

YNEWS

FIRST EDITION 2018



YWCA CANBERRA



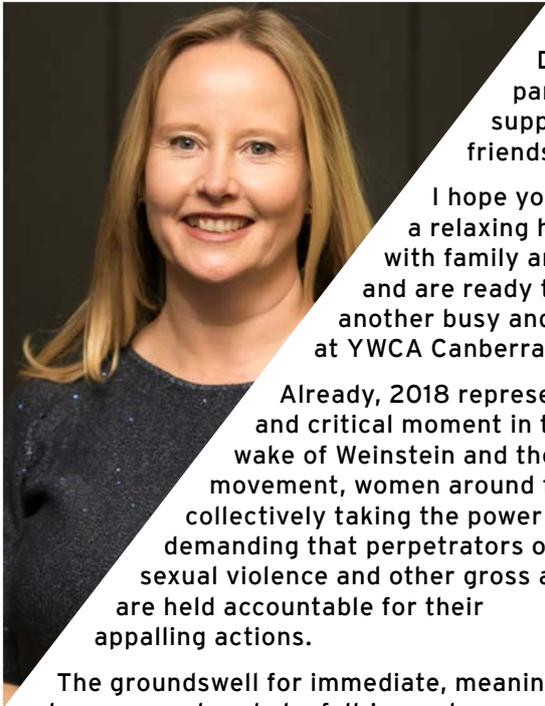
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WELCOME TO YNEWS FIRST EDITION 2018



EXECUTIVE DIRECTOR'S REPORT

Dear members,
partners,
supporters and
friends,

I hope you've enjoyed a relaxing holiday period with family and friends, and are ready to join us for another busy and exciting year at YWCA Canberra!

Already, 2018 represents a unique and critical moment in time. In the wake of Weinstein and the #MeToo movement, women around the world are collectively taking the power back and demanding that perpetrators of harassment, sexual violence and other gross abuses of power are held accountable for their appalling actions.

The groundswell for immediate, meaningful and lasting change can already be felt in our homes, workplaces and social circles, with calls to address inequality, discrimination, harassment and abuse summarised by the words 'Time's Up'.

It is with this momentum, and a renewed sense of determination that I look forward to jumping straight into this year, and working as hard as ever to support and empower women and girls to achieve gender equality in our communities, as YWCA Canberra has done for almost 90 years.

In the meantime, I'm excited to share some of our recent highlights from the last few months in our first edition of YNews for the year.

Back in November, we hosted our inaugural She Leads High Conference, which brought more than 90 young women from the ACT and Queanbeyan regions together at the Ann Harding Conference Centre at the University of Canberra. What followed was an action packed day of conversation and practical advice on leadership, body confidence, developing positive relationships, sexuality, gender and identity. Our Youth Engagement team delivered an exceptional workshop on respectful relationships, positive and affirmative identities, recognising and overcoming peer pressure, and body positivity.

I was blown away by the mature, insightful and articulate interactions that took place between these 15 and 16 year olds throughout the day, and by the high calibre of young women speakers who shared their own stories and

advice with attendees in a series of keynotes and workshops.

Overall, it was a terrific event, and I'm proud to have grown our She Leads program to include this young cohort.

November also saw our fourth She Leads In-Conversation event for the year, which featured Virginia Haussegger AM and Jane Alver. We enjoyed a robust conversation about leadership, career progression, resilience, and the tide that is slowly turning towards true progress on gender equality around the world.

In December, we ran our 12 Days of Giving for the YWCA Canberra Clubhouse appeal, calling for financial support to uphold the Clubhouse program, and continue our vital work towards bridging the digital divide in Canberra. We raised \$1210 through the appeal, and I would once again like to express my gratitude to everybody who made a generous donation.

Looking ahead, I'm excited to say that this year we will be launching a gender equality thought piece. This thought piece will make recommendations to government about how ACT is in a unique position to 'lead the way' on achieving gender equality. It maps how the ACT is tracking against policy commitments and where the current gaps are against best practice. In this document, we have identified four priority themes for government to consider, including: institutional mechanisms to advance gender equality, gender responsive budgeting and policy formation, legislating the equal status of men and women through the Gender Equality Act, and mechanisms in addressing workplace gender bias. More information on the launch of this work will be released soon.

Later this month, our 2018 She Leads suite of events kicks off with a bang, with our first In-Conversation with Nayuka Gorrie and Laura Burr taking place on 13 February, our first Workshop on Goal Setting with Mikaela Danvers on 27 February, and our She Leads College Conference will be held at the University of Canberra on 22 March. Tickets are selling fast, so book now or you might miss out!

Make sure you [download our 2018 calendar](#) to keep abreast of all of our upcoming events.

I wish you all a fiery start to the year, and hope to catch up with you soon.

Kind regards,
Frances Crimmins
Executive Director | YWCA Canberra

PRESIDENT'S REPORT



Happy 2018 everyone, may this year bring you closer to your goals and provide the support you need on your journey.

For our first Ynews for 2018, allow me a brief recap for the last few months of 2017. At our Annual General Meeting in October, we gave thanks to departing board members and trainees, and welcomed a new board director and Vice President, Dr Skye Saunders.

Skye will be part of the YWCA Australia delegation to the 62nd United Nations Commission for the Status of Women, and will contribute her extensive research on sexual harassment in rural communities to this key international event.

Working with YWCA Australia; YWCA Canberra and YWCA Hunter have now finalised an affiliate agreement which allows for continued strong engagement between the non-merging associations (YWCAs Canberra and Hunter) and YWCA Australia.

