

Ynews

YWCA OF CANBERRA



WINTER 2013

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ADDRESS Level 5, 161 London Circuit
Canberra ACT 2601

POST GPO Box 767
Canberra ACT 2601

WEB www.ywca-canberra.org.au

PHONE 02 6175 9900

FAX 02 6175 9991

EMAIL canberra@ywca-canberra.org.au



Guests at the YWCA of Canberra annual Round the World Breakfast

A BREAKFAST TO CELEBRATE

More than 120 women attended our Round the World Breakfast in Canberra to celebrate World YWCA Day "I am a woman and I have the right. We are women, we have the power".

This was an opportunity to connect to the worldwide movement and acknowledge the extraordinary contribution of our local organisations to changing the lives of 25 million women and girls worldwide.

Our guest speaker, Australia's Global Ambassador for Women and Girls, Penny Williams, recognised the importance of Y World movement's role in leading the global gender agenda and warmly supported the fabulous contribution of the YWCA of Canberra to the community.

We were also pleased to announce the recipients of the Great Ydeas Small

Grants Program 2013. Six projects have been selected this year to assist women developing their potential.

Thanks to the enormous generosity of our local community, friends and partners, we raised the amazing amount of \$3300 for the Global Power to Change Fund, which invests in the leadership development of women and girls to advance social changes around the world.

Our annual Breakfast could not be made possible without the support of our sponsors. Thank you to TransACT, Forrest Hotel and Apartments, Endota Spa, National Museum of Australia, Westpac Social Sector Banking, HESTA Super Fund, Voodoo Creative, and Simplicity Retreats.

WOMEN ACHIEVING THEIR POTENTIAL

Patron: Her Excellency Ms Quentin Bryce, AC CVO - Governor-General of the Commonwealth of Australia

WELCOME TO YNEWS

Earlier this year, the Board came together to reflect on our progress towards our strategic directions, the implementation of the 15 year Strategic Plan, particularly focusing on our work over the last twelve months.

Over this time we delivered services, programs and events to over 7500 people across the ACT, which included work with almost 1800 families. The majority of our clients were women, with 3.3 contacts with women to every male. 43% of our client base are children or young people. 29% of our clients are located in children's services, 54% in community services and 17% within corporate services (primarily training and events).

The last twelve months saw continued growth and consolidation as a major community service provider and women's organisation. Some key achievements have been:

- Welcoming a new large School Age Care Program and an expanded Family Day Care program, having taken over the FDC program operated by Belconnen Community Services in mid 2012;
- Developing a new integrated service delivery model at the recently expanded Mura Lanyon Youth and Community Centre, which includes a range of new services including the Food Hub and the Community Café.
- Establishing our new youth and family services, providing exciting new programs such as Circles of Support, Y Aspire, and the Youth Literacy Program.
- Commencing work on properties that will make up the first phase of our Affordable Housing Program. Lady Heydon House has opened and is now operating and two new properties will be operating from mid 2013.
- Continuing to expand our Registered Training Organisation, with new offerings and a higher volume of students accessing this program.

Some key areas where we have developed and strengthened our work in gender specific areas, including reducing violence against women and girls have included:

- Securing funding to support some of our respectful relationships work and developing the Respect, Communicate, Choose program for school age children in the last two years of primary school, in partnership with YWCA of Adelaide.
- Continued to consolidate our position in the communities mind around women's events. We now hold an event on

International Women's Day (launching the Great Ydeas Application Process), are contributors to the Summer of Respect Campaign, have built the World YWCA Breakfast as a key organisational event.

- Continuing to engage on gender issues from a policy perspective in a more detailed manner. We developed comprehensive budget submissions and engaged on gender issues through the election event and developing factsheets on priority issues.
- We continue to develop our expertise and credibility as international women's advocates, particularly through a strong presence at Commission of the Status of Women each year. This has enabled us to solidify relationships with key national agencies such as the Australian Office for Women, and assist YWCA Australia and World YWCA build their profile in this area.

We are also particularly proud of the way that our relationships with corporate partners and friends is developing. Some of our achievements have been maintaining the support of large independent foundations (particularly the Ian Potter Foundation), the development of new corporate partnerships, the continued strong relationship with our Patron, Ms Quentin Bryce, the Governor General of Australia and the continuation of our Corporate Friends program. We are also excited with the development of our social media presence, which has enabled relationships with a whole range of individuals and organisations active in this space.

Our conclusion at the end of the session was that the last year has been a particularly successful one, and we are proud of the progress we have made to the Roadmap milestones and the strategic directions. As we move into the next five year phase, the Board and staff are excited about building on this important foundation work to further the vision and purpose of the YWCA of Canberra.

Rebecca Vassarotti, Executive Director



WORLD YWCA DAY

24 April was World YWCA Day, an occasion that YWCA members around the world celebrate each year by hosting Round the World Breakfasts. Our breakfast is one of my favourite YWCA events. I love knowing that women all around the world are gathering together, in different places and different circumstances, for the same purpose.

This year, we raised over \$3000 for the Power to Change fund, which supports women and girls from YWCAs around the world to implement projects they have designed to promote women's leadership and women's rights. This means that the funds that we raised aren't for a hand-out or a top-down project designed in a distant office - instead, we're supporting women and girls to lead the change that they want to see in their communities. If you're ever having the kind of day where you need some inspiration, I can recommend googling 'power to change fund success stories' and reading about some of the projects. Our guest speaker at the breakfast, Penny Williams, Australia's Global Ambassador for Women and Girls, spoke warmly of the YWCA's work, and the enthusiastic, committed and inspiring Y women that she has met in her travels.

