

THE **NEWSLETTER** OF THE DEPARTMENT FOR WOMEN

women *space*

in partnership with THE PREMIER'S COUNCIL FOR WOMEN

issue 19 ♦ December 2002

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MESSAGE FROM THE MINISTER...

As we celebrate the end of year festivities and reflect on the year that has passed, it is a wonderful opportunity to focus on our young people and particularly the young women of NSW.

The NSW Government has a strong commitment towards meeting the needs of the diverse women of New South Wales.

It is a fact of our modern, complex lives that young people are often overwhelmed and confused by thousands of conflicting messages and confusing sources of information and advice. Young women in particular are exposed to mixed messages from family, role models, pop culture and peers.

This is why the programs for young women that the NSW Department for Women are running are very important. They aim to inspire young women—to clear a path for them, show them that they can take charge of their own futures, that they can

be leaders and that they can achieve the careers they dream about.

We have had wonderful reactions from the girls and young women who have been involved with projects run by the Department. They have reported increased levels of confidence, greater personal expectations and goals and improved academic performance.

Much work has gone into getting these programs right. The Government is particularly proud of the *GirlSavvy* program, which was recently piloted in South Western Sydney. This one-day program aims to teach young women the importance of achieving financial independence. The Summer Schools expose young women to the exciting

possibilities around a career in IT and the Premier's Council for Women's *Leading the Way* forums encourage the development of leadership skills and emphasise the rewards of participating within the community to young women throughout NSW.

I'm looking forward to a year of further growth in these programs, to new and exciting initiatives from the NSW Government and innovative programs from the community that will help us to develop the full potential of our young women.

Sandra Nori
Minister for Women

MESSAGE FROM THE DIRECTOR-GENERAL...

All of the NSW Government's programs for young women set out to inspire, to show girls that they can achieve and that there are many more paths open to them than perhaps they thought.



That's why the most important element in these programs is the personal experience of the women from local communities who work with the Department for Women staff to make these programs real and relevant.

They act as example, mentor and sounding board. It is their stories that show young women that they can and should seek financial self-sufficiency, that they can be leaders in their communities and that there are far more opportunities for young women in today's society than

popular culture would suggest.

One of the most encouraging aspects of these programs has been the enthusiasm with which local women—professionals, business women and community leaders—have participated.

Their willingness to share their experiences, their achievements and opportunities as well as their setbacks and constraints, are what gives programs like *GirlSavvy* and the *Leading the Way* forums their bite.

It is because their example is practical and real that young women

can genuinely trust what they learn through these programs and it is one of the main reasons why young women's responses have been so enthusiastic.

These are great strengths that we can look forward to building on over the next year.

Robyn Henderson
Director-General

YOUNGWOMEN

As the focus for this issue of Womenspace is 'young women', it seemed an appropriate opportunity to share how intelligent, inspiring and community focused our young women are.

I have had the privilege to work with the Premier's Council for Women (PCW) during their many regional meetings this year. The PCW was established in October 1995 and is an expert committee of 10 members that reports directly to the NSW Premier.

The PCW embarked on a series of regional meetings during 2002 with a purpose to promote and support women's participation in their public life and provide an avenue in regional centres for women to voice their concerns with the government.

As a part of these visits, the PCW hosts forums on leadership for

girls in high schools. The forums 'Leading the way – a forum for young women', provide an opportunity for the PCW members to discuss with the girls their leadership roles, aspirations and concerns for their communities.

'Leading the way' forums have been held for years 10 and 11 students from high schools in the Shoalhaven, Tweed, Queanbeyan and Broken Hill districts and in the Maitland district on 28 and 29 November 2002. All schools are presented with a certificate of appreciation signed by the Minister for Women for

their participation in the forum.

The PCW would like to congratulate every young woman who has participated at the forums. The input, confidence, cultural awareness and community spirit of these young women is to be commended.

The PCW have greatly enjoyed their interaction with the young women they have met during their regional visits and have also learned a lot from each and everyone involved. In turn, it is encouraging to receive such positive feedback from the students. Below are some quotes from students on feedback sheets presented at the forums.

