

## ACLW's 2016 Diversity Award Finalists

Diversity Champion	Woman Benefiting	State	Description of the Diversity Champion's Initiative
Cynthia Balogh	Catherine Cervasio	VIC	Cynthia Balogh established Women in Global Business (WIGB). WIGB aims to increase the proportion of Australian women-led businesses that export as data indicates that women conduct international business at lower rates than the SME sector generally. WIGB is a national program that offers women a central source of information and resources, support and connection and advocates on their behalf. Programs and services include skills and capacity building workshops, mentoring, seminars designed to highlight selected international markets, showcasing experienced female exporters as role models to inspire the pipeline of the next generation of women exporters, encouraging women to attend trade missions and to apply for export awards.
The Gender Equity in Science Committee, Walter and Eliza Hall Institute for Medical Research	Marnie Blewitt	VIC	<p>The Gender Equity in Science Committee (GEiSC) was formed in early 2010 to learn what new strategies we could adopt and what barriers to advancement needed to be removed, to help our female scientists realize their full potential. The efforts of the Gender Equity in Science Committee at the Walter and Eliza Hall Institute have been:</p> <ul style="list-style-type: none"> <li>• raised awareness of the historical loss of female talent from our organisation</li> <li>• made the institute a more family friendly workplace for all staff</li> <li>• supported women through the coincident, challenging phases of starting a family and becoming independent research scientists</li> <li>• provided funding, mentoring and leadership training for talented women</li> </ul> <p>These efforts have made female scientists feel highly valued and have increased the proportion of women rising through the seniority ranks of our scientific workforce. They have made discoveries, won funding and published papers and patents and made our institute a more productive and creative place.</p>
Sonia McDonald	Shelley-Anne Brace	QLD	While working in the mining and construction industries Sonia McDonald realised how few women held leadership roles, and that this was common across many other industries. As a woman who

			<p>had discovered her own leadership capabilities almost by accident, Sonia decided make sure other women knew they, too, could be effective leaders. Sonia designed and presented innovative leadership programs such as empowHER, which teach women to respect the innate leadership skills, they have and confidently use them to be strong leaders. Sonia has gone on to develop more leadership programs, release a regular leadership magazine, create and host leadership and diversity events around Australia, and personally mentored a number of potential leaders. Her empowHER and Women Leadership Experience Programs focus on the individual leader as well as collective leadership as women and promote sustainable leadership by encouraging participants to apply their skills in the workplace which has resulted in the discovery and mentoring of emerging female leaders.</p>
Mariette (Mary) Cowley	Winifred Nanala	WA	<p>Beyond its basic mandate to provide family violence legal services, the Aboriginal Family Legal Services (WA), under the guidance of Mary Cowley has designed and implemented numerous innovative programs throughout regional WA to educate and support Aboriginal and Torres Strait Islander women and children. Mary's holistic approach has ensured client assistance included emergency accommodation, financial support, assistance with transportation and referrals to other specialist services. As the former CEO, Mary Cowley has strengthened and expanded the Aboriginal Family Law Services (WA) within the State and challenged the governments to ensure that family and domestic violence is on their immediate agenda and that funding, leadership and advocacy is available to support services to vulnerable and disadvantaged people who may be subject to such.</p>
Amelia Telford	Angel Owen	VIC / QLD	<p>Seed is Australia's first Indigenous Youth Climate Network. Seed is building a movement of Indigenous young people to be leaders of a more just and sustainable future. We have a strong focus on empowering young women and encouraging them to take leadership roles in our campaigns and in their community. Seed is building a movement of Indigenous young people to protect our land, culture and communities from climate change and be a part of creating positive values change. We have grown to be a powerful network led by Aboriginal and Torres Strait Islander young people, with a small team of staff, volunteer state coordinators and volunteers from every state and territory. With the majority of leadership roles within Seed being held by women, we have both indirectly and directly supported women to lead this movement.</p>
Roxanne Smith	Ljudan Michaelis-Thorpe	QLD/NSW	<p>There have been many initiatives Roxanne Smith has, through her work and her directorship in Aboriginal community organisations, been instrumental in providing empowered outcomes for Aboriginal and Torres Strait Islander women. One example is the Jarjums on Country Initiative, a</p>