The breakfast was a reminder of our connection to an international movement, but also a chance to celebrate some local projects. We announced the recipients of the 2013 Great Ydeas grants – and heard their ideas for the change that they want to create in the Canberra community.

Acknowledgement of Country

The YWCA of Canberra proudly recognises the rights of Aboriginal and Torres Strait Islander peoples to own and control their cultures, and pays our respect around these rights. The YWCA of Canberra acknowledges the need to respect and encourage the diversity of Indigenous cultures and aims to respect Indigenous worldviews, lifestyles and customary laws.

This month the work of the Board is focused on our finance and investment strategies. In a challenging and constantly changing environment for not-for-profit organisations, it's important to ensure that we plan and invest wisely to support our 15-year strategic roadmap. Being in a secure financial position has enabled us to fund projects to help women in Canberra achieve their potential, from Lady Heydon House to Great Ydeas to providing a scholarship for the SheLeads leadership program. Our members and supporters play an important role in making such projects possible, through donations to our gift fund (<http://www.ywca-canberra.org.au/gift-fund>) and we look forward to sharing our future successes with you.

Ruth Pitt, President



CALENDAR OF EVENTS FOR WINTER 2013

**Monday 27 -
Monday 3 June:**

National Reconciliation Week

Monday 17 June:

She Leads Launch

Sunday 7-Sunday 14 July

NAIDOC Week

FUNDRAISING FOR ENCORE

The wonderful staff at Calvary John James Hospital have been busy fundraising for the YWCA Encore program.

Encore is an eight-week program designed specifically for women who have experienced breast cancer at any time in their life. Incorporating gentle exercises, relaxation techniques, information and support, Encore is safe, fun and therapeutic.

An amazing \$16,000 has been raised to allow the program to continue running. We highly value the continued support of Calvary John James Hospital for the free use of the hydro-therapy pool, gym area and lounge for break out activities.

Thank you!

WORKING TOWARDS THE NATIONAL QUALITY STANDARDS

CHILDREN'S SERVICES

In recent weeks there have been comments/articles in the media regarding the performance of Early Childhood Education services in the ACT when assessed and rated under the National Quality Standards.

The following is an overview of the framework under which we now operate and the Assessment and Rating process.

In January 2012, the National Quality Framework (NQF) was established and now applies to all Long Day Care, Family Day Care, Pre Schools and School Age Care services. The Children's Policy and Regulation Unit (CPRU) is the ACT's regulatory authority responsible for administering the NQF. The NQF aims to raise quality and drive continuous improvement and consistency in education and care services through National Quality Standards (NQS).

The NQS set a new national benchmark for the quality of education and care services and is divided in seven Quality Areas:

1. Educational program and practice
2. Children's health and safety
3. Physical environment
4. Staffing ratios and qualifications
5. Relationships with children
6. Collaborative partnerships with families and communities
7. Leadership and service management.

Services are assessed and rated against the seven Quality Areas, 18 Standards and 58 Elements that make up the NQS. The standards place a greater emphasis on children's development and education as well as relationships with families, improved educator qualifications and better service environments.

The NQF is viewed by the YWCA of Canberra and the majority of services as a very positive step in the sector. In our view it raises the quality of services available by lowering ratios, improving standards and ensuring all staff in the sector hold, at least, a minimum qualification of Certificate III in Children's Services. This in turn raises the profile of the sector and ensures that the educators are recognised as the professionals that they are.

Early childhood experts and professionals maintain that quality is critical when it comes to early childhood education and care.

We know that the first five years of a child's life shapes their future, their health, learning and social development and we firmly believe that the standards and framework now in place ensures that all providers will work to improve services in the areas that impact on a child's development and safety and will also provide quality information to families to assist them in making informed choices about services.

When a program is assessed and rated it will receive one of the five NQS Ratings:

1. Significant Improvement Required
2. Working Towards National Quality Standard
3. Meeting National Quality Standard
4. Exceeding National Quality Standard
5. Excellent (this is the highest rating possible and can only be awarded by ACECQA on application by the service)

It is widely accepted that the new standards have been set much higher than previously. Some programs went through assessment and rating within the first couple of months of the commencement of NQF, when educators were still getting used to the significant changes and regulatory bodies carrying out the assessments were also trying to come to terms with a completely new system.

By the end of May 2013 Children's Services will have had a total of nine programs assessed. Three of those programs assessed as Working Towards National Quality Standard, three assessed as Meeting Standards, one Exceeding Standards and two still waiting on the outcome of assessment.

We need to remember that we are currently in a transition phase of this new and exciting framework. It will take time for services to meet each element in the new, higher standards. Programs receiving a Working Towards result in this transition phase, means they are actively implementing the NQF and Standards to ensure their services are delivering quality programs to children.



Graham Fifield, Greening Australia and Alycia Furness, Ernst & Young planting trees at Lady Heydon House

CORPORATE VOLUNTEERS GREENING OUR AFFORDABLE HOUSING

COMMUNITY SERVICES

Residents of Lady Heydon House, a YWCA of Canberra affordable housing unit, can now enjoy a beautiful new and Australian native landscape thanks to the contribution of Greening Australia and Ernst & Young Foundation Canberra.

