10th International Human Rights Day, is a global campaign to raise awareness about violence against women and its impact on a woman’s physical, psychological, social and spiritual well-being.

In Australia, a study of more than 1000 young people aged from eight to 25 found 61 per cent of the young women surveyed had self-harmed compared with 31 per cent of the young men. The study was conducted by the Youth Support and Advocacy Service (YSAS) in which the census showed almost 80 per cent of the girls surveyed had been victims of abuse, neglect or violence, compared with 55 per cent of the boys, while 75 per cent of the young women and 59 per cent of the boys had a history of mental health problems. Rates of suicide attempts were also higher among girls (38 per cent) than boys (20 per cent). A snapshot of the findings is at <http://www.ysas.org.au>

THE INVISIBLE CHILDREN

Helen Wiseman, Chair of SHINE for Kids

Whenever a crime hits the news, the focus is on criminal, the victims, the sentence. But who pauses to think, "What will happen to the kids once Mum or Dad has gone to prison?"

Being separated from a parent is traumatic for a child. Whether that separation is caused by divorce, death, or incarceration, children can experience great sadness, anxiety and fear. However, for children of imprisoned parents – there are also feelings of shame, being ostracised and isolated. Some keep their situation a secret, a terrible burden for a child.

These are the other innocent victims of crime and their plight is largely invisible. Yet there are many of these children across all of our communities. Research has estimated that some 1 in 20 Australian children have experienced having a parent in prison at some stage in their childhood, jumping to a staggering 1 in 5 aboriginal children. Yet we don't hear about it.

The imprisonment of a parent makes a mark that can affect a child's future life choices. Most affected children do not go on to commit crimes. However, research shows that children of prisoners are up to five times more likely than other children to follow their parent's footsteps. The costs to society of intergenerational crime are enormous and it is in all our interest to break the cycle.

From one incarcerated Mum:

"My son changed from a 12 year old little boy who loved fishing, surfing and watching movies on a Friday night to a complete street boy who managed to look after himself on the streets. His personality has completely changed. He may be 14 now but he has changed from an innocent little boy to a 20 year-old minded criminal."

However, despite the children's suffering and the greater risk of a disrupted future, there is a lack of policy and appropriate funding directed to support the unique needs of these children.

Helen Wiseman, Chair of SHINE for Kids - a charity focussed on supporting children of prisoners - is leading the way to drive positive change for the invisible population of children.

Wiseman strongly believes that with early intervention and community understanding it is possible to change the trajectory of many children's lives. So when the opportunity came nine years ago to join the board of SHINE for Kids, Wiseman did not hesitate.

SHINE for Kids stands for Support, Hope, Inspire, Nurture and Empower - factors that strengthen resilience in children. By providing these things, the organisation works to create futures where children of prisoners can "shine".

Have you ever visited prison? Imagine you are a child, walking down to the visits area, high-wire fencing and acres of barbed wire surround you, you hear the clattering thud of heavy grey

steel gates, you see stark warning signs with words in font that glares at you, you are greeted by the dull blue uniformed guards... you hear the jostling of keys, and experience the confusion of sight and sound whilst you are being security checked before finally getting to see your Mum or your Dad.

It would be easy to conclude that this is no place for a child. And yet, research and SHINE for Kids experience tells us that maintaining parental and child bonds is vital to the wellbeing of the child as well as reducing recidivism of the parent.

SHINE for Kids aims to make the prison visit a more positive experience. For example, SHINE for Kids' Child and Family Centres provide a friendly supportive place for children and families to come during or after a visit. Colourful paintings and children's crafts adorn the walls surrounded by toys, books and activities. It is a chance for children to meet other children in the same situation and reduce their feelings of isolation. The centres are often the first point of contact and a resource for sourcing further help for the children and families.

Another SHINE for Kids program, 'Story Time', is run jointly with the Emu Plains Correctional Centre. The program aims increase literacy in children and promote child/parent bonding. Mum in prison reads a story from children's book and records it onto a CD. A copy of the book and the CD is given to the child so he or she can read the book and listen to their Mum's voice at the same time. This provides Mum a great chance to perform an important parenting role.

SHINE for Kids also runs mentoring programs both in the community and in juvenile justice, as well as school-based programs, aboriginal programs, and individual and family case work, helping over 5,000 individual children each year in NSW, the ACT, Victoria and beyond.

Wiseman observes that as a society we are (thankfully) quick to reach out to sick or vulnerable kids, but we are less quick to reach out to kids whose suffering is complicated by the messiness of criminal justice.