This agreement supports the continued growth of a strong national movement, and during the first half of 2018, we will all work on the finer details of membership, joint activities and other opportunities between the organisations. The new YWCA Australia will finalise their legalities in the next few months, and we wish them all the best as they progress their next steps. YWCA Canberra have determined that we will need to update our constitution as a result of these changes, and we will therefore hold an extraordinary general meeting soon to finalise these updates.

In other news, we released the third YWCA Canberra Clubhouse Impact Report back in November, and I was thrilled to discover that YWCA Canberra Clubhouse

increased membership by over 30 per cent in 2017, and 65 per cent of our Clubhouse members say they think it's very likely that they will use the skills they have learned in the Clubhouse in their future careers.

Our greatest ongoing challenge is to grow our cross-sector partnerships so that we can continue to deliver this critical program to young people in the Tuggeranong region. I give thanks to everyone who has contributed their skills, resources and finances to help the Clubhouse grow and develop its services.

Late 2017 also saw us taking over the operations of our fifth early childhood centre, Currawong, based at DFAT in Barton. I must give a shout out to the Children's Services team for their lightning set up and turnaround to have everything ready on day one! YWCA Canberra now operates five early childhood centres across ACT and Murrumbateman, NSW, which shows our approach to early childhood care is valued and our results are being noticed. Thank you to everyone involved.

This brings me to 2018. One of my favourite programs of each year - Great Ydeas - will start accepting applications later this month. So many recipients of these grants have gone on to develop their ideas beyond their initial expectations, or have used the funds for learning and training that have opened new doors. Other organisations contribute to our grant funds with their own criteria and focus, for which we (and the recipients!) are greatly thankful. If your organisation wishes to be part of bringing women's dreams to fruition through Great Ydeas, please get in touch at caf@ywca-canberra.org.au.

Thank you for reading YNews. I'm glad you are a member of YWCA Canberra, and I hope we will see you at one of our events soon!

Best regards,
Jude Burger
President | YWCA Canberra



2017 YWCA CANBERRA AGM | FRANCIS CRIMMINS AND JUDE BURGER WITH 2016/17 BOARD TRAINEES TARA WILLOUGHBY, SOPHIE FISHER AND GEORGINA HORSBURGH



CELEBRATING THREE YEARS AT THE YWCA CANBERRA CLUBHOUSE AS PART OF COMMUNITY AND PHILANTHROPY WEEK 2017

On Tuesday 22 November, we launched our third YWCA Canberra Clubhouse Impact Report at a celebratory event, with generous grant funding from Community and Philanthropy Partnerships Week.

The launch provided us with the perfect opportunity to bring our partners together to say thank you and acknowledge the amazing outcomes that we have achieved together.

We were joined by representatives from our Clubhouse partner organisations including Richardson Primary School, the Snow Foundation, Microsoft Australia, and Dimension Data, as well as some of our Clubhouse members, supporters and friends.

Guests had the opportunity to meet Clubhouse members and mentors, and hear firsthand about how the program is empowering young people to become more capable, creative, and confident learners.

The Report details another terrific year at the Clubhouse, in which we have supported more than 200 young members to experiment, drive their own projects, and work with professional and student mentors.

The launch event commenced with an acknowledgement of country, delivered by 14 year old Clubhouse member, Ella. Our Executive Director, Frances Crimmins then highlighted the tremendous impact and growth of the Clubhouse program since it was established in partnership with Richardson Primary School, and a host of corporate and philanthropic partners in 2014.

Frances thanked partner representatives Nicole Agius from Richardson Primary School, Georgina Byron from the Snow Foundation and Hala Batainah from Microsoft Australia for attending, and for their generous support for the program.

Frances acknowledged that through the support of these cross-sector partnerships, and the support of the global Clubhouse Network, we have demonstrated the difference that we can make to the lives of hundreds of young people in the Tuggeranong community.

Richardson Primary School Executive Teacher, Nicole Agius reflected on the unique contribution the Clubhouse has made to the school community - both students and teachers alike.

Chief Executive Officer of the Snow Foundation, Georgina Byron said she is pleased to support the Clubhouse because of the collaborative, innovative and inclusive nature of the program, explaining that these principles all strongly align with the Foundation's vision.

Federal Director - Branch Manager of Microsoft Australia, Hala Batainah explained that it is crucial that we provide opportunities for young people to develop skills for the workforce of the future, and said she was passionate about taking action to make this vision a reality.

Next, we heard from longstanding Clubhouse member Emily, who shared her personal journey, and the impact it's made on her life, and decision making. Emily said her favourite activities at the Clubhouse include watercolour painting, photography and video, and composing and editing music. When she finished college, Emily said she would like to study zoology, engineering, or join the police force.

Frances closed the formalities of the event, thanking everybody again for their support and contributions, and added that our greatest ongoing challenge is to grow our supporter base to enable young people to build skills for the workforce of the future, in science, technology, engineering, arts and mathematics.

Guests then enjoyed a tour of the Clubhouse, and participated in a range of activities with Clubhouse members, including origami, watercolour painting, green screen video editing, using block-based programming software, Scratch to build interactive games, and a musical performance in the Clubhouse AV studio.

The Clubhouse relies on corporate and philanthropic funding to maintain the space, provide the technology and other supplies, and to support the operational requirements of the program. We've worked hard to build a network of partners combining industry, government and philanthropic organisations, and together we've created a vibrant, inclusive space that has grown beyond our imagination.

Through the generosity of our supporters, we have seen the Clubhouse go from strength to strength since its inception in 2014.

We are grateful for the support of all of our partners, past and present for their contributions to the

Clubhouse, which is the first in the ACT, the third in Australia, and one of 100 Clubhouses in 19 countries across the world.