The new landscape was designed by Greening Australia – Capital Region branch and the 338 Australian native species the organisation donated were planted by corporate volunteers from Ernst & Young Foundation Canberra. The project is the result of the commitment of Greening Australia to involve the community in creating unique Australia landscapes and the interest of Ernst &

Young corporate volunteers to contribute to their community.

House tenant and former bush regenerator, Teagan Northwood, was immensely grateful for the opportunity of being involved in the creation of such a unique garden. Native species such as box leaf wattles, poa grass and snow gums were planted in the surroundings of the house to generate an authentic Australian natural atmosphere. Teagan was also pleased to see her two lemon trees decorating the garden of her new home.

The YWCA of Canberra would like to thank Greening Australia and Ernst & Young Foundation Canberra for this unique project.



LAUNCH OF SHE LEADS

The YWCA of Canberra invites you to join us for the She Leads Women's Leadership Forum to celebrate young women's leadership with the launch of She Leads - a gender responsive Diploma of Management Course for young women.

Guest Speakers

Elizabeth Broderick – Sex Discrimination Commissioner

Susan Brennan – World YWCA Vice-President

will discuss challenges and opportunities for young women pursuing leadership goals in their workplace and community.

Join us after for networking over drinks and canapés.

Event details

Monday 17 June 2013, 6pm-8pm

Hyatt Hotel Canberra

\$10 – YWCA of Canberra members and concession*

\$20 – Full rate

* Become a member today to receive this rate

RSVP by Tuesday 11 June

www.ywca-canberra.org.au

We look forward to seeing you there!

THIS YEAR'S GREAT YDEAS

WOMEN'S LEADERSHIP

Congratulations to the 2013 Great Ydeas Small Grant Recipients. This year we are thrilled at how many fantastic projects we have been able to support with the \$8000 funding pool.

Anna Ehmann

Co-Op Pop-Up

Anna will open a 'pop-up' style café inside the Food Co-Op at ANU, serving healthy, organic breakfasts.

Claire Natoli, Alisa Draskovic, Elaine Li

Australasian Youth Justice Conference – Changing trajectories of offending and reoffending

Claire, Alisa and Elaine have attended the Australasian Youth Justice Conference in May.

Jo Allebone

Martial Women and Girls ACT

Jo will run four Martial Arts workshop events and a martial arts performance, as well as develop branding and promotional materials, including the development of a website.

Katherine Meacham and Tanya Bae

Supporting Our Sisters

This grant will provide First Aid training for six members of SOS

as well as the purchase of six First Aid kits to help them assist other young women and keep them safe.

Merija Gilbert-Puttock

Women Reclaiming Themselves

This grant will provide Merija with a one year membership to the ACT Writers Centre and provide her with the opportunity to attend a one day editing course to assist her to write a book.

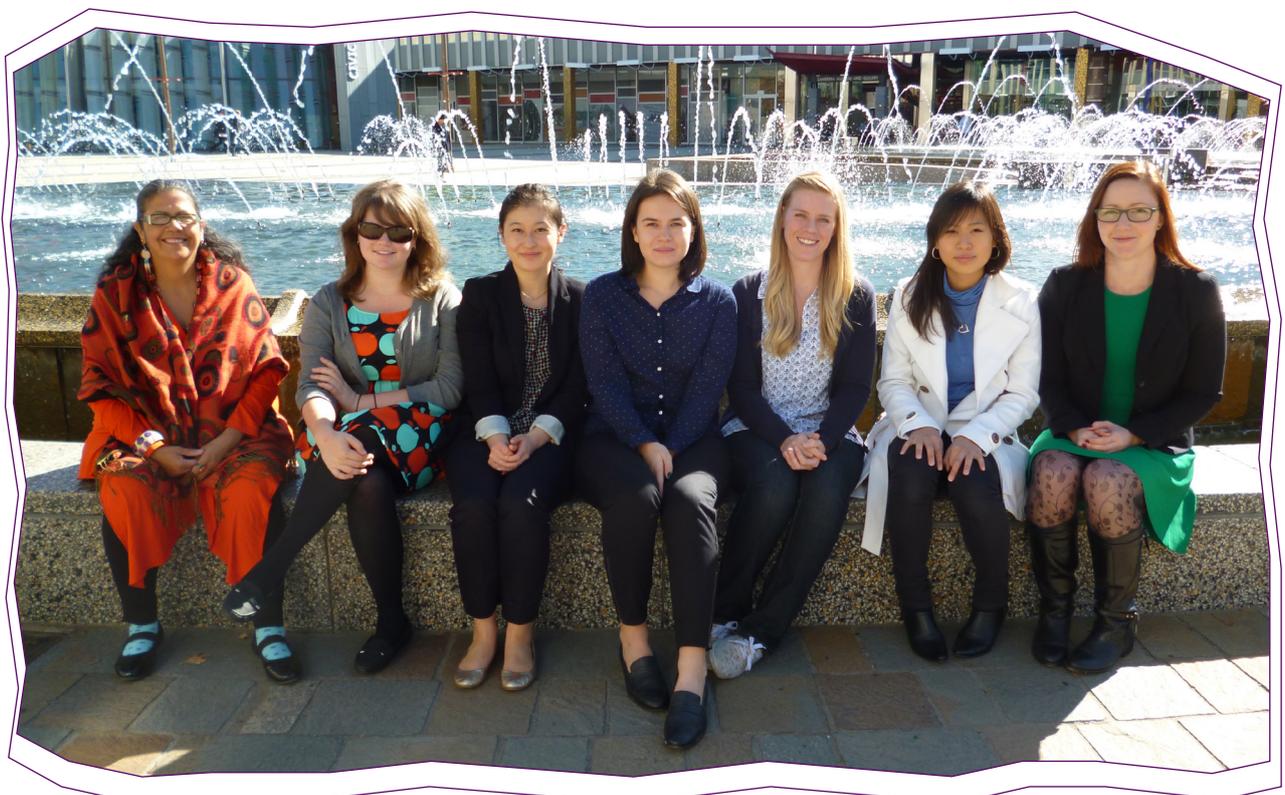
Tjanara Goreng Goreng

United Nations Permanent Forum on Indigenous Issues

In May 2013 Tjanara attended the United Nations Permanent Forum on Indigenous issues at the United Nations in New York.

