



# **Finding Solutions**

**National Council of Women  
Australia**

**Triennial Conference Program**

**Canberra ACT**

**17, 18, 19 October 2018**





## Welcome

### National President's Welcome

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This is a very exciting conference with delegates from NCW Constituent Councils, Associate and Affiliates members from all around Australia including members of the National Council of Young Women of Australia. I am also very happy to welcome members of the public, government representatives and other interested people.

The first NCWA conference was held in Melbourne in November 1932 with May Moss as President, after the establishment of the NCWA in 1931. The NCWA had been envisaged as an umbrella organisation to speak to government with one voice on Federal issues on behalf of the women of Australia. I am proud to say we are still doing that today as we agree on our resolutions to take to the Federal Government, along with the outcomes from the conference.

This Conference builds on the NCWA Mid Term Conference where we examined the root causes of violence against women and homelessness for older women. This Triennial Conference provides us with the opportunity to take that knowledge further and work towards finding solutions to these very vexed and intractable problems.

NCWA is delighted to have some of Australia's leading experts in the field at the Triennial Conference, including the Minister for Women, other Members of Federal Parliament and academics who will provoke and challenge our thinking. There is a mix of speakers, panels and a Q&A session to inform us. There are breaks where we have time to gather our thoughts and have table discussions about the issues and come forward with ideas for solutions to the problems.

In addition to the Triennial Conference, the first NCWA awards will be presented where we acknowledge NCW women and recognise them for their selfless work and contribution as change makers and positive role models. There are three awards – an Encouragement Award, Senior Service Award and NCWA Woman of the Year.

I commend this Triennial Conference to you to listen, learn, speak, share to find solutions to make a difference.



*Barbara Baikie*

President  
National Council of Women Australia

*"A woman is the full circle. Within her is the power to create, nurture and transfor."*

— Diane Mariechild and a group of wom



## Triennial Conference Program

### Four main areas of focus

1. Economic security for women
2. Housing
3. Politics / boards / senior positions
4. Cultural change – community, attitudes, values

### Wednesday 17 October 2018 — MEMBERS ONLY

Time	Topic
11:00am–12:30pm	Board Meeting including review and sign off on National Adviser scheme
<b>12:30pm–1:00pm</b>	<b>Lunch</b>
1:00pm – 1:05pm	Conference declared open, Barbara Baikie
1:05pm – 3:00pm	Resolutions – Chaired session
<b>3.00pm – 3.30pm</b>	<b>Afternoon tea</b>
3:30pm – 4:00pm	Resolutions continued
4:05pm – 8:30pm	NCYWA Training

Time	Topic	Speaker
4:05pm – 4:45pm	Working with NCYWA	Board and NCYWA – session to be facilitated by Genevieve Jacobs
4:45pm – 5:15pm	Communication in today's world – crafting messages, delivering messages advocating to Government	Sheena Ireland Specialists in Communications
5:15pm – 6:00pm	HBDI revisited working with different communication styles	Barbara Baikie
<b>6:00pm – 6:30pm</b>	<b>Dinner Break</b>	
6:30pm – 7:00pm	Leadership styles including volunteer organisations	Ms Ashleigh Streeter-Jones, ACT Woman of the Year
7:00pm – 7:30pm		Cathi Moore, ACT Senior Woman of the Year
7:30pm – 8:30pm	Goal Setting	Belinda Martin Training Consultant, Wisdom Learning