Lost in the "tough-on crime" rhetoric, these kids do not attract the clamour of voters or the sound-bites of politicians. This is what makes leading change for this group of children particularly challenging.

It is a challenge tirelessly taken up by Wiseman and SHINE for Kids, believing that the rights of the child are paramount, and that investing in brighter futures for kids of prisoners is fundamental to promoting a civil society for the short and the long term.

More information about the work of SHINE for Kids can be found at www.shineforkids.org.au.

About the Author: Helen Wiseman is an entrepreneur, non-executive director, social justice advocate and mentor. Helen is Chair of SHINE for Kids, as well as a board director for various for-profit and not-for-profit organisations including: the Sydney Community Foundation, Relationships Australia NSW, and the War Widows Guild of Australia NSW. In her entrepreneurial role as Director and founding partner for Imalia, she's changing the way financial services are developed, delivered and managed, primarily for women, but also for men who want to experience a fresh approach to financial services. Helen's achievements were recognised in the 2010 American Express Enriched List that celebrates people who are making an impact using their skills, talents and dreams "to give more out, get more back and realise their potential".

WOMEN SUPPORTING WOMEN: GRADUATE WOMEN VICTORIA SCHOLARSHIPS PROGRAM

Margaret James, Vice-President (Scholarships) Graduate Women Victoria

Graduate Women Victoria, an association of university graduates, has been awarding scholarships to women students, since 1931.¹ Until 2000, we offered only one or two scholarships a year restricted to postgraduate research students, but an accession of funds from bequests and donations has enabled us to increase the number of scholarships offered and to widen the scope to include students in a wider range of courses, including diploma and masters degrees by coursework.² We were aware that gender inequality in access to higher education has decreased, with women forming a majority now of undergraduate students, but we could see that social inequalities remain entrenched. There is more financial pressure on students, as they frequently need to engage in paid work during their years of study to pay the expenses associated with studying.³



Skve Kinder and Bervl Green*

Many more mature age women enrol in higher education, greatly assisted by the expansion in the number of universities and the courses they offer, but at the same time these women must combine their family responsibilities with their education and careers. For women from non-English speaking backgrounds and women with a disability, participation in higher education presents particular challenges.

The current program offers up to 15 scholarships worth \$2000 to \$6000 to female students at Victorian universities. Applicants must first demonstrate that they have been disadvantaged in the pursuit of their studies. Disadvantage is broadly interpreted to include:

- Financial difficulty or low income
- English as a second language
- Migrant or refugee status
- Disability or medical condition
- Delay or interruption to career or studies because of family responsibilities

¹ Full details of the scholarships are available at <http://www.gradwomenvic.org.au>

Graduate women Victoria is a member of the Australian Federation of University Women Victoria, which is affiliated with the International Federation of University women. See <http://www.afgw.org.au> and <http://www.ifuw.org>

² 67 scholarships were awarded 1931-1999; 202 in the years 2000-2013

³ Universities Australia, University Student Finances in 2012, <http://www.universitiesaustralia.edu.au/page/submissions---reports/commissioned-studies/student-finances-survey/>

- Geographical isolation.⁴

To select the winners, disadvantage is balanced against academic achievement and potential, a difficult task undertaken with great good will by academic women volunteers.



Golnar Kharmoni and Joy Bear *

The winners' stories indicate that we have succeeded in targeting students who need and appreciate the financial assistance brought by a scholarship. Many are mothers, with young children, including single mothers returning to study as a way of building a secure future for their children. Some are facing the additional challenges of caring for children with a disability and there are younger students from rural areas whose parents have been struggling with drought.

Although the amounts we give are quite small, they can sometimes make the difference between dropping out and finishing their course of study. One student who told us, "You might as well have given me a million dollars" used her winnings to support herself and her children while completing her diploma of education; she is now teaching in a special school. Another student explained that winning the scholarship gave her:

First, recognition – of the struggle that some people undertake to get an education, recognition based on pleading the case in the positive, not the negative, which is uncommon. Second, I met a bunch of women similar in age (rare in my faculty) and who have intellectual passion (rare in my friendship group). Third, I got to restore my health, without which I would have had to withdraw from the university⁵.