The Great Ydeas Small Grants Program provides financial assistance to women in Canberra and the surrounding regions to help them develop their skills and enable a greater contribution to the community.

For more information about the Great Ydeas Small Grants Program, visit our website www.ywca-canberra.org.au/womens_leadership/great_ydeas



2013 Great Ydeas recipients (L to R): Tjanara Goreng Goreng, Claire Natoli, Elaine Li, Alisa Draskovic, Katherine Meacham, Tanya Bae, Jo Allebone

SUPPORTING THE YWCA IN TIMOR LESTE

ADVOCACY

In September 2012 I travelled to Dili, to assist in the establishment of the YWCA in Timor Leste.

I am a member of the Timor Leste Committee (TLC), a national committee of YWCA Australia. TLC is comprised of YWCA members Australia wide who share an interest and strong commitment to Timor Leste and its people, in particular Timor's young women. TLC was formed to support the process of developing, registering and growing a YWCA in Timor Leste, following YWCA World Council in 2003. In 2011, a core group of passionate and determined Timorese women decided to officially establish a YWCA in the country.

The purpose of my three weeks in Dili was to assist the YWCA Timor Leste Committee in their efforts to further the planning, operations and strategic directions of the organisation. The process of registering the organisation as an NGO with the Timorese Government was one of these activities. Whilst registration would enable the organisation to apply for government funding, it would also be the catalyst to the YWCA Timor Leste's work with women throughout Dili.

The women of the Committee and general members had much work underway before I arrived thanks to their eight years of discussions, preparations, and efforts in building partnerships between women and with local and international NGOs. A rich collection of ideas about the potential activities, and ultimately the purpose and existing need, of the YWCA in Timor Leste surfaced through members meetings and informal discussions. Women expressed the need for networks of support where connection, information, support, and perhaps child care, could be shared.

Women spoke about the need for skill development in areas such as computer literacy; financial management; small business development; and learning or improving spoken and written English.

Until my time in Dili, I had not known the details of gender inequalities. The Timorese family I lived with described what such inequalities looked like for girls and women in their community. For example, most girls experience restricted access to education during puberty. In many cases, schooling is disrupted because of one, or no, toilet facility.

The first formal program of the YWCA was designed in light of priorities, ideas and discussions and has been identified as Young Women's Clubs. Young Women's Club's will address women's desire for support, information, and active participation in a network.

On reflection, I realise I have grown as a young woman because of the commitment, audacity, generosity, and compassion of the young women of today's YWCA Timor Leste. I am privileged to have provided some assistance and guidance in the process of the development of the Y. The value of work between women of YWCAs regionally has truly become apparent to me. I hope that a strong partnership between Australian and Timorese Y women only continues to grow.

My travel to Timor Leste was made possible with the generous support of YWCA Canberra. I am grateful to the staff and members for the encouragement. I am especially grateful to Rebecca Vassarotti for her support.

Heidi Zajac

YWCA of Canberra member

Timor Leste Committee member

ACT VOLUNTEER OF THE YEAR AWARDS



The YWCA of Canberra Board and staff would like to congratulate volunteers at the Lanyon Youth and Community Centre for the recognition they have received at the ACT Volunteer of the Year Awards, winning

2013 ACT Volunteer Team of the Year

Community Service Category

We would like to acknowledge our volunteers' outstanding commitment to serve the local community and the contribution they make to our service. Their support enables the YWCA of Canberra to run more and better community programs such as the Food Hub.

THANK YOU

HAVE YOU APPLIED?

World YWCA has opened its call for the short and longterm internships in 2014.

These are fantastic opportunities for members to participate in some of the global activities of the YWCA.

The one-year (long-term) program will last from January 27 to December 12, 2014, and provides a special opportunity for two young women to work as part of the World YWCA staff and volunteer team in Geneva.

The short-term advocacy and communications internships will provide four young women with the opportunity to participate in important sessions at either the UN Commission on the Status of Women (CSW) in New York, sessions of the CEDAW Committee, the UN Human Rights Council and International Periodic Review in Geneva, and other international events.

Please visit our website or call 6175 9900 for more information.

PROFILE - RACHAEL O'BYRNE

LEARNING & DEVELOPMENT OFFICER
YWCA SCOTLAND

Tell me about the work of YWCA Scotland:

YWCA Scotland works with girls and young women to develop skills, confidence and leadership to achieve their potential and challenge barriers they face in society. YWCA Scotland works directly with girls and young women in the community through programmes in schools, evening activities at girls groups, community based holiday programmes and providing support to young parents. YWCA Scotland also builds capacity of youth organisations by providing training for youth workers and volunteers to build knowledge, confidence and skills in delivering programmes that challenge and raise awareness of issues such as low self esteem & confidence, sexualisation, gender stereotyping, sexual bullying and relationship abuse.