# Triennial Conference Program

**Thursday 18 October 2018**

**Working Title NCWA “Finding Solutions” Chaired by Genevieve Jacobs**

Speakers – 20 minutes, 15 minutes presentation, 5 minutes questions

Panels – 30 minutes

*Table discussions chaired by NCWA Leader (board member) scribed by NCYWA*

<b>Time</b>	<b>Topic</b>	<b>Speaker</b>
9:00-9:30am	Government solutions to address violence against women and homelessness for older women	Minister for Women Hon Kelly O’Dwyer MP
9:30-9:40am	Welcome to Country	Aunty Tina
9:40-10:00am	Economic Security for Women	Trish Bergin, Office of Women
10:00-10:20am	Cultural change – A way forward	Adj Professor Carmel McGregor 50/50 Foundation Steering Committee member
<b>10:20-10:50am</b>	<b>Morning Tea</b>	
10:50-11:10am	Gender pay gap – A way forward	Libby Lyons, Director Workplace Gender Equality Agency
11:10-11:30am	Superannuation – A way forward	Sally Loane CEO Financial Services Council
11:30am-12:00pm	The way forward	Dr Sharman Stone Australian Ambassador for Women and Girls
12:00-12:30pm	Table Discussions – Gather your thoughts	
<b>12:30-1:30pm</b>	<b>Lunch Break</b>	
1:30-1:50pm	Housing for women – A way forward	Phyllis Williams, Chairperson HAAG
1:50-2:10pm	Sexual Harassment – A way forward	Dr Skye Saunders, Associate Professor at Law, Gender and Law Expert
2:10-2:20pm	Table Discussions – Gather your thoughts	
2:20-2:40pm	Enough is Enough Its time to end this NOW	Liza-Jayne Loch, NOW Australian Chair
2:40-3:00pm	Women’s Diversity – A way forward	Tina Dixson, Australian Women Against Violence Alliance Policy Officer
<b>3:00-3:30pm</b>	<b>Afternoon Tea</b>	
3:30-3:50pm	Men, part of the problem part of the solution	Troy Roderick Specialist in Diversity and Inclusion
3:50-4:30pm	Q&A Panel Discussion Cultural Change	Li Loch, Troy Roderick, and Prof Margaret Jolly, Convenor of the Gender Institute
4:30-5:00pm	Table Discussions	
6:30 for 7:00pm	Conference Dinner and Awards Presentation	Carrie Graff Her Excellency Lady Cosgrove





## Triennial Conference Program

Friday 19 October 2018

**Moving onto Solutions for Women – NCWA - Chaired by Genevieve Jacobs**

Speakers – 15 minutes, 5 minutes questions

*Table discussions chaired by NCWA Leader (board member) scribed by NCYWA*

<b>Time</b>	<b>Topic</b>	<b>Speaker</b>
9:00-9:20am	Opposition's solutions to address violence against women and homelessness for older women	Terri Butler MP
9:30-9:40am	Attitude values changes	Kate Jenkins Sex Discrimination Commissioner
9:40-10:00am	Changing attitudes	Bonnie Millen President PWDA
10:00-10:20am	Table Discussions – Gather your thoughts	
<b>10:20-10:45am</b>	<b>Morning Tea</b>	
10:45-11:05am	Changing attitudes	Sarah Moran Girl Geek Academy
11:05-11:25am	Changing attitudes	Sharon Claydon MP
11:25am-11:45am	Changing attitudes	Kirsty Parker Director Aboriginal Affairs and Reconciliation SA Government
11:45am-12:30pm	Final Table Discussions and feedback plan	<b>End of Public Conference</b>
<b>12:30-1:15pm</b>	<b>Lunch Break</b>	
1:15-1:45pm	<b>Members only session</b>	<b>Working Together Strategic Plan</b>
1:45-2:20pm		Constituent Council Reports
2:20-2:50pm		AGM
2:50-3:30pm		Election of Office Bearers
3:30pm	<b>Close</b>	



## Speaker Profile

### **Barbara Baikie**

National President, National Council of Women Australia

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Barbara has extensive experience in leadership and facilitation across the public, private, not for profit and volunteer sectors. She has twenty years' experience in public service including at senior executive level; taught at Charles Sturt University for six years. Barbara has established and run her own consultancy business for 10 years and has co-written and published two books.