Despite their own struggles to achieve an education, many of these students are determined to give back to the community. For example, the winner of a bursary for Indigenous students described her dream of becoming a great teacher of maths and science. A student caring for a child with a disability enrolled in her law program in order to contribute to the protection of rights for vulnerable members of society. A student researching the use of genetic counselling services in rural areas hopes to make a difference for those who are unable to access services readily available in metropolitan areas.⁶

The arrangements we have in place for donations and sponsorships encourage our own members, individual supporters and other women's associations to demonstrate the value they place on their own education by assisting current students⁷. Deceased members who left bequests are



Sandra Legg, Sunshine Kamaloni and Wai (Jackie) Cheung *

⁴ This list was influenced by the target groups nominated introduced into universities from 1990. See

<http://www.innovation.gov.au/HigherEducation/Equity/Page>

⁵ *AFUW Victoria Scholarship Program*, AFUW Conference, Sydney 2009

⁶ Winners' stories from the annual scholarship presentation

⁷ See http://www.gradwomenvic.org.au/main/page_scholarships_sponsorships_and_donations.html

Our funds are held by Australian Communities Foundation: www.communityfoundation.org.au
Donations are tax-deductible.

commemorated in the names of scholarships they funded and we also name bursaries to honour long serving members. The photographs taken on our Scholarship Presentation Day illustrate how the scholarship program has brought to the members and supporters of Graduate Women Victoria the great gain of building a connection across the generations of women and helping create the future.

*** Pictured in the photos**

Skye Kinder won the Beryl Green Bursary 2013. While studying for a medical degree, she represented medical students at a UN style Congress in Chile, covering issues of global and rural health. She is also involved in an online tutoring and mentoring program for high school students in regional areas.

Beryl Green graduated in science in 1951 and immediately after joined Graduate Women Victoria under its then name of Victorian Women Graduates Association. She worked in the Aeronautical Research Laboratory as an Experimental Officer, performing calculations for the engineers on a range of projects.

Golnar Kharmoni won the Joy Bear Bursary 2013. Golnar is Iranian-born, and completed a Bachelors degree in Electronics before coming to Australia as an international Masters student. She is currently undertaking a PhD in intelligent transport, to develop communication systems between vehicles to avoid hazards and accidents and improve traffic efficiency and safety. Golnar sees her future as an academic or researcher in telecommunications and electronics.

Isabel Joy Bear AM has had a distinguished career as a research scientist with the Commonwealth Scientific and Research Organisation. As she was unable to afford a university education, she started work as a Junior Laboratory Assistant, but studied part time for diplomas of applied science and applied chemistry with the Melbourne Technical College. Following several promotions, she became a fellow of both the Royal Australian Chemical Institute (RACI) and the Australasian Institute of Mining and Metallurgy, and in 1988 became the first woman to receive the Leighton Medal – the RACI's premier award. Joy retired in 1992 and is presently an honorary fellow with CSIRO Minerals.

Sandra Legg AM is a registered nurse and midwife, and an academic health psychologist. Sandra Legg has degrees in psychology and theology and has a Master of Science in health psychology. She recently retired from her position as the Director of Nursing of Cabrini Private Hospital, Melbourne. Sandra also holds an Adjunct Professorship with Deakin University for her contribution to bridging the theory / practice divide in nursing. She also has several publications to her name and is a regular conference presenter.

Sunshine Kamaloni won the International Scholarship 2012

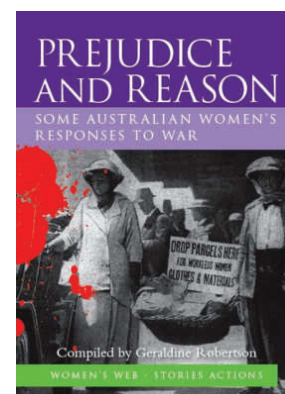
She was born in sub-Saharan Africa, completing high school in Zambia and studied in South Africa before coming to Australia. She commenced a PhD in Arts in 2011, with the goal of blending her autobiographical experience with an academic career. Her goals are to use practical advocacy to promote education and oppose racism and poverty, and minimize the disconnection between advocates and recipients.

Wai (Jackie) Cheung won the William and Elizabeth Fisher Scholarship 2012

Jackie has with three children with special needs, now identified as Autism Spectrum Disorder. While she studies for her PhD, she continues to home school her children and works to develop a user centric model for access to health services, recognizing that parents need to be well-informed to be the most powerful advocates for their children.

WARNING AND INSPIRATION IN PREJUDICE AND REASON – SOME AUSTRALIAN WOMEN'S RESPONSES TO WAR

By Geraldine Robertson, Women's Web stories actions
www.womensweb.com.au



'Dear women of Australia, dear women of every shade of political and religious thought, come and let us reason together about war; the present war and war in general.'