			<p>project from 2015 working with Aboriginal and Torres Strait Islander women and their families in a series of workshops over a three month period in Northern NSW. The 'Jarjums on Country' set out to empower Aboriginal and Torres Strait Islander women to be strong in their culture, to pass it on to their children and to know that they deserve to be heard, to be seen, to sing to each other and to be leaders in their community. This initiative was a follow up from the previous years' project called 'Planting the Seeds' early childhood development for Aboriginal and Torres Strait Islander families. The positive evaluation of this program created a flow on effect and led to the creation of the new Aboriginal Corporation 'Gan'na Aboriginal Corporation' that empowered the leadership of women in the Project who came on board as Directors.</p>
Carly Findlay	Kyrie Fuss	VIC/SA	<p>Carly Findlay organised Australia's first Ichthyosis meet in May 2015 - bringing together 75 people affected by the rare, severe skin condition Ichthyosis. 25 attendees had Ichthyosis. Friendships and support networks were formed, and advice and experiences were exchanged. Families and individuals across Australia and New Zealand are now connected as one big family. Carly called for crowdfunding and worked with brands (such as Random House and Olympus) to provide gifts for all attendees, advertised the meet, managed communication to attendees, sourced a venue, sought and interviewed dermatology professionals from the Royal Children's Hospital, and promoted the photos and key advice from the meet on her blog once it happened. Carly created the event she wanted and needed as a child.</p>
Dagmar Jenkins	Women with a Disability	VIC	<p>For people to disclose sexual assault they need to have the capacity to communicate and also a person to tell what has happened. Under the leadership of Dagmar Jenkins the Making Rights Reality program set out to assist people with cognitive impairment and communication difficulties report sexual assault. The program has increased referrals to the South Eastern Centre Against Sexual Assault of people with a disability. It has helped increase the expertise of the counsellor/advocates in the service. Secondary consultations are provided to the sexual assault and disability field resulting in more awareness of sexual assault and increased referrals across the State. The initiative was evaluated by La Trobe University, School of Allied Health. The Making Rights Reality: Final Evaluation report 2014 had the following recommendations: That the MRR program be rolled out across Victoria by the CASA Forum; The MRR program continue in the South Eastern metropolitan region at SECASA and Springvale Monash Legal Service (SMLS) through continued funding of a project worker at SECASA and resources to support a legal position in the joint SECASA/SMLS clinic at SMLS.</p>

Women with Disabilities Victoria (WDV)	Samantha Winch	VIC	Women with Disabilities Victoria (WDV) has raised the status of women with disabilities providing a voice for their representation in inquiries, research, policies and legislation; empowering women to be leaders; and professional education for violence prevention. WDV demonstrates women with disabilities' leadership, through a board comprised of women with disabilities and employment of women with disabilities across all WDV programs. WDV empowers its growing statewide membership of over 300 women with information (like Fact Sheets and a fortnightly eNews) and opportunities (leadership programs, networking events and representation roles). Members say the most important thing about WDV is connecting them with a sense of pride.
Olivetree Women's Network	Indra Yanti	NSW	The Olivetree Women's Network (OWN) aims to link women from CALD backgrounds to opportunities where they can realise their potential whether it be in employment, education, training or simply connecting to new social circles. Hundreds of young women have benefited from exposure to the network and the activities that OWN organises, including its mentoring and leadership camps, which have given participants the self-confidence and support to achieve their career and educational goals. OWN empowers girls and women to explore new opportunities and create a well-connected, strong community in the process. Hundreds of women have benefited from OWN's activities, but the social and economic impact is best measured in individual outcomes. OWN has supported participants to move out of their comfort zones and become Girl Guides leaders, youth ambassadors, surfers, volunteers, and documentary makers. OWN has also helped participants to forge careers in areas including sports management, nursing, computer science, and youth development. Each young woman who OWN supports to further her education or secure a job opportunity represents a milestone towards its stated goal of empowering women to explore education, training and employment opportunities to generate a well-connected, strong community.
Tenneh Kpaka	Najeeba Wazefadost	NSW	Through her work with the Australian National Committee on Refugee Women (ANCORW) Tenneh Kpaka has spearheaded a number of projects designed to empower women from CALD backgrounds to participate in communities at a leadership level. She identified an under-representation of female leaders and decided to bring about change by training young women to take up leadership roles with ANCORW using workshops and a mentoring program that encouraged young women to take ownership of their direction and develop their own ideas. Her initiatives have primarily focused on cultivating leadership skills and human rights awareness in young women through organised activities and mentorship.