Barbara is a Past President of the Canberra Chamber of Women in Business and has held positions of President, Assistant Governor and District Chair of National Youth Leadership Award program in Rotary. Barbara is currently undertaking her PhD with Monash University and is a passionate advocate for gender equity and equal opportunity for women and committed to working to achieving it

### **Trish Bergin**

First Assistant Secretary of the Office of Women

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Trish Bergin commenced in the role of First Assistant Secretary of the Office of Women in September 2017 after moving from the Department of Education. Her current role builds on her expertise as a senior executive leader and as a management consultant with experience across the public, private and community sectors. In the private sector, Trish exemplified women's leadership by running her own consulting business and holding roles of General Manager and Regional Director.

Trish has also been a vocal champion of women's leadership and brings together a focus on economic and labour market policy to bear on key issues and brings together a focus on economic and labour market policy to bear on key issues impacting gender equality and women's economic participation.

### **Terri Butler MP**

Shadow Assistant Minister for Young Australians, Youth Affairs, Universities and Equality

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Prior to being elected as the Member for Griffith in 2014, Terri was a lawyer and a Principal of the national law firm Maurice Blackburn, where she established and led the Queensland Employment and Industrial Law Section. Terri has long been involved with organisations supporting those in the community. She has served on leadership groups of Children BY Choice and YWCA.

Terri is the former Shadow Assistant Minister for Prevention of Family Violence and now Shadow Assistant Minister for Young Australians, Youth Affairs and Universities. She is also the Shadow Assistant Minister for Equality and Deputy Chair of the House Standing Committee on Employment, Education and Training.

### Sharon Claydon MP

Member for Newcastle, New South Wales

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Sharon Claydon is the Federal Member for Newcastle elected in September 2013.

Sharon is Deputy Chair of the House of Representatives Social Policy and Legal Affairs Standing Committee and serves the House Indigenous Affairs Committee and Joint Standing Committee on Foreign Affairs, Defence and Trade. Sharon is also the Chair of the Status of Women Committee and the Chair of Labor's Medicare Taskforce.

Before entering Parliament, Sharon worked in remote Aboriginal communities and the community-based disability services sector. Sharon is an Honours graduate in Anthropology and also served in local government as a Newcastle City Councillor.

### Her Excellency Lady Lynne Cosgrove



Lynne Cosgrove was born and raised in Sydney's southern suburbs. After attending Penshurst Girls High School, she studied art, then worked as a layout artist and copywriter in the retail fashion industry before spending several years in the finance sector.

Lady Cosgrove has been actively involved in the welfare of partners in the defence community and became the inaugural Patron of Partners of Veterans Australia. She has worked with numerous voluntary organisations supporting aged and disabled people and endangered Australian wildlife. Her personal interests include art and architecture, nature and gardens and she is a keen sports follower.

### Carrie Graf AM

University of Canberra Director of Sport

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Carrie Graf is the inaugural Director of Sport at the University of Canberra – a position she commenced in January 2018. Carrie spent nearly fifteen seasons coaching the UC Capitals where she guided the club to six WNBL championships; making it Canberra's most successful professional sporting team. Carrie is a former Opals coach and, in 2005 became the first female Australian head coach in the WNBA after being appointed head coach of the Phoenix Mercury. She was also named WNBL Coach of the Year in 2007 and 2008.

Carrie called time on her coaching career in 2015 to spend more time with her family. Prior to taking on her current role, Carrie was an Adjunct Professor in Sport and Exercise Science at the University and working for the consulting firm Yellow Edge as a senior facilitator and high performance expert.

### Tina Dixon

Policy Officer Australian Women Against Violence Alliance

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Tina Dixon is a Policy Officer for Australian Women Against Violence Alliance. AWAVA is one of six National Women's Alliances funded by the Australian Government and provides leadership and advocacy at state and national levels in relation to all aspects of violence against women and girls. Tina has worked in the area of LGBTIQ, refugee and women's rights both in Australia and overseas.

Tina has solid experience engaging with the international human rights bodies such as CEDAW (Convention on the Elimination of all forms of Discrimination Against Women). Tina is a final PhD candidate at the Australian Catholic University.