Vida Goldstein, 29/9/1914ⁱ

We hear many stories from World War 1 at the moment - men's stories.

I was musing on this and on the madness in our culture that still sees terrorism as an excuse for war when I came across some Australian women's voices from WW1. These women didn't enlist or work in war industry but they did care passionately about the war, actively opposing it in the Women's Political Association and in the Australian Women's National League just as actively supporting it.

It stopped me in my tracks. This isn't just history; these conflicting world-views are ubiquitous today. If I could time-travel to meet the anti-war Vida Goldstein in 1914 we could have a conversation without even realising we were a century apart, talking about different wars.

'War is out of date' she said. 'Under modern conditions it cannot accomplish what those who support war want it to accomplish. Every deadly weapon is met with the invention of a still more deadly weapon.'ⁱⁱ 'History will proclaim you false if you are silent now. "Come out and be separate from all that makes for war."ⁱⁱⁱ 'Now what are you Women of Australia going to do about the whole question of militarism in Australia, about militarism in other countries?'^{iv}

Would she ask this if she lived now?



Prejudice and Reason Book Launch: Janet Butler, Geraldine Robertson (centre) and Marilyn Lake. Janet Butler is author of *Kitty's War*, the remarkable wartime experiences of Kit McNaughton, 2013 UQ Press.

The Women's Political Association

Of course Vida was just one person in the Women's Political Association. They protested against injustices such as unfair food prices; they took a stand for civil liberties and a free press. They exposed the White Australia policy; the mining industry. They challenged the Church, the Press and the State; the popular view of patriotism and conscription. They formed the Women's Peace Army; the Children's Peace Army; lobbied; petitioned; sent deputations to Parliament; set up a labour bureau for unemployed women, a co-operative to support striking miners' wives and a women's farm; actively supported the International Women's Peace conference at The Hague and participated at Zurich. They demonstrated - 4,000 to 6,000 one day - held public meetings... and more.

And they had fun, even under pressure: 'We have been forbidden by the military authorities to sing or make use of the song *I didn't raise my son to be a soldier*. Needless to say, the women will continue to sing it, if they feel so inclined'.^v

But by 1919 they were saying things such as 'Peace has come. Let those who can still deceive themselves celebrate it... It is unspeakable, what there is of it. We have saved the world from the Germans. Heaven send something to save the world from us.'^{vi} 'The world is sick unto death and the sources of Government - if we may put it so - polluted.'^{vii}

Although their story ends in a shocking manner with predictions of future war it also ends with a vision of an inclusive future that has been widely, if incompletely, won.

Why weren't we told?

The Australian Women's National League

Then there was the pro-WW1 Australian Women's National League. These women lived in a world made up of winners and losers. In 1914 Eva Hughes stated 'This is a war of spiritual against material forces for world domination.'^{viii} By 1919: 'The forces of a great morality, of simple justice and Right, have waged an unequal war against the evil forces of immorality, brute ravaging strength, injustice and might. And Right has prevailed.'^{ix}

I had to publish these voices. How could I fail to?

Warning and Inspiration

Prejudice and Reason some Australian women's responses to war also has an overview of feminist and anti-feminist activism from suffragette days to today. The *Prequel* and *Sequel* show anti-feminist activism that sometimes purports to be part of the women's movement, indeed to be feminist itself. I had to divide activism (and anti-feminist women are active) into radical-feminist, conservative-feminist and reactionary to account for what I found. This gave me insight into how we can be silenced in so many ways and how we can silence ourselves by resorting to, in the words of Virginia Woolf, *unreal loyalties*^x. On the other hand I was and am powerfully inspired by women's active, often joyful, resistance to this.

Wouldn't our silence about war at this time be betraying those magnificent feminists who lived during WW1?

I end with another quote I find relevant today. It is also from the *Woman Voter*:

'The Government made war without consulting the people, and the people were not responsible, therefore, for the outbreak of hostilities. But, in continuing the war, we do become responsible for every drop of blood that was shed. We are responsible, also, to the future people for the conditions of the country we must leave to them... Surely it would be a crime to be silent while such a fearful outrage against humanity as this war continues.'^{xi}

The book, *Prejudice and Reason* is available at Readings and the New International Bookshop, Melbourne.

It is online at www.prejudiceandreason.com.au

About the Author: Geraldine Robertson received a great deal of support and created the website Women's Web stories actions a little over a decade ago. She wanted to interview women to document feminist social justice activism in Victoria and make the interviews freely available online. The interviews in Women's Web stories actions she soon put into book form, followed by websites and books for other generally neglected women's voices. As well as continuing contemporary interviews, Geraldine plans to concentrate on women and peace into the future.