Shelley Horne
Project Officer, PCW

QUOTES FROM YOUNG WOMEN

'It's great to see girls being acknowledged at last'



'The forum was very worthwhile, knowing we can make a difference'



'I have so much inspiration and ideas now. I really enjoyed people here and the conversations'



'I liked the personal speeches, I would like to congratulate these women'

'I enjoyed participating in the forum and learnt of the problems we need to fix in our region for women and our community – thanks'

'Now I know I can do ANYTHING'

'Through the stories told by PCW, I have gained a greater understanding of different cultures and was able to talk to them about problems facing women'

'I think the forum was very well done and beneficial to us all'



'I felt good that there was a women's association who actually cared what us school kids thought'



'You have really helped with my future outlook'



'Thank you – thank you for allowing me to see how much power and leadership us women have – It's about time'

Girl\$avvy is a project delivering one day workshops throughout NSW, to groups of between 30 and 80 girls in grades 9 to 12.



The workshop program inspires, motivates and educates young women about the importance of being economically empowered and financially independent. A range of activities broadly aims to boost self esteem, inspire young women about the diversity of job options available and focus on the benefits of good financial planning. GirlSavvy makes clear that work choices impact on financial future and quality of life.

One of the strengths of the day is that it brings young women together with local business and professional women mentors. Participants are divided into

small teams to work with key local women. Girls need role models, and we want to ensure that girls have access to successful women—women of influence—from their local community.

GirlSavvy is being delivered by the Department for Women in partnership with the YWCA of Sydney, Guides NSW and Business and Professional Women (BPW).

2002 saw great workshops in Bankstown, Wollongong, Yass, Kempsey, Cobar and Coonamble. Stay tuned for more workshops throughout NSW in 2003.

Why develop **GIRL\$AVVY?**

The NSW Department for Women developed GirlSavvy because young women:

- ◆ continue to believe that they need not be wholly responsible for their financial future. The dream of marrying a rich man is alive and well. Many young women believe that their financial security will be guaranteed by a partner, when the reality is that only a small percentage of young women will be economically dependent on a partner throughout their adult life. Current research sets this figure at 1 in 12 women.

- ◆ tend to have limited understanding of the enormous range of occupations available to them and what those occupations are like in practice. They have little contact with the majority of occupation types, and base many of their decisions on what they have seen. Not surprisingly, a lot of information is gleaned from TV and magazines where occupation types are frequently gendered, as is the representation of individuals in those occupations (there seems to be a current predominance of women lawyers in short skirted designer suits).

- ◆ do not have a clear understanding of how to present well at an interview and in the workplace—clothes,

grooming, and business behaviour.

- ◆ do not understand the impact of choosing different types of work and how those choices relate to the level of real salaries, the difference between gross and net income, and how income relates to the capacity to save.

- ◆ do not understand the great challenge of balancing work and family life (and the many other types of activity that create a sense of balance and wellbeing).

- ◆ are not aware that they are likely to retire with less superannuation and live longer than their male peers, and the impact this will have on their long term quality of life.

Girl\$avvy is go!

Our very first GirlSavvy workshop was successfully held in Bankstown with young women from Condell Park High School.

The young Condell Park women were impressive. The Department would like to thank them for their enthusiasm, spirit and drive. We wish them much luck in achieving financial independence. Also impressive were the business and professional mentors from the community who were the key to the success of the workshop. It was the mentors who

actively demonstrated to the young women what was possible, broadening their ideas and serving as role models.

We would like to thank Del Campbell, Denise Fernance, Karen Heck, Cheryl Macaught, Julie Mathews, Karen Nicholls, Anne O'Neil and Michelle Pracy for their participation at the workshop and for giving up their time and energy to be mentors for GirlSavvy workshop.

GIRL\$AVVY WORKSHOP

What do girls do at a GirlSavvy workshop? Here's a taste of the program.

Hot Company Board Game

Play this board game and make your business work with a start-up bank loan of \$10,000. This is your chance to apply the basic concepts of business and being an entrepreneur. How competitive are you? Are you a good negotiator? Can you work in partnership? Are you good at solving problems? Would you make ethical business decisions?

Girl Style

Consider good business behaviour and appropriate dress and grooming through this visual exercise. Do you know how to act at work? Do you have the energy

to do a good job? Can you manage your workplace image with integrity?

'Savvy' – A Dollar Diva's Guide to Budgeting

Imagine yourself at 25 years old, living on your own, starting a new career and making lifestyle choices—each with a cost attached. Can you create a budget that balances each month?

Rotating Interviews with Business and Professional Women Mentors

Find out what different jobs are really like. Work in a group to interview local business women. Ask the questions you want to ask. What is your job really like? Do you like it? Is it what you expected? How did you get started? Do you have time to enjoy with your family and friends?