## Speaker Profile

### Sheena Ireland

Director of Specialists in Communications



Sheena Ireland, Director of Specialists in Communications, founded her company based on the belief that we all have a unique offering that can't be replicated by others. Sheena has a background in the Federal Public Service and the not for profit sector. She has expertise advising Cabinet Ministers, high profile CEOs and industry forums in strategic communications, media management, social media marketing and government relations.

Sheena believes leadership is about inspiring others and equipping them to be the best they can. It's about getting in the trenches when you need to, but also allowing people to make mistakes and learn from them.

### Kate Jenkins

Australian Sex Discrimination Commissioner



Kate Jenkins became Australia's Sex Discrimination Commissioner in 2016. Kate is the convenor of the Victorian Male Champions of Change Group and the Co-Chair of Play by the Rules, a joint project between human rights agencies and sports commissions to make grass roots sports safe, fair and inclusive.

Prior to joining the Commission, Kate spent three years as the Victorian Equal Opportunity and Human Rights Commissioner. Kate spent twenty years as lead partner with Herbert Smith Freehills' and fifteen years on the board of Berry Street Victoria. An Arts/Law honours graduate, Kate is on a number of boards.

### Margaret Jolly

Professor College of Asia and the Pacific Australian National University



Margaret Jolly is a Professor in the School of Culture, History and Language in the College of Asia and the Pacific at the Australian National University. Margaret was an Australian Research Council Laureate Fellow 2010-2016 and has written extensively on gender in the Pacific, exploratory voyages, missions and contemporary Christianity, maternity and sexuality, cinema and art.

Margaret is currently researching gender and climate change in the Pacific, funded by an ARC Discovery Project. Her most recent book is *"Gender Violence and Human Rights: Seeking Justice in Fiji, Papua New Guinea and Vanuatu"* (edited by Aletta Biersack and Martha Macintyre, 2016).

### Sally Loane

Chief Executive Officer Financial Services Council



Sally Loane joined the Financial Services Council as Chief Executive Officer in 2014. Prior to this Sally was in the Corporate sector working at Coca-Cola Amatil as a senior executive. Sally's first career was in the media, where she spent 25 years as a broadcaster and journalist across radio, television and print and she is also a published author.

Sally is a Director of Venues NSW, the Avner Pancreatic Cancer Foundation, Deputy Chair of the Committee for Sydney, Governor of the Cerebral Palsy Research Foundation, Ambassador for Business Events Sydney and a member of Chief Executive Women. Sally was the first female director of Waratahs Rugby and served on the board for seven years.



## Speaker Profile

### Liza-Jayne Loh

Chair NOW Australia

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Liza-Jayne (LJ) is the Founding Chair of NOW Australia, a non-profit, non partisan organisation that emerged from the #metoo movement to support people across all industries who have been sexually harassed, assaulted or intimidated. Spearheaded by Tracey Spicer AM, NOW helps these people understand their rights and options by connecting them with counselling and legal services, and supports them if they wish to tell their story..

LJ brings almost three decades of experience in helping organisations, causes and individuals successfully grow their profiles and accentuate their positive proactively and reactively. She has worked at the highest levels of media, government and business across the globe as a journalist and trusted adviser and has a highly respected reputation and crisis communications expert within the Asia Pacific region. She is CEO of Alpha Consulting which officially makes her an Alpha Female.

### Libby Lyons

Director of the Workplace Gender Equality Agency

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Libby Lyons was appointed Director of the Workplace Gender Equality Agency in 2015. Libby Lyons oversees a statutory reporting process which gathers gender equality data from over 11,000 employers and covers more than four million Australian employees. In leading the Agency, Libby is focused on working closely with employers to create workplaces in which the skills, experience and ambitions of employees are equally recognised and rewarded regardless of gender.

Prior to joining the Agency, Libby had a distinguished career in corporate affairs and government relations, most recently heading BHP Billiton's Olympic Dam corporate affairs division. Before this Libby held senior roles with Atlas Iron, CITIC Pacific Mining, Alcoa Australia, the WesternPower Corporation and Telstra. Libby has sat on boards of the non-profit organisations SIDS and Kids WA and was Executive Chair for Kalparrin – a charity which supports the carers of children with disabilities.