We are currently in talks with the ACT Government about its support of the program, and are hopeful that we can secure the future of the Clubhouse.

To download a copy of the 2017 Clubhouse Impact report, or find out how you can get involved, visit our website. You can find all the photos from the event via our Flickr photo album.

Community and Philanthropy Partnerships Week runs from 20-26 November, and is an initiative supported by the Prime Minister's Community Business Partnership, funded by the Australian Government Department of Social Services, and managed by Philanthropy Australia in partnership with the Foundation for Rural and Regional Renewal.

You can support the YWCA Canberra Clubhouse by making a donation on our website.

www.ywca-canberra.org.au/get-involved/make-a-donation

VICE PRESIDENT DR SKYE SAUNDERS EAGERLY AWAITS THE 62ND UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN



Wholehearted anticipation. Delicious expectation. Such are the undertones of my internal dialogue as I prepare to participate- for the first time- in the 62nd United Nations Commission on the Status of Women (CSW). I will contribute to the CSW as a member of the YWCA Australia delegation, which is an opportunity to travel with like-minded women from across Australia to champion our shared values of equality for women in the ultimate international forum. To be a part of this team is one of the greatest privileges of my life so far.

Set to take place in New York from 12 - 23 March this year, the CSW is the primary global body focused on achieving gender equality. The official UN Women statement about the CSW explains that 'during the Commission's annual two-week session, representatives of UN Member States, civil society organisations and UN entities gather at UN headquarters in New York.' International measures of 'parity' and 'sameness' and 'fairness' are shaped by the CSW and each year a different 'priority theme' is identified as the central focus. As part of the Commission's mandate it will also nominate a 'review theme' each year, requiring that it 'evaluate progress in implementing agreed conclusions from previous sessions.'

This year, the priority theme for the event is 'The Empowerment of Rural Women and Girls'. This is a topic that is particularly dear to my heart, as I briefly explain below. The review theme this year is 'Participation in, and Access of Women to the Media, and Information and Communications Technologies and the Impact and Use as an Instrument for the Advancement and Empowerment of Women.' This

dynamic combination of CSW themes is providential in timely relevance, given the current global climate where the collective strength of women's voices rings with profound clarity and resonance.

I grew up in Central Western NSW and I cherish the spirit of the bush and its people that runs strong in my blood. After university, I practiced Employment /Discrimination Law before spending the best part of ten years as an academic researching the complexities of sexual harassment in rural and remote Australian workplaces.

In the course of this research, I travelled the country to meet with more than 100 rural women about their experiences of sexual harassment in their relatively isolated workplaces. I spoke with women who worked in mines, on large cattle stations, in shearing sheds or in

tiny take-away stores. I met with others who worked in National Parks, in remote-area hospitals, in isolated police stations or in forestry. Set against the backdrop of relative isolation and male dominance as a norm, I found that 73 per cent of these women had encountered unwanted behaviour of a sexual nature in the course of their rural working life. The figure was even higher for the women on cattle stations and shearing sheds, with 93 per cent having navigated sexual harassment as part of their workplace experience. Sexual harassment is but one manifestation of misogynous practice designed to suppress women's equality and value. For generations, the

Australian bush continues to be saturated in masculine tradition and ethos¹ and rural women have adopted daily survival mechanisms by default.²

However, we are witnessing a revolutionary new dawn in the international movement towards true gender equality. This CSW is taking place in an unprecedented global climate of women's courageous, public advocacy.

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Through the media and online social networking systems, women's collective rage at gendered injustices - sexual harassment, gender pay inequity, pregnancy discrimination and so on - has reached an identifiable boiling point. Spurred by the public uncovering of Harvey Weinstein's brazen attacks on a cast of women and progressed by the determination of other women such as Tracey Spicer who is a conduit for justice, we have found our strong, clear voice. Experience by experience, we are speaking squarely to truth and to our values as womankind. Through this sharing of experience, piece by piece, we are creating a new narrative of 'normal'. The media and communication technologies are our powerful tools for the maintenance of momentum through our international dialogue as we share and work for the empowerment of all women and girls - rural, regional, remote or otherwise.

Valentis and Devane explain that 'to translate the fire of her rage and change it into positive energy, a woman must control and direct the flames.' So it is against this backdrop of blazing courage, the CSW will be an opportunity for the further 'translation of rage' as we evaluate the state of international gender dynamics, address new and ongoing issues and agree on further actions to be taken. Through the transformation of our rage, we will undoubtedly discover fresh truth in the words of Emily Dickinson: 'Much madness is divinest strength.'

1 See generally Hogg & Carrington, 2006, 'Policing the Rural Crisis'.

2 See generally Saunders, 2015, 'Whispers from the Bush- the Workplace Sexual Harassment of Australian Rural Women.'

MEET THE TEAM BEHIND OUR FAIRLEY EARLY CHILDHOOD SERVICE

Back in October last year, we were thrilled to open our fourth Early Childhood Service, Fairley, at the Fairley Estate in Murrumbateman, NSW. A few months on, we caught up with Director and Assistant Directors Brigid and Sheree to get to know them a little better and find out how they're settling in.

Tell us a bit about yourself?

(Brigid) My name is Brigid Neil and I am the Director at our Fairley Early Childhood Service. I have been working in Children's Services for approximately 17 years. I started my career as an educator working with all ages, then moved onto preschool teaching whilst completing my Bachelor of Education. Over the last few years, I have been working in a Director role.

Acknowledging that most children spend their early years attending early childhood education and care, I am passionate about making each child's experience memorable and strive for a transition to school that sees each child ready developmentally, emotionally and socially.

(Sheree) I am Sheree, the Assistant Director at Fairley Early Childhood Service. My family consists of my husband and son. My husband and I moved from Singapore three years ago, and are enjoying our new life in Canberra.