YWCA Scotland is a member organisation of the YWCA of Great Britain which is the umbrella body of a network of YWCA's throughout Scotland, England and Wales. YWCA of Great Britain is a member of the World YWCA movement and provides staff, volunteers and young women with access to numerous leadership and training opportunities both within Great Britain and the world.

What is your role there?

I am the Learning & Development Officer. My role is to develop and deliver the capacity building training for staff and volunteers working with young people. This includes researching and developing training courses and materials; networking, promotion and marketing as well as direct delivery. I have also represented YWCA of Great



Britain at international events, most recently attending the UN's Commission on the Status of Women. In my own time, I also sit on the Board of Trustees for Glasgow YWCA which is an independent association.

How long have you been involved with the YWCA Scotland?

I have been working for YWCA Scotland for over three years.

What is most important to you about being part of the YWCA movement?

Throughout the world, the work of all our YWCA's varies, however we are united in our mission to not only improve the lives of girls, young women and women everywhere, but also to create opportunities where girls, young women and women can flourish and become skilled, knowledgeable and confident leaders in their own communities and countries. Being part of the YWCA movement means I am united with and standing in solidarity with millions of women across the globe. What I love is that despite the size of the movement there is a real sense of sisterhood and family and I am honoured to be part of it.

EXPERIENCES AT COMMISSION OF THE STATUS OF WOMEN

ADVOCACY

In March this year I travelled to New York to represent the YWCA of Canberra as part of the YWCA Australia delegation to the Commission of the Status of Women (CSW). There were many highlights over the three weeks, from meeting the Australian Minister for Women, Julie Collins, to speaking to an international audience about the work of the YWCA of Canberra.

CSW is the United Nations key meeting for Member States of the United Nations to evaluate progress on gender equality, identify challenges, set global standards and to formulate concrete policies to promote gender equality and women's empowerment worldwide. The key outcome from CSW is the "Agreed Conclusions", containing a range of recommendations for governments and NGOs on priority actions for progressing gender equality globally.

Non-government organisations, like the YWCA, participate at CSW to try and influence what is contained in the Agreed Conclusions, to network with other NGOs, governments and the UN, and to promote the work they are doing to address the priority issue for that year.

This year's CSW was particularly important for the YWCA because the priority theme was violence against women. Traditionally this issue has been a contentious one for CSW, and there was considerable nervousness amongst progressive governments and NGOs that no consensus could be reached in relation to the outcome document.

As a first-timer to CSW, watching the negotiation process, and trying to contribute where I could, was both challenging and fascinating. The

YWCA was extremely lucky this year to have a number of YWCA women from across the globe, including our own Rebecca Vassarotti, representing their national NGO sector on the government delegation.

Thankfully in the final minutes of the last day's meeting, consensus was struck between governments and a draft Agreed Conclusions document was agreed. The pressure and excitement of the last few hours were thrilling, and I am very grateful I got to be a part of it! Whilst the final document was not perfect, we did achieve some firsts for CSW this year including a standalone paragraph about Indigenous women. New language in CSW documents has an important impact across all the UN human rights and development bodies, and can lead to change in international policy and law, so these wins are a big deal!

Alongside the official government meetings and negotiations sits a range of events in which governments and organisations promote their work in relation to the priority theme. A highlight of CSW for me was the opportunity to present three times on the work of the YWCA of Canberra. We were able to promote our great violence prevention programs including Respect Communicate Choose and Relationship Things, as well as our important work in women's leadership, including the Board Traineeship program. Sharing our work in an international space, and having it so well received was really exciting. I am so glad to have had the opportunity to attend CSW, and wish to say thanks to all the great YWCA women who shared the experience with me and mentored me over the three weeks.

Angela Lauman
Policy & Advocacy Manager

GENEROUS DONATION

On 17 May, the YWCA of Canberra was very excited to be presented with a cheque from the proceeds of the sale of the Franklin Charity House.

Chief Minister Katy Gallagher announced the winners from the Master Builders charity house auction and presented more than \$580,000 to the five local charities involved.

The YWCA of Canberra is extremely proud to be one of the local charities who benefited from the Franklin Charity House Project.

Franklin Charity House has been a joint project between the Master Builders Association of the ACT, in partnership with the Land Development Agency, the ACT Government and Classic Constructions.

The YWCA of Canberra will use the funds to contribute to our affordable housing work, such as Lady Heydon House. This work addresses the needs of older single women who have insufficient superannuation savings to enter the rental market, but are ineligible for public housing.

A big thank you to everyone involved!

EVERY GIRL

Over four days in the April school holidays, 14 girls aged 11-12 from Kingsford Smith School participated in the YWCA Every Girl program.

Every Girl increases girls' self esteem, social skills, leadership development and resilience. Using a strengths based approach and a human rights framework, participants have the opportunity to find their voice and speak out about community issues.

Highlights of the program included:

- A visit to the National Portrait Gallery where the girls explored the National First Ladies of Australia exhibition
- A visit to Parliament House where the girls had the opportunity to speak with Gai Brodtmann MP
- A photographic journal that the girls created and displayed at the end of the program
- A graduation ceremony, where parents were invited to celebrate the completion of the program.

Every Girl was a great success in empowering the girls to see themselves as leaders who can make a positive change in their communities. We would like to thank Kingsford Smith School for their support of the program and the enthusiastic students.