### Belinda Martin

Training Consultant – Wisdom Learning

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Belinda Martin is a highly skilled marketing and training professional with over thirteen years' experience in marketing strategy, event management, communications, customer experience, digital marketing and brand management. Belinda has a Bachelor of Business, Major in Marketing and a Certificate in Training and Assessment.

Working across many industries including membership associations, automotive and real estate, Belinda is able to draw on her knowledge to design and deliver exceptional training experiences across a broad range of areas including marketing, communications, leadership, project management, client experience and business development. Belinda is passionate about training and facilitation and is committed to empowering individuals to develop and grow in order to achieve success.

### Bonnie Millen

President People with Disability Australia

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Bonnie Millen currently lives in the ACT. Prior to entering the advocacy domain, Bonnie worked in public service roles within the South Australian Government. Bonnie is hard of hearing and wears a cochlear implant and hearing aid. Bonnie has been an active member of the PWDA Board since 2014 and also sits on the Women with Disabilities Australia (WWDA) Management Committee. As part of her Board roles, Bonnie actively advocates for equality for women and girls with disability, challenging the justice system and institutionalisation.

Bonnie is currently a policy officer at Advocacy for Inclusion based in the ACT and is studying a Master of International Law, Governance and Policy via Macquarie University. Bonnie's interests lie in social policy, research and international relations and she is an active Girl Guide Leader.

### Cathi Moore

2018 ACT Senior Woman of the Year

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Cathi Moore currently works part time in the area of mentoring and community consultation in the ACT and is a company director. Cathi has had extensive experience in volunteering in the non-government sector. Cathi has undertaken consulting work on a range of national social policy, including housing and program evaluations in conjunction with Strategic Partners and Success Works including the ACT Community Care Alcohol and Drug Program Review and participated in the National Evaluation of the Drugs Strategy.

Cathi is currently a director of Community Housing Canberra, President of Parentline ACT, Assistant Treasurer of the Marymead Auxiliary and a life member of the YWCA of Canberra and YWCA of Australia. Cathi was appointed ACT Senior Woman of the year in 2018.

### Sarah Moran

CEO Girl Geek Academy

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Alongside her four fellow Girl Geek Academy co-founders, Sarah is on a mission to create a lifelong community of women who love to learn tech. Sarah learned to code when she was just five years old and she believes that you're never too young or old to learn coding.

Sarah has worked across Australia and Silicon Valley and has witnessed first-hand the issues faced by women in the industry. Currently, with only twelve per cent "building the internet: being women, Sarah and her team are dedicated to levelling the playing field so that future generations will have the same leadership and salary opportunities as their male counterparts.

## Hon Kelly O'Dwyer MP

Minister for Women; Minister for Revenue and Financial Services;  
Minister Assisting the Prime Minister for the Public Service

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The Hon Kelly O'Dwyer was first elected to represent the people of Higgins in 2009. Kelly was appointed as the Minister for Revenue and Financial Services in July 2016. In December 2017 she was also appointed as the Minister for Women and Minister Assisting the Prime Minister for the Public Service. Kelly is a Member of Cabinet and also serves on Cabinet's Expenditure Review Committee (ERC).

Kelly attended Melbourne University graduating with Honours in Law and an Arts degree majoring in history. She is a former economic policy adviser to the Federal Treasurer and has held a role as an Executive with the National Australia Bank. Kelly is a former board member of Bowls Australia and has also been a member of the Victorian Advisory Council of Camp Quality. Kelly has represented various organisations in leadership forums including the Australia Israel Leadership Forum and the Australia Davos Connection Leadership Retreat.

## Kirstie Parker

Director, Aboriginal Affairs and Reconciliation

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Kirstie Parker is a proud Yuwalarai woman from northwest NSW. Since August 2017 she has held the position of director, Aboriginal Affairs and Reconciliation, an executive role within the South Australian Public Service. Prior to this appointment, Kirstie was the Chief Executive Officer of the National Centre of Indigenous Excellence in Redfern NSW.