I have been in Children's Services for almost 15 years, and have had the opportunity to work in many different services, which has helped me in my professional and personal growth. I enjoy interacting with the children and being part of their formative years, and I also enjoy meeting fantastic educators through my work.

What drew you to working at Fairley Early Childhood Service? What do you love about it?

(Sheree) Fairley Early Childhood Service is a unique service in the quiet country village of Murrumbateman, just outside of North Canberra. This is my first time working in a country village, which was one of the things that drew me to the role. It has a small and close-knit community which is refreshing and new to me, and I am amazed at how people will 'stop and smell the roses'. During the walk to the school bus walk with children who have attended our Before School Care program, many

people stop and talk to me just because they



are curious.

(Brigid) I was very excited when the opportunity arose to take on the role of Director, Fairley ECS. Planning a move to Murrumbateman it seemed a perfect opportunity to work close to home, in a role that I love and can contribute to the community.

Tell us a little more about Fairley ECS?

(Brigid) YWCA Canberra's Fairley Early Childhood Service opened on 16 October 2017. Since then, we've spent a lot of time reaching out to the community

and letting them know we are here. We've seen our enrolments steadily grow, which is great.

We also offer a school holiday program which ran for the first time in December 2017, and received great feedback from the children attending.

Our before/after school age care program involves walking children to and from MECCA preschool next door, as well as the bus stop in Murrumbateman Village which takes children to schools in Yass. These walks are a lovely time for educators to enjoy the surroundings whilst developing wonderful relationships with the children.

All in all, we're very lucky to have such a beautiful building, beautiful gardens and outdoor facilities, as well as a growing team of passionate educators, dedicated to growing with the Murrumbateman community.

What does a week in your life look like?

(Sheree) A typical week for me consist of a variety of different support roles at the service. Sometimes I am preparing or cooking, sometimes I am supporting educators in their work, and other times I'm giving tours to families or welcoming new children in to our Fairley community.

I also ensure that all the compliance records are in place, so that we have a really high level of compliance at all times. This is a great way of establishing high standards right from the start, in terms of the quality of education and care that we provide for all children and families.

(Brigid) As we are a new centre, a week in my life over the past few months has seen me taking on many hats, including director, handyman, cook, gardener and educator. Our days are filled with lots of laughs, lots of

conversations and lots of testing out how processes are going to work for us.

What is the most rewarding thing about your role?

(Sheree) The most rewarding thing about my role is that I get to meet and chat with the families and children when they begin and end their day. Our conversations help me learn more about the families and what they enjoy doing.

And the most challenging thing?

(Brigid) One of the most challenging things about my role is time flying by. Often, I look at the clock and ask "where has the day gone?!" On a lighter note, most of my challenges have been associated with getting to know the building, as well as recently discovering that when operating the outdoor watering system manually, it is advisable to flick the switches and run, or even take an umbrella to complete the task!

What is something about your job that you wish people knew?

(Sheree) We need to meet regulations and ensure that we are compliant and maintain high standards to run our service and ensure that the families and children are well taken care of. We are not 'just a babysitting service'. The work that we do makes a difference to children, educators and families every day.

(Brigid) I wish people knew just how lucky I am to work in an environment where I see children playing happily and enjoying the early childhood experience. It most definitely puts life into perspective.



YWCA CANBERRA'S SCHOOL AGE CARE MANAGER, LEE NEWLYN SHARES THE HIGHLIGHTS FROM OUR JANUARY SCHOOL HOLIDAY PROGRAMS



School holidays are always a busy time for our [School Age Care program](#), and although we only operate five of our 15 services during holiday periods, I find that it can often feel much busier than during the regular school term!

Over the December 2017 - January 2018 school holiday period, our program ran for six weeks, and cared for up to 300 children each day across our five services - Majura, Turner, Kingsford-Smith, St. Benedict's and the Department of Agriculture and Water Resources.

Our wonderful team of program managers are responsible for collecting ideas, contacting venues, arranging transport and planning hundreds of engaging and educational experiences for children to participate in while they're at the program.

The planning process for our school holiday program usually begins about two months before the holiday period commences, and involves a carefully considered approach to ensure that the program also adheres to the national My Time, Our Place school age care framework, and as such, offers "a diverse range of leisure and play-based activities that are inclusive of each child's needs, interests and choices".

Each day, we follow a 'theme', from which we build a range of experiences, taking into consideration the age of the children in our care (ages range from four to 12 years old), and the number of children attending the program that day. Each week, we plan at least one excursion, as well as an incursion experience or a visit to another program. All of this is in addition to a range of 'free choice' activities, such as board games, art and craft, construction activities, and tech games such as Minecraft and Pokémon are always in high demand.

Some of the most popular experiences that were offered during this most recent program included making crowns, as part of 'Kings and Queens Day', and 'Horticulture Day', which saw children painting pots, planting seeds, and building succulent terrariums.

Children have also been encouraged to explore their outside environments, and in one particular experience, children collected flowers, leaves and bark, before collaborating with educators to explore how these items could be used to create colours for painting.

We were also fortunate enough to receive a visit from some of the Sydney Thunder cricket team, who spent time at two of our services, teaching children some of fundamental skills involved in cricket.

African drumming group, 'Jungle Jammin' visited each service, and children loved the opportunity to learn some of the musical concepts of drumming such as beat and tone, as well as learning the accompanying dance movements!

On top of all of this, we've also been to the cinema to see two movies, visited a huge indoor playground, AND went to amusement centre iPlay! No wonder we're all exhausted!