Product in a Box

This is your chance to work in a team and create a product from scrap materials. Talk about and write a business plan. What will you make? Who is your target market? Where would you make the product? How many staff would you need? How would you advertise?

Product in a Box introduces primary components and language of a business plan, and stimulates creative, team building and problem solving. Each team is asked to create a product or prototype of a product using scrap materials (which are provided in a box). They then create a business plan considering the advantages of different factors including means of production, locations, staffing and advertising.

GIRL\$AVVY MENTORING

GirlSavvy workshops are facilitated by a trainer who leads the participants through the workshop activities, but that is only part of the story.

GirlSavvy's strength is that it draws on the experience and expertise of local business and professional women who act as mentors.

At each workshop, approximately 10 to 15 local women business owners, professional women and women of influence, each mentor a table of girls as they work through the program's small-group activities. GirlSavvy mentoring is not an ongoing commitment. It requires a commitment of one day for the workshop, with a 2 hour briefing the evening before.

Why use business owners and professional women as mentors?

Girls need to see the number and diversity of women owning businesses and doing many kinds of work in their communities. Girls benefit from seeing that women have taken many different paths in their careers, and that career success and business ownership are not

a novelty. Young women frequently say that the most important part of the workshop experience is getting to talk one-on-one with successful women.

Environment – GirlSavvy is held in a businesslike environment in order to show girls what the business world is like. The workshop is presented as a 'Work Conference'. Girls are told that the workshop is not a classroom, and that they are expected to behave as young business and professional women. Girls are asked to dress in clothes they might wear at work or for a job interview. Our experience is that some girls don't understand 'business attire', so we have avoided the term. In the past, some girls have said they didn't want to attend because they were worried their clothes weren't good enough. We want to avoid this possibility, so promote neat and tidy rather than gorgeous.



YOUNG WOMEN AND HEALTH

The major health issues for young women are depression, attempted suicide, reproductive and sexual health, tobacco use (see section under subheading Create awareness among women, health professionals, policy makers and the general public about the health hazards of tobacco use for initiatives on tobacco use among young women) and eating disorders. The initiatives described below are some examples of how the Government is addressing these issues.

To inform policy development and improve services for young women, the Department for Women disseminated information and provided advice about the gendered nature of mental health problems among young women, to relevant individuals and organisations including:

- ◆ all NSW school counsellors and student welfare officers (821), and relevant youth government and non-government agencies;
- ◆ the Commonwealth/State Women's Advisors/Ministers;
- ◆ the NSW Board of Studies for the review and development of the new PDHPE school curriculum for years 7-8; and
- ◆ the Mental Health Implementation Group Eating Disorders Working Party for the development of the NSW Service Plan for Eating Disorders Report.

The NSW Service Plan for Eating Disorders Report will assist the Mental Health Implementation Group to steer planning for state-wide improvements in eating disorders services by increasing access and strengthening the capacity of local services and general practitioners in the prevention,

important issue. A number of studies have found that about fifty percent of young women report dieting to lose

International No Diet Day (INDD) is a celebration of body diversity and acceptance and is observed on 6 May each year.



weight and use strategies such as fasting or crash dieting, cigarette smoking, vomiting and diet pills or laxatives.

International No Diet Day (INDD) is a celebration of body diversity and acceptance and is observed on 6 May each year. The Department for Women's media campaigns in May 2001 and 2002 aimed to raise awareness of International No Diet Day and stimulate public discussion on issues related to healthy body image and disordered eating. Relevant politicians/public figures and young celebrity role models talked about how they celebrate No Diet Day. In 2001, 33 radio stations across Australia mentioned INDD from the press releases issued by the Department for Women, and some interviewed the sports celebrity quoted in media release. In 2002, the Department for Women sponsored a YWCA luncheon Celebrate Your Body. A guest speaker spoke about poor body image and

women are being implemented in the Macquarie, South Western Sydney, Mid Western, Mid North Coast and

Illawarra area health services. Some examples include the Body Biz Booklet for youth services and school counsellors in the Bankstown area which aims to reduce the incidence of eating disorders in young women, the Illawarra Body Image and Eating Disorder Service and the Girl Network Package (Feel Good Project) —a socialisation and self-esteem program for marginalised and isolated young women in the Mid North Coast area.

Young women's access to information and services about their health, in particular their reproductive and sexual health, is being provided through a drop-in chat room at a school where young women will have greater access to information and the opportunity to discuss issues affecting their health and their lives including violence, drug taking, safe sex practices and body image related concerns (Greater Murray