Kirstie is a former co-chair of the National Congress of Australia's first Peoples and a former editor of the Aboriginal owned and controlled newspaper, the Koori Mail. Kirstie is also a director of Reconciliation Australia and a new member of the Australian Press Council adjudication panel and a past board member of the Indigenous Remote Communications Association.

## Troy Roderick

Male "Champions of Change" Institute (Australia)

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Troy Roderick has specialised in Diversity and Inclusion for more than 20 years, achieving national and global recognition for his impactful and original work across both corporate and public sector organisations. More recently he served for ten years leading Telstra's global Diversity and Inclusion function, with reach into customer and HR practice. This work includes ground breaking initiatives on flexible working, inclusive leadership, gender equality, Indigenous employment and workplace responses to domestic and family violence.

In 2015-2016 Troy was recognised in the "Top 50 diversity professional in industry" in the Global Diversity List, supported by "The Economist". Troy is an active White Ribbon Ambassador, as part of the campaign to end men's violence against women.

## Dr Skye Saunders

Associate Professor Law Australian National University

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Dr Skye Saunders is Australia's leading expert in the area of sexual harassment in rural communities. Skye is the author of the recently released book entitled *Whispers from the Bush – The Workplace Sexual Harassment of Australian Rural Women*. This work is the first in Australia to focus on the nature, pervasiveness and reporting of sexual harassment in rural workplaces.

Skye advocates for gender and the law and her research has captured broader public interest with recent reports in the print media and ABC Radio National. Skye is a regular speaker at conferences and events both in Australia and internationally.

### Dr Sharman Stone

Ambassador for Women and Girls

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Dr Sharman Stone has been a longstanding and active advocate on gender issues in Australia and internationally. A former Australian politician from March 1996 to 2016 who represented the Division of Murray, Sharman is a long serving member and recently Chair of the Australian Parliamentarians for Population Development Group (APPDG). Sharman was elected the Vice-Chair of the Asia Pacific Population Development Group with special responsibilities for promoting the rights of women and girls in the region.

In this role and as the Chair of the Parliamentary Foreign Affairs Defence and Trade, Aid Sub Committee, Sharman has championed the cause of eliminating child marriages, FGM, human trafficking, poverty and disease in our region. In the last Parliament, Sharman chaired the Australian Timor-Leste, the Australian-Moroccan and the Australian-Mongolian Parliamentary Friendship Groups.

### Ashleigh Streeter-Jones

COO Jasiri Australia ACT Woman of the Year 2018

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Ashleigh Streeter-Jones has explored her passion for international affairs through working in the development sector. She has worked alongside groups including the Young Australians in International Affairs, Global Goals in Australia, and the Campaign for Australian Aid. She began her career with World Vision for four years in fundraising and youth advocacy.

Ashleigh holds Bachelors in International Relations/Politics and an Honours degree in Politics and has recently completed a Masters in Diplomacy at the Australian National University. Ashleigh's volunteer experience involves working on projects to empower young women, including the gender Chat twitter series. She is extremely passionate about youth in international affairs, development, gender, political engagement and hopes to work in women, peace and security.

### Phyll Williams

*Chairperson of the Committee of Management (CoM) for Housing for the Aged Action Group (HAAG)*

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Phyll Williams is Chairperson of the Committee of Management (CoM) for Housing for the Aged Action Group (HAAG) and has been with HAAG for almost ten years as volunteer acting on four working sub-committees. In addition to serving as a member of the CoM until 2017, Phyll is a retired university lecturer and was attached to the Department of Civil Engineering at Swinburne University for twelve years until retiring.

Phyll's former background is in everyday business marketing and management. Her interest in and continued studies in human interaction and development in organisations has enabled Phyll to aid elderly people at risk of homelessness, especially as 76% of HAAG clients are older women



**NCWA**

**NATIONAL  
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AUSTRALIA**

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