We are immeasurably grateful to all of our educators for all of their hard work in making this school holiday program one to remember. Our team of professional, dedicated and incredible educators arrive at work every day and go above and beyond expectations to ensure that we are offering the highest quality care and experiences for all of the children who are attending.

You can find out more about YWCA Canberra's School Age Care programs [via our website](#), and keep an eye out for the April school holiday program, which will be available in a few weeks' time.



EDUCATION AND TRAINING – MEET SHE LEADS DIPLOMA OF LEADERSHIP AND MANAGEMENT STUDENT, ZOE IVANSSON

Who are you? Tell us about yourself!

My name is Zoe Ivansson, and I am driven, motivated, and positive. I am also the oldest child in my family, which I believe is the start of great leadership.

Growing up, I always played the role of the doctor, the teacher, the superstar or the boss in every game, while my two younger sisters always played the sidekicks. Who knew that being bossy translated to being a leader - it just needs to be nurtured!

I started working at McDonalds at the age of 15, before moving to a law firm to work in the office. I've also worked at the Hyatt Hotel and ACT Emergency Services in public relations, logistics officer and business support roles.

Now I'm a busy mum of two little boys, which comes with exceptional organisational skills and advanced negotiating skills. I'm sure many other mothers will agree that even if you didn't have these skills before having children, you somehow develop them afterwards! Who knew being a mum would force you into uncomfortable conversations, disagreements or even to negotiate high level stuff with your seven year old!

Before I commenced the She Leads Diploma of Leadership and Management, I had work ethic, people skills, communication, leadership and influencing skills, yet these traits kind of floated around in my head without truly understanding their importance and potential in the workplace. During my study, I found that many 'light bulb moments' occurred, and I could finally align these qualities to my values.

You've been completing the She Leads Diploma of Leadership and Management for the last year- What do you think the strengths of the Diploma are?

I could go on forever about the strengths of the Diploma. I was placed in a supportive and positive class, with a diverse range of people who inspired me. I met people different to me, yet we connected over similar stories.

The Diploma is conducted with warmth and empathy. The facilitators and guest speakers (in particular women in the workforce) are knowledgeable, inclusive, approachable and contactable. Even when I felt I had extensive knowledge about some of the subjects, I arrived at those workshops and realised there is always more to learn.

What drew you study with YWCA Canberra's Registered Training Organisation?

As a working mother, the diploma aligned with my career aspirations to broaden my skill set, gain formal qualifications, and expand opportunities for me to progress into a more senior role.

I believe quality leadership and management are crucial to any organisation and I had a particular interest in women's leadership. I believe that if you have greatness at the top, it will flow through your people and it is just so important.

Logistically, I wasn't sure I could add study into my busy schedule and I never thought I would get a position. I slept on it, applied the next day, got selected and have not looked back!

Why do you think achieving gender equality is important?

It is encouraging to me to see that society is making progress towards gender equality. In particular, women make valuable contributions in the workplace from entry level roles to CEO positions. Workplaces are providing improved flexibility for women and organisations like YWCA Canberra are increasing awareness.

Achieving equality will continue to be a challenge for women as they remain the biological caregivers for children. This presents a range of possible barriers to working, including time out of the workforce, possible late starts, a choice or requirement to work part-time and possible negative feelings from other work colleagues.

In order to continue this important movement, it is crucial that women have faith in their abilities, work on their brand, have confidence, tell people they are interested in broadening their skills, consider studying with YWCA Canberra, and be gutsy!

As Quentin Bryce, former Governor-General of Australia once said, "Women can have it all, just not all at once".

What would you say to someone who is thinking about expanding their leadership skills, but is unsure about where to start?

Start here, with the She Leads Diploma of Leadership and Management. Honestly, there is no other answer to this question.

Who are you inspired by?

I draw fantastic knowledge and inspiration from a range of different people. I am inspired by the greats in history, the ones that stood up to people even when they knew there could be consequences, people that have changed the world.

I also draw inspiration from many different types of leadership books, and by people that can see the beauty in leading as opposed to controlling and telling people what to do.

On a daily basis, I am inspired by my mother (a woman well and truly ahead of her time), my younger sisters (who are both emotionally intelligent in their own views and opinions), my boss (he is a hidden gem), my best friend (who always has an answer for me no matter the question and I ask a lot of questions with the expectation of a comprehensive in-depth answer!), my mentor (guiding me through my working life with great advice) my beautiful children (so young, so wise), and of course the husband (when I am in a flap, he will say something so logical and profound it stops me to think for moment how tricky and smart he is). Of course, I respond with "WHATEVER" but secretly I take his great advice on board too.



YOUTH ENGAGEMENT CELEBRATES COMMUNITY RECOGNITION OF OUTSTANDING PRACTICE

On 8 December 2017, the YWCA Canberra Youth Engagement Team attended the Youth Coalition Annual Yogies.

The Annual Yogie Awards (the Yogies) recognise, celebrate, promote and reward outstanding practice in working with young people in the ACT and surrounding area. They also highlight the exceptional commitment, talent and innovation that exist in the youth sector. In 2017, the Youth Coalition and Canberra youth sector is celebrating 14 years of the Yogies.

The 2017 Yogies were presented by Rachel Stephen-Smith MLA, Minister for Disability, Children and Youth. Awards are presented in nine categories that recognise the work of groups and individuals, with young people, workers, individuals, programs and services invited to submit nominations.

A judging panel, comprised of a representative from the Youth Coalition; a representative from the Community Services Directorate; and a representative from the youth and community sector, determines the award winners. Commendations are awarded when a nomination has been received that the judging panel believe deserves recognition.

The YWCA Canberra Youth Engagement Team were invited to attend the Yogies with two nominations in the Youth Participation and Innovation in Service Delivery categories.