Hazara Women of Australia	Ansia Muradi	NSW	Hazara Women of Australia (HWA) is a not-for-profit organisation with the fundamental objective of creating a healthy, peaceful atmosphere and safe environment for the Afghan community, particularly for women who have experienced war and persecution. Initially founded by a group of high school friends who wanted to help their mothers, HWA runs regular activities and initiative that aim to empower Afghan women, with the eventual goal of increasing their access to employment and educational opportunities and reducing social isolation.
DVNSW (Moo Baulch)	Kay Schubach	NSW	DVNSW works to empower women and their children to live their lives safe and free from violence, and specialise in providing a comprehensive range of support and advocacy services. It specialises in a series of regionally responsive support and advocacy services including, but not limited to: outreach, safety planning and support, case management support, advocacy, court assistance, housing and legal assistance, information, training and referrals. DVNSW recognised in Kay the ability to change the DV dialogue. She was articulate and educated and presented a chilling story which testified that DV can happen in any demographic. She was willing to tell her story to help other women recognise the covert symptoms of abuse and to realise there was no shame. Kay has brought amazing, inspiring, empowering change to many women's lives throughout Australia sharing her experiences in media and in public forums. She is an Ambassador and Patron for two women's shelters or family services groups, a Champion for White Ribbon and last year was Top 10 in Social Development and NFP in the Westpac/Fairfax Women of Influence 2015. She works with the sector to influence change across corporations, politics and judiciary.
Merredith Hillebrand	Peggy Maxwell	VIC	The Transition to Work Program was created by Fitted for Work in 2010 to enable women experiencing disadvantage and multiple barriers to education to transition into sustainable employment. Since its inception, more than 560 women have completed the 6 month integrated pre-employment training. Developed and managed by Merredith Hillebrand the program continues to thrive and offers a real opportunity for women who otherwise might find it difficult to lift themselves out of unemployment. Merredith brings her qualities of empathy, a deep understanding of women's barriers to employment and more than 30 years experience in education and the community sector.
Natalie Scanlon	Aarch Parekh	VIC	Natalie Scanlon is the Director of Written Communications which aims to help vulnerable women within low socio-economic areas obtain employment, and gain self-confidence through the implementation of one-on-one Communication Mentoring Sessions. The mentoring sessions involve drafting, editing and executing letters, resumes and employment related documents to help build