BUILDING RESPECT

COMMUNITY SERVICES

Respect Communicate Choose is a primary violence prevention education program which seeks to empower young people ages 9 to 12 to build and maintain safe, equal and respectful relationships with the ultimate goal of preventing violence against women.

The program is currently being delivered with year 5 and 6 students in six schools across the ACT and Adelaide through a partnership with the YWCA of Adelaide. The program is funded by the Australian Government through its respectful relationships funding program.

Since the commencement of the program in July 2012, the program has been successful in the following ways:

- The program has been delivered to 423 students in six schools
- The program gives boys and girls the opportunity to explore the concept of gender, and to challenge their own assumptions about gender roles. On average 50% of students show an increase in gender equitable attitudes after participating in the program. This is well above average for violence prevention programs
- Many students are indicating the program has led to a change in their behaviour, and in some cases,

- to the behaviour of others in their class.
- Teachers are telling us that watching their students discuss and reflect upon the ideas and concepts raised by the program is a highlight.
- Students are coming up with diverse and creative projects and project proposals on how they can make their school a more respectful place.

The start of a new year has seen an increased number of students participating in the program, and work beginning in three new ACT schools – Namadgi School, Farrer Primary School and Chapman Primary School.

One particular highlight during this period was the delivery of workshops to 120 students as part of the ACT Education Directorate's annual Anti-Bullying Conference held in March 2013. The focus of the conference was respectful relationships, and YWCA staff delivered a three hour workshop covering respect, gender equality and student leadership. The result was a fantastic outcome for the team, students, teachers and the Directorate. At the end of the workshop, 93% of students showed a high level of understanding of what respect means, and 82% of the girls and boys participating in the workshop identified themselves as leaders.



WHITE RIBBON CONFERENCE

ADVOCACY

“The conditions that allow men to perpetrate violence against women are the very same set of conditions that allow men to perpetrate violence against each other”. Dr. Jackson Katz, US leading anti-sexist male activist and speaker, paused briefly, allowing his statement to settle. He then slowly reiterated his point; pub brawls and violent sporting scuffs and physical, emotional and verbal abuse of women are cut from the same cloth. Popular ideas of masculinity were spilling into men’s relationships and women are bearing the brunt of it.

From 13 – 15 May this year the Respect Communicate Choose team from the YWCAs of Canberra and Adelaide travelled to Sydney to take part in the White Ribbon’s International Conference ‘Global to Local’: Preventing men’s violence against women. The conference offered us a chance to hear what organisations and governments around Australia and the world were doing to prevent men’s violence against women. We also got the chance to hear from leading international activists

and researchers in this field (such as Canadian academic and activist Michael Kaufmann, founder of White Ribbon, pictured), about the cutting edge work they are doing. Discussion covered topics from preventing violence in the workplace to respectful education programs with young people, and many others.

The event allowed for the Respect Communicate Choose team to network with other activists and workers from the sector, bring home new ideas we can put to work in our program and interact with experts in the field. We also got to promote our great work to end violence against women! YWCA of Canberra’s Policy and Advocacy Manager, Angela Lauman, delivered a presentation in tandem with Mikel Azure from the Canberra Rape Crisis Centre, promoting Respect Communicate Choose and the best practice work we are undertaking at the YWCA of Canberra and YWCA of Adelaide in this area.

Overall, the team enjoyed their time at ‘Global to Local’ and left with a sense that whilst men’s violence against women is a pervasive issue, there are numerous organisations that consider their duty to eliminate it.



YWCA of Canberra’s Angela Lauman and Samuel Hill with White Ribbon co-founder Michael Kaufmann at White Ribbon’s International Conference ‘Global to Local’.

LOCAL MATTERS

The YWCA of Canberra would like to say a big thank you to Grill’d Manuka for their donation to our Youth Literacy Program. Your support through the Local Matters competition has helped us to purchase book packs to give to students participating in the program.



REFLECTION ON 10 YEARS OF SERVICE

REBECCA VASSAROTTI - EXECUTIVE DIRECTOR

2003-2013



TEN YEARS is a long time in the life of an organisation, as it is in the time of a person who has dedicated herself to grow and maintain the leadership of the YWCA of Canberra, the outgoing Executive Director, Rebecca Vassarotti. The announcement of her resignation is an invitation to reflect on the extraordinary achievements the organisation has attained under her leadership.

These accomplishments are the result of the vision and work of an incredible array of talented women and men that have supported the Executive Director and the organisation over this period, contributing as staff members, Board directors, volunteers, members, service users, partners and friends.

Development of a strong vision and a long term strategy

The YWCA of Canberra has always had in place strong planning processes and a robust strategic planning cycle. In 2006, the organisation decided to go further, and committed to the development of a long term strategy, envisioning where the organisation would be in 15 years, and determining a road to make this happen. In 2012, we reached the first five years of implementation, over achieving milestones, and building strong foundations to support the YWCA of Canberra's transformation into future.

A strong commitment to women and young women's leadership

For over ten years, the YWCA of Canberra has provided workshops to encourage women's involvement in community based boards and committees by developing their skills and confidence in areas such as finance and governance. Training materials have been adapted to reflect the evolution of the not-for-profit sector. The Women Out Front Program, under which these workshops are delivered, continues to be well supported across the community.