Women's Web - Women's Stories, Women's Actions

www.womensweb.com.au

Our Foremothers

<http://home.vicnet.net.au/~mothers>

Women Working Together suffrage and onwards

www.womenworkingtogether.com.au

Vasculitis the Disease that Deceives

<http://www.vasculitis.net.au>

Betrayal women's paid work 1874-1974

<http://home.vicnet.net.au/~betrayal>

ⁱ W.P.A. *Woman Voter* 29 September 1914 (Vida Goldstein, Open Letter the Women of Australia) cited in Geraldine Robertson *Prejudice and Reason some Australian women's responses to war*, Women's Web 2013 p.57

ⁱⁱ W.P.A. *Woman Voter* 12 April 1917 (Senate Election Manifesto of the People's Candidate, Miss Vida Goldstein) *ibid.*, p.118

ⁱⁱⁱ W.P.A. *Woman Voter* 29 September 1914 (Vida Goldstein, Open Letter the Women of Australia) *ibid.*, p.57

^{iv} W.P.A. *Woman Voter* 29 September 1914 (Vida Goldstein, Open Letter the Women of Australia) *ibid.*, p.57

^v W.P.A. *Woman Voter* 23 December 1915 p.1 (uncensored version?) cited in *For Love or Money, a pictorial history of Australia*, Megan McMurphy, Margot Oliver, Jeni Thornley, Penguin 1983 p.75 *ibid.*, p.89

^{vi} W.P.A. *Woman Voter* 3 July 1919 (Vida Goldstein, letter from England) *ibid.*, p.133

^{vii} W.P.A. *Woman Voter* 18 December 1919 *ibid.*, p.139

^{viii} A.W.N.L *The Woman* 1 January 1915 *ibid.*, p.23

^{ix} A.W.N.L *The Woman* 1 December *ibid.*, p.50

^x Virginia Woolf *Three Guineas* <http://gutenberg.net.au/ebooks02/0200931h.html>

^{xix} W.P.A. *Woman Voter* 20 January 1916 *ibid.*, p.91

WOMEN IN TECHNOLOGY ANNOUNCE THEIR 2013 WiT AWARD WINNERS



The winners of the 2013 Women in Technology (WiT) Awards were announced at the 2013 WiT Gala Awards held on Friday 6 September at Victoria Park Golf Club. The WiT Awards is the culmination of the work that Women in Technology do to support and honour women in the ICT and Biotech industries.

The winners of the 16th Annual WiT Awards are:

WiT Employer of Choice Award sponsored by GBST
Australian Broadcasting Corporation

WiT Professional Award sponsored by Hewlett Packard
Rebecca Langdon

WiT Infotech Outstanding Achievement Award sponsored by Datacom
Elizabeth Harper

WiT Rising Star Award Sponsored by QUT ihbi
Jennifer Firn

WiT Biotech Research Award sponsored by University of Queensland
Selena Bartlett

WiT Infotech Research Award sponsored by University of Queensland
Marta Indulska

WiT Biotech Outstanding Achievement Award sponsored by WiT
Selena Bartlett

WiT PhD Career Start sponsored by Griffith University
Claire Wainwright

WiT Sue Wickenden Entrepreneurial Award sponsored by IBM
Sue Colclough

President of Women in Technology, Sue Johnston commented “I could not have been prouder of the calibre of women that we had as finalists for the 2013 Awards. The process of selecting a winner was extremely difficult but I must say that the winners are truly exceptional ladies...if you get a chance I highly recommend you look into the work and research that these ladies are doing in the Biotech and ICT industries. They are very often unsung heroes.”

For more information on how they can support you or your organisation or how you can support them by sponsoring go to www.wit.org.au.

GLAM Leadership Program

Avril Henry's next women's leadership program, Great Leaders Are Made (GLAM), will financially support White Ribbon. A personal invitation to members of the Australian Centre for Leadership for Women is being offered to attend this program by Avril Henry and Associates. For ACLW members who register and quote Australian Centre for Leadership for Women with their registration, they will receive a 10% reduction on their first registration fee, a saving of \$330. Cost per attendee is \$3300.

For more information see: <http://www.avrilhenry.com.au/services/leadership-programs/>

(This invitation is being promoted for the benefit of ACLW Members. ACLW does not endorse any program or receives any commission for promoting this program.)