			confidence, and help women gain employment. On average, Written Communications helps 8 women per month by providing one-on-one Employment related, Communication Mentoring sessions at the Balla Balla Community Centre. Natalie approaches her work for Written Communications with great professionalism, enthusiasm and a genuine desire to make a difference, assisting participants obtain employment, and providing these women with an ear to listen, a shoulder to lean on and a hand to help write for them.
Women and Mentoring (WAM) Mary Latham Executive Officer	Juli Gansberg	VIC	Women and Mentoring set out to address a gap in the support services available for disadvantaged women who come into contact with the criminal justice system and receive a custodial sentence. We aimed to provide these women with a pathway to developing and using positive life skills. We want to help them avoid prison, stop re-offending, address the issues that underlie their offending, get their lives back on track and keep their families together. To date, we have done this with 37 women and 97% have avoided prison and 94% have avoided re-offending.
Lisa Kennewell	Dr Nayana Parange	SA	Lisa Kennewell created the inaugural Winnovation Awards as an initiative during her time as President of the Board of Women in Innovation SA (WINN) – a South Australian not-for-profit organisation that exists to support and elevate Women working in the S.T.E.A.M. areas, intrapreneurs, entrepreneurs and female innovators in Adelaide or regional SA along with those working to change and improve SA's economy. The Winnovation Awards were created to showcase and honour the successes of female innovators changing the game in South Australia. The unsung heroes, quiet achievers, the difference makers and the mavericks; each one dedicated to challenging the known or solving the unknown. Their fields of endeavour range from art to zoos; diving into the ocean; scanning the stars above; or caring for the land in between. The Awards have empowered women making a difference in rural, regional and remote communities in SA, changing the lives of all those who have entered. These Awards also recognise businesses who support our state's innovative women. The Awards empower those intrapreneurs and entrepreneurs making a difference in rural, regional and remote communities in SA.
Energy Skills Qld	Koorine Walker & Malvena Walker	QLD	Energy Skills Queensland has facilitated training and employment to participants in the Indigenous Funding Pool Programme, the Queensland Workforce Skilling Strategy, the Indigenous Employment Project and the Vocational Training and Employment Centres programme, each of which required the training and subsequent employment of Aboriginal and Torres Strait Islander people in different trades and qualifications. The programmes were structured to provide Aboriginal and Torres Strait Islander people with an opportunity to participate in a holistic training project, culminating in employment. Initiatives like the Queensland Workforce Skilling Strategy provide a

			framework for industry and communities to work together to maximise the potential for all Queenslanders to have access to training and long-term employment. Energy Skills Queensland's encouraging employment success rates of 63% in these programmes confirm the effectiveness of their work in this area.
Robyn Bull	Natalie McKirdy	QLD	Formally recognising and acknowledging the gender bias that exists in 'traditional science' and science education was an important part of developing the strategic plan for Wonder of Science, Robyn Bull established goals and strategies to help break down these stereotypes, and to directly target the inequities in educational achievements between Australian girls and boys. In addition, she highlighted the educational inequities between students in metropolitan areas and those living in rural and remote areas, particularly our Aboriginal and Torres Strait Islander students, who in some areas are educationally up to three or more years behind their counterparts from high socio-economic areas. The Wonder of Science program aims to engage school students in exciting and inspiring science education, regardless of their gender or where they live. Evaluation shows the program is building a more inclusive STEM culture in regional, rural and remote Queensland schools – where all students, girls as well as boys, Aboriginal and Torres Strait Islander students as well as their non-Indigenous peers, understand the importance of STEM, and believe STEM education and careers are accessible to them! Wonder of Science is positively impacting student achievement in science, and changing traditional perceptions about science, and the role of females in science.
Rachel Nicolson	Regan Barker	NSW	Established in 2011, our LGBTIQ network, ALLin, provides opportunities for members to build relationships with each other, our clients and the wider community through events, network meetings and pro bono legal assistance on matters of interest to the LGBTIQ community. ALLin aims to assist in providing an inclusive workplace at Allens where diversity, including identifying as LGBTIQ, is celebrated. ALLin provides opportunities for members to build relationships with each other, our clients and the wider community through events, network meetings and pro bono legal assistance to the LGBTIQ community. Allens is the first law firm to be a member of Pride in Diversity, Australia's first and only not-for-profit workplace program designed specifically to assist Australian employers with the inclusion of LGBTIQ employees
Fay Hair	Kath Nelson	NSW	The purpose of Fay Hair's initiative was, and remains, to build a connection with asylum seekers

			<p>and the community. Fay has offered concrete simple ways that the community can connect with asylum seekers. It began with the introduction of the Sydney Alliance campaign program, "Changing the Conversation about Asylum Seekers" in May 2015. This led to the community forming relationships with people seeking asylum primarily through regularly attending Community Kitchens and hosting picnics in the Royal National Park. Older women of the community have learnt to appreciate and value different cultures. They have learnt that they themselves have a lot to offer and are making a real difference to the lives of people seeking asylum by simply offering friendship and hospitality. Fay is now a co-chair of the People Seeking Asylum Team and facilitates the program in many different organisations throughout Sydney.</p>
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