As part of its commitment to ensure young women are leading now, not just in the future, the YWCA of Canberra, has been

supporting the Board Traineeship Program. More than 30 young women have participated, many of them joining our Board – including our current President and Vice -President. The program has been recognised by the Australian Government, through the Workplace Gender Equality Agency, which presented it as a best practice case study in 2012.



Building upon those bases, the YWCA of Canberra developed She Leads, a transformational leadership program which incorporates a Diploma of Management. It will be launched in June 2013 with the aim of becoming an ongoing course to develop future leaders for Canberra and beyond.

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DEVELOPING AND DIVERSIFYING OUR PROGRAMS

The YWCA of Canberra continues to provide a range of essential services to our local community and has developed them to respond to new and emerging needs.

In the last ten years, the organisation has expanded the services offered to children to cover over a thousand families under the long day care, family day care and school age care programs. Children's Services has implemented the recent established National Quality Framework and developed the skills of the team of over 200 childcare educators to ensure high quality and professional care service to children and families.

In the Community Services area, there have been significant changes in the models of service, and the programs provided. The YWCA of Canberra is a recognised leader in the provision

The presence of the organisation in key national forums and committees is strong and engagements with all levels of Government have increased the influence of the organisation in decision-making processes, especially in women's affairs and community services sectors.

The YWCA of Canberra has also engaged with the global advocacy efforts of the YWCA World, participating to the United Nations Commission for the Status of Women for a number of years.

Investing in YWCA of Canberra Staff

The organisation is proud to have a diverse, skilled and talented staff team that has grown significantly over the last ten years. This growth has demanded the YWCA of Canberra supports staff professional development through its participation in a number of formal and informal training and activities.



of youth and family support services, homelessness support and accommodation services, social inclusion and community development. The Organisation is particularly proud to have developed a new affordable housing initiative and a range of programs in the area of respectful relationships and primary prevention of violence against women and girls. These programs are responding to groups with emerging needs, for example children aged 8 to 12 and mature women over 45. Over the last five years, the YWCA of Canberra has focused on improving the organisational process to support a Results Based Accountability Framework. This with the aim of building a strong evidence base to demonstrate the difference the organisation is making in the everyday lives of women, their families and their communities.

Strengthening of advocacy work

YWCA of Canberra's advocacy work has developed a strong gender focus. The organisation is recognised as a key gender advocate, especially for reducing violence against women, women's leadership and women with low income and in disadvantage circumstances.

Through the Enterprise Agreement process signed in 2011, the organisation aimed to invest in staff by providing enhanced working conditions, including paid parental leave and retention bonuses, and provided wages above the current industrial awards.

The results of the organisational environment evaluation conducted by an external provider in 2010 and 2012 revealed the YWCA of Canberra fosters a 'culture of success'- a rating that reflects a high level of staff engagement who believe that the YWCA of Canberra is a great place to work.

Strengthening the engagement of the membership of the YWCA of Canberra

Over the last ten years the YWCA of Canberra has aimed to develop a stronger relationship with members, and provide them with a variety of ways to participate in the organisation. Key opportunities that enabled membership growth and stronger involvement in the organisation include the Annual World YWCA Day breakfast, the Great Ideas Program, the World YWCA internships and training activities and our annual events calendar.

Developing new relationships, partnerships and communication tools

Over the last three years the YWCA of Canberra has strengthened its corporate relations appointing dedicated staff members to communications and partnership development activities. This work has greatly enhanced the engagement with the ACT community, including with the business sector. As a result, the YWCA of Canberra has obtained the support of Corporate Partners and Friends and has developed relationships with Trusts and Foundations. The organisation has also developed new ways of communicating, increasing its presence in the media, and taking the opportunity to communicate through social media.

In 2010, the YWCA of Canberra was honoured to have Her Excellency Ms Quentin Bryce AC CVO Governor-General of the Commonwealth of Australia appointed as our Patron.

Diversification of income and strengthening financial management

As an organisation committed to sustainability in the long term, having a solid financial base has been a significant area of work.

TWO WORDS: THANK YOU

It's impossible to do justice to ten years of dedication and achievement in a few paragraphs, but on reflecting on Rebecca's time as Executive Director of the YWCA of Canberra, I can summarise what I want to say – and what so many other members, board members, supporters and staff want to say - in two words: thank you.

We are incredibly grateful for Rebecca's leadership of the organisation through ten years of change and growth, and her tireless commitment to its vision and values, strengthening its position as a key community service provider and a leading women's organisation. The Board has been privileged to work with Rebecca through the first five years of our long-term strategic plan, meeting and exceeding our goals along the way.

The YWCA works locally, nationally and globally, and we celebrate the significant contribution that Rebecca has made at each of these levels. Just a few of the notable successes include her strategic work to position the YWCA of Canberra as an affordable housing provider, including the recent launch of Lady Heydon House; her strong advocacy for the rights of women and girls, including involvement on the Australian Council of Social

Over the last ten years, the YWCA of Canberra has grown its financial base, with the turnover doubling over this period and its equity moving from \$2.5m to \$7.5m.

Income streams have been diversified, increasing the sustainability of the organisation and reducing the dependency on government funding, with an appropriate 25% of our revenue flowing from government funding sources.

The achievements outlined above are evidence of the strong foundations the YWCA of Canberra have built in the last ten years and of the legacy of Rebecca Vassarotti as Executive Director.

The YWCA of Canberra now looks to the future, confident greater achievements will be made to continue supporting women to achieve their potential and build an even better community for all.

Thank you Rebecca.