The YWCA Canberra Youth Engagement Team were awarded the Winner for the LGBTQIA* & Allies Prom 2017, which commenced in 2016 in response to a call from young people for more social events for gender and sexually diverse young people in Canberra.

This annual event provides a terrific opportunity for young LGBTQIA* people and/or allies, aged between 12 and 25 years, to celebrate and express their identities, in a non-judgmental environment. This year, YWCA Canberra staff supported young people from gender and sexuality diverse groups across the ACT to develop a subcommittee to ensure that the Prom 2017 was a meaningful and successful event for all young people involved.

Through this committee, the young people had control over the theme, catering, information and other aspects of Prom 2017. This resulted in the introduction of pronoun badges for young people to wear if they chose, a chill out space, the Halloween theme, a photo booth and non-gendered toilets.

Our partners who helped make this event a success include:

- Aids Action Council
- Mental Health Community Coalition of ACT - Mental Health Week Grant
- Canberra Gay and Lesbian Tennis Club
- ACT Government
- A Gender Agenda Allies
- Woden Community Service
- Belconnen Community Service
- Headspace Canberra and Queanbeyan
- PFLAG Capital Region (Parents, Family and Friends of Lesbians and Gays)
- ACT Policing
- Volunteers

The YWCA Canberra Youth Engagement also received a commendation in the Innovation in Service Delivery for the 360 Initiative's Non-Binary Clothing Line, which launched in 2017.

The idea for the Non-Binary Clothing Line arose as young people in YWCA Canberra's A-Z Group identified that a common barrier for young people who are gender queer, gender fluid, transqueer or transgender was the limited availability of gender neutral clothing.

The young people participating in the project committed to an eight-week program that culminated in a public launch of the clothing line held at the Hyperdome Shopping centre, where 100 t-shirts given out to LGBTQIA* Youth and Allies. The eight-week program taught young people about clothing industry and small business, and through the program, they developed skills in collaborative practices, financial management, interpersonal skills, design, financial management, and marketing.

By wearing the t-shirts and having conversations with others about their meanings, these young people have become leaders within the community in advocating and promoting awareness of issues for LGBTQIA* youth. The project created an opportunity for young people to feel empowered through peer support activities and take on leadership roles in creating a stronger supportive community through awareness and education. The young people who were involved in the 360 Initiative 2017 are planning on developing their own clothing line using the skills and knowledge they gained from the project.

Thanks to the Aids Action Council for a grant which contributed to the success of this program.

The YWCA Canberra Youth Engagement Team is looking forward to an even bigger and better 2018, with the third Annual LGBTQIA* Allies Prom, 360 Initiative and many more exciting and innovative ways of engaging the young people in our region and beyond.



LEADERSHIP, POSITIVITY AND FEMINISM 101 AT THE INAUGURAL SHE LEADS HIGH CONFERENCE

The inaugural She Leads High Conference was a one-day leadership event for young women, including female identifying and non-binary people, in years 9 and 10. The event engaged young women with concepts of leadership, confidence, developing positive relationships, and provided a safe space to discuss school, careers, body image, language, and sexuality and gender.

On Tuesday 28 November, more than 90 young women from 12 ACT and Canberra-region schools came together at the [University of Canberra's Ann Harding Conference Centre](#) to gain an understanding of the fundamentals of leadership, and learn to how to become leaders in their homes, schools, friendship groups, and communities today.

The day started with a warm and inspiring Welcome to Country by Ngunnawal Elder Aunty Violet. Aunty Violet encouraged us to pursue our future dreams, regardless of gender stereotypes, to remain fearless in our future quests, and to consider that any of us may be the future Prime Minister of Australia.

Our Emcee, [Laura Campbell](#), then officially opened the day with her signature comedy style and bubbly personality. She explained that her walking stick, was the result of a recent hip operation, and the auto-immune disease that she lives with, Lupus.

Laura went on to discuss the idea of social scripts, and how these can be both positive and negative. Positive scripts include how to talk on the phone, write an email, be professional, and share with others, while negative social scripts tell us that 'boys will be boys', women who wear short skirts are 'skanks', and women who lead are 'bossy'.

We can ignore these social scripts, but Laura encouraged us to instead flip the script. Flipping the script involves asking ourselves if the script we are using is hurtful to the subject, if so then we need to see if there is another approach we could take. If the script does need to be flipped, Laura encouraged us to change our actions - even if this means being the first to do so - urging us to be fearless and "speak up and speak out because change starts with you!"

Next, [Francesca Maclean](#) gave the first keynote of the day, citing the importance of understanding when to cede failure and when to try again. Francesca outlined her biggest failure: being kicked out of a prestigious STEM class at university because her grades were slipping, and how she overcame this set back.

Francesca stated that being a woman in STEM was also a challenge, where she was constantly juggling and pushing against the possibility of failure due to ingrained and harmful gender stereotypes. She stated that for some time, she tried to overcome and work around the stereotypes, but struggled to make any meaningful ground. So, instead she now dedicates her life to increasing diversity within STEM to change and improve the whole industry.

Following Francesca's talk, we were split into two groups to participate in workshops: Language for Empowerment and Positive Identities. In Language for Empowerment, hosted by [Stella Schools](#) and facilitated by [Rosanna Beatrice](#), students focused on how to use words to empower themselves and others around them.

We were introduced to the concept of couching, and discussed how to avoid common diminutive sentences such as 'I just wanted to ask...' and 'um, maybe we could try...' Instead, we looked at what assertive language is and how to use it, with Rosanna advising "most things you want in life are reasonable, so just ask for them."



In the Positive Identities workshop, hosted by the [YWCA Canberra Youth Engagement Team](#) and facilitated by Ciára Duggan and Annie-Lea Rowley, we were exposed to a variety of topics, including respectful relationships, positive and affirmative identities, recognising and overcoming peer pressure, and body positivity.

This workshop involved many fun and lively activities and facilitated discussions around social media, self-esteem, respect and body image, with one young woman commenting, "We can use social media to our advantage - engage with people who make you feel empowered. It's important to remember we are so much more than what we look like."

Next up was second keynote, Nipuni (Nip) Wijewickrema. Nip discussed her experience starting social enterprise [GG's Flowers](#), and the motivation behind it. GG's Flowers was not started for profit, but instead to provide an employment opportunity and career pathway for Nip's younger sister, Gayana, who lives with Down syndrome.

We were all heartened to hear that at just 20, Nip co-founded GG's Flowers, and that the business continues to grow and grow, now providing employment opportunities to many Canberrans living with disabilities. Nip encouraged us to all "start today", and reminded us that age doesn't matter when it comes to changing the world.

After Nip's keynote, came the speed networking sessions, where we were split into groups of 10 and rotated around the room, spending 10 minutes talking with and learning from seven leading young women in the Canberra community.

We had the opportunity to hear from Julia Faragher, Co-Founder of Skybound Productions; Moira Cully, 2014 Young Environmentalist of the Year and UnionsACT Campaign Organiser; Sam Launt, recipient of the 2015 Tillyard Prize, a PhD candidate investigating diversity in STEM, and founder of Engage; Holly Vanderpol, a cultural anthropology student and volunteer for MIEACT, NCWA ACT, and ACT Multicultural Advisory Council; Sophie Hope, 2015 Volunteer of the Year, 2016 Finalist for ACT Young Australian of the Year, and volunteer for Headspace, the ACT Youth Advisory Council, and the Youth Coalition; Esther Suh, and experienced Flight Lieutenant and DFR representative, and Ciára Duggan, YWCA Canberra Youth Programs Team Leader.

After a lunch break, we came back together to hear from the final keynote of the day, LGBTIQ activist Isabel (Izzy) Mudford. Izzy discussed sex, gender, and sexuality, highlighting the many differences between these categories, and stressed that biology, gender, expression, and sexual attraction are as unique as every individual. We were all encouraged to not only accept the diversity within everyone, but to actively embrace and support it.

Izzy also introduced us to intersectional feminism, explaining that through an intersectional lens, each person can learn to be kinder and more respectful by understanding the different privileges and opportunities available to everyone. By taking into consideration a person's gender, sexuality, ethnicity, age, ability, religion, education, class, and economic status, we can actively include and respect everyone, and learn to work and act in solidarity.

To end the day, our Emcee Laura, provided a wrap-up of all the highlights and sessions, and offered her final reflections. We were asked to revisit our ideas of leadership, Laura then asked us to share how our ideas of leadership had changed, and what our overall impressions of the day were.

Many of us were inspired to begin leading change in our communities immediately, with three of us stating that we realise we're not too young to begin today. We also reflected that She Leads High Conference had created a safe space, which made us feel comfortable to express ourselves as we were surrounded by a group of like-minded and open and warm women.

We are very grateful for our Principal Partner, [Defence Force Recruiting](#), and the ACT Government's 2016-17 Women's Grant Program to help make this event possible. We would also like to thank workshop partner [Stella Schools](#), and [Capital Giving](#) and Holly Vanderpol for donating scholarships to ensure this event was accessible to all.

Visit our [Flickr album](#) to view all of the wonderful photos from the day, or check out our [Facebook](#) and [Twitter](#) pages, and [subscribe](#) to the monthly She Leads Newsletter to receive updates on future events. You can also [join](#) as a member to receive discounts on future events and other opportunities.

The 2018 She Leads High Conference will be held on Thursday 1 November.



UPCOMING EVENTS FROM OUR SHE LEADS SUITE

She Leads In-Conversation with Nayuka Gorrie and Laura Burr
tickets now available!

Join us on Tuesday 13 February from 6:15-8:15pm at the University of Canberra's Ann Harding Centre, to hear from Nayuka Gorrie. Nayuka is a Kurnai, Gunditjmara, Wiradjuri and Yorta Yorta woman, and she is passionate and outspoken about Indigenous self-determination and rights, and the rights of women. The conversation will centre around the challenges faced by women and Aboriginal and Torres Strait Islander women alike, in our communities, society, and workplaces.

Visit [Eventbrite](#) to purchase your tickets.



SheLeads In-Conversation

NAYUKA AND LAURA GORRIE AND BURR

13 FEBRUARY 2018 | 6.15PM - 8.15PM
ANN HARDING CENTRE UC

UNIVERSITY OF CANBERRA | HAYS Recruiting experts worldwide | HESTA | LUSH FRESH



SheLeads Workshops

SETTING AND MEETING GOALS WITH MIKAELA DANVERS

27 February
5:30pm to 8:30pm

YWCA Canberra House
Level 3 Training Rooms
71 Northbourne Ave



She Leads Workshop: Setting and Meeting Goals with Mikaela Danvers

Discover how to set and meet goals in your personal life and career in this interactive workshop, to be held on Tuesday 27 February from 5:30-8:30pm at YWCA Canberra House. The session will be facilitated by Mikaela Danvers, the founder of The Makers Co, the owner of Danvers Creative, and a design studio manager and lecturer at the University of Canberra.

Utilising her wealth of creative, organisational, and career experience, Mikaela will work with attendees to map their goals and offer traditional and creative solutions to reach their next target, no matter how big or small.

Visit [Eventbrite](#) to register.

She Leads College Conference

Thursday 22 March 2018 8:30 am - 4:00 pm

Ann Harding Conference Centre, University of Canberra

YWCA Canberra's 2018 She Leads College Conference is for young women, including female-identifying and non-binary people, living in Canberra aged 16 to 18, in years 11 and 12.

The theme, Trailblazer, drives the design and outcomes of the event, with students being exposed to a deeper understanding of leadership that extends to the change leaders have the potential to make in their homes, schools, communities, and workplaces.

Students will leave with a greater understanding of leadership, how to effect change, how to identify positive and negative situations in their homes and communities, and gain new skills and tools to manage the myriad of issues that they face each day. Students will also be exposed to a range of post-school career options, providing them with an opportunity to explore their future options, and define their interests and aspirations.

The event will include interactive workshops, keynote speeches, a panel, and speed networking with young women who are leading in their communities.

By encouraging young women's attendance, you will provide them with the opportunity to develop their leadership potential, and increase their capacity to take on leadership roles within their school environment and beyond.

You can find more information about the 2018 She Leads College Conference [via our website](#), including how to register.



SheLeads College

TRAILBLAZER

22 MARCH 2018 | **ANN HARDING CENTRE UC**

OUR PARTNERS: UNIVERSITY OF CANBERRA | DEFENCE FORCE RECRUITING | NAVY | ARMY | AIR FORCE | LUSH FRESH

THE 2018 GREAT YDEAS SMALL GRANTS PROGRAM

Applications for the 2018 Great Ydeas Small Grants program opens in February!

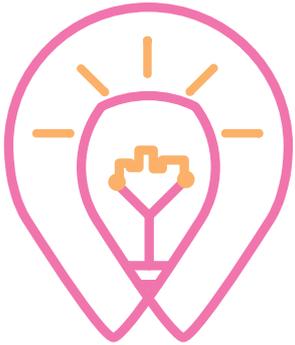
The Great Ydeas program is designed to help Canberra women and girls to achieve their goals through innovation, entrepreneurship and leadership.

Since 2010, almost 40 women have received grants of up to \$2000 each to fund education or training opportunities, launch social enterprises or community-based projects, and fund small business establishment. Priority is given to projects that empower women in our local community, and that have the potential to grow beyond the initial funding provided.

Keep an eye out for more details on our website, social media platforms and in our weekly ENews!

Applicants must be a member of YWCA Canberra to apply.

If you would like to receive information about how you can support the 2018 Great Ydeas program by way of a partnership, please get in touch with Eliza Hughes at eliza.hughes@ywca-canberra.org.au.



GREAT YDEAS

APPLICATIONS OPEN
FEBRUARY 2018

WHERE WILL YOU
HAVE YOUR NEXT
GREAT YDEA?





RESPECT COMMUNICATE CHOOSE

TEACHING RESPECT ED

YWCA Canberra's Teaching Respect Ed training is a primary prevention and evidence based program for teachers and pastoral care staff at primary and high schools, and community sector workers supporting young people.

Teaching Respect Ed is aimed at preventing violence against women by teaching respectful relationships. The two-day program equips participants to deliver a Respectful Relationships program to students: Respect, Communicate, Choose; and Relationship Things.

About Respect Ed

Respect Ed has been designed and is delivered by YWCA Canberra for **teachers, pastoral care staff such as school counsellors and youth workers**, working with primary or high school aged students. Our program is one of a suite of Respectful Relationship programs delivered by government and non-government organisations to schools throughout Australia. Most notable is Victoria where the [State Government is rolling out Respectful Relationships across schools and early childhood centres.](#)

Respect Ed is a primary prevention initiative that aims to prevent domestic violence by teaching kids the skills they need to interact respectfully and understand respectful relationships. Over two-days [Teaching Respect Ed](#) focuses on building knowledge and skills about respectful relationships between students. Training is embedded in a context of violence against women and gender equality.

After attending Teaching Respect Ed, participants who opt to purchase a license are equipped to run an 8-week program with 9-12 year old students about respectful relationships, called [Respect, Communicate, Choose](#) or our 8-week program with 14-18 year olds called [Relationship Things](#). Each program is an 8-week interactive workshop for students to learn skills and build knowledge in respectful relationships, including communication, relationship building, and self-awareness and respect.

Teaching Respect Ed 2018 Workshops

Workshop 1:

ACT and NSW Term 1,
Week 5, Wednesday 28 February and Thursday 1 March,
9am-4pm

Workshop 2:

ACT and NSW Term 2,
Week 6, Tuesday 5 June and Wednesday 6 June,
9am-4pm

Where:

YWCA Canberra training rooms,
Level 3, 71 Northbourne Avenue, Canberra

Registration essential:

respect@ywca-canberra.org.au

Enquiries:

Respectful Relationships Program Coordinator,
Ph: 6175 9900 | E: respect@ywca-canberra.org.au



DATES FOR YOUR DIARY

13 February: She Leads in Conversation with Nayuka Gorrie and Laura Burr

21 February: [Applications for the 2018 Great Ydeas Small Grants program open](#)

27 February: She Leads Workshop: Goal Setting with Mikaela Danvers

8 March: 2018 International Women's Day

22 March: She Leads College Conference



SHE LEADS HIGH CONFERENCE 2017



SHE LEADS HIGH CONFERENCE 2017



SHE MEETS MEMBER DRINKS 2017



SHE LEADS IN-CONVERSATION WITH VIRGINIA HAUSSEGER AM AND JANE ALVER



SHE MEETS MEMBER DRINKS 2017

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SHE LEADS IN-CONVERSATION WITH VIRGINIA HAUSSEGER AM AND JANE ALVER