Services Board and the National Implementation Panel for the National Action Plan to Reduce Violence Against Women and their Children; and her selection to the Australian delegation to the 2013 Commission for the Status of Women, an honour which recognised her many years of leadership and negotiation at this international forum.

One of the many things I admire about Rebecca is the way that she lives her values, and ensures that the values of the YWCA of Canberra are central to our decision making and practice. In particular, her commitment to young women's leadership has had a profound influence: I know that I am just one of many young women who has been inspired and supported by Rebecca to take our leadership journeys in directions we wouldn't have thought possible.

We're sad to farewell Rebecca, but we're also excited to see where her energy and talents take her next. We also look to the next 5-year phase of the YWCA of Canberra's strategic plan, with great confidence in the strength of the organisation, and in the experienced senior management team who will continue provide leadership and support through the transition to a new Executive Director.

Ruth Pitt, President



Dear members

It is with some sadness that I am writing this last message as the Executive Director of the YWCA of Canberra. For nearly ten years I have been honoured with the opportunity to drive this organisation and contribute to maintain and strengthen the leadership it has built over years. I have had the opportunity to see the organisation grow and make a real difference in the lives of women, their families and the entire community. The YWCA of Canberra has so much to be proud of.

When I reflect on where the organisation has come from over the last ten years I see a great evolution. One of our greatest successes has been maintaining and growing the positioning of the YWCA of Canberra as a leader agency providing services for the community and advocating for women's issues locally, nationally and even globally. The organisation we have today is active in different areas, such as women's leadership, children's and community services and advocacy. In these areas, the YWCA of Canberra provides high quality services that contribute day after day to make a fairer and equal society.

When I was appointed Executive Director in 2003, the Board of the YWCA of Canberra invested in my potential and I committed all myself to repay the organisation's trust with leadership and dedication. I aimed to make a difference to this organisation and I believe it is today in an exceptional position to move into the future it is aiming for. Now that we reached the first five years of our roadmap to 2022 and have exceeded the milestones, it is time for the organisation to renew its leadership and embark on the next phase with fresh energy and vigour.

There are many challenges for the YWCA of Canberra as it moves forwards, but the foundations we have built put it in an extremely strong position to meet these challenges. The organisation has a clear vision and long term strategic directions. It is continuously building its ability to measure its impact in the community and prove it is an evidence based organisation. The YWCA of Canberra provides a wide range of programs that support its strategy, has a diversified income stream, and strong financial basis. Most of all, the YWCA of Canberra has an amazing team of professional, talented and creative staff, members, volunteers and supporters who are all working together to achieve its vision and deliver on its mission and purposes.

It has been an incredible privilege to work with each of you and to share being part of the YWCA. I will always be part of the YWCA family and look forward to taking on a new role within our membership movement.

With fond memories, strong friendships and excitement about the challenges ahead, I wish you all the best in your future endeavours.

Warmest regards,

Rebecca Vassarotti



TAKE ACTION

Join us now. Support, lobby, donate or volunteer. Get involved!

SPEAK OUT

The YWCA of Canberra is vocal and active on issues that are important to women and you can be too.

SPEAK UP

Contribute your ideas for creating social change and improving services and opportunities for women in the Canberra community.

SUPPORT AND EMPOWER YOUNG WOMEN

The YWCA is one of the oldest and largest women's organisations in the world and has been a driving force in creating opportunities for young women in Canberra since 1929.

SUPPORT OUR WORK IN THE CANBERRA COMMUNITY

We believe all members of the community have the right to contribute and share equally in the benefits of the community's social, cultural and economic development.



@YWCACanberra



YWCA of Canberra



CANBERRA

WANT TO KEEP RECEIVING YNEWS?

Then please ensure your membership is up to date!

PERSONAL DETAILS

Name

Address

Ph Home

Ph Work

Fax

Mobile

Date of Birth

Occupation

Email Address

DIVERSITY

The YWCA of Canberra is committed to ensuring the diversity of our membership and responding to the specific needs of our members. If you identify as a member of one or more of the following groups we invite you to share this information with us.

Aboriginal and/or Torres Strait Islander

Person with a disability

Person from a culturally or linguistically diverse background

MEMBERSHIP DETAILS

New Member

Renewing Member

1 Year Membership

2 Year Membership

FULL VOTING MEMBER (per year)

AFFILIATE MEMBERS (per year)

Women 18 +

\$35

Men & Women

\$25

Concession*

\$15

Membership Payment: \$

* Concessions are available to health card holders, students, pensioners and seniors.

DONATIONS

Your tax deductible donation (\$2 or more) will assist in the work of the YWCA of Canberra.

Donation: \$

PAYMENT AND DECLARATION

Cheque or money order made payable to the YWCA of Canberra

In person at the YWCA of Canberra Central Office

Credit Card

Mastercard

Visa

Card Number

Expiry Date

Name of Cardholder

I apply for membership of the YWCA of Canberra. I accept the aims and objectives of the association and agree to be bound by the terms of its constitution, which is available upon request. The YWCA of Canberra's membership is renewable on 1 July each year. Applications received after 1 April each year will be applied to forthcoming financial year.

Signed

Date

This document satisfies the requirements of a valid tax invoice once payment is made. Please keep a copy for your records. All amounts are GST inclusive. YWCA of Canberra ABN: 48 008 389 151

Mail to:

YWCA of Canberra

GPO Box 767, Canberra ACT 2601

Fax to:

02 6175 9991

Or join online at www.ywca-canberra.org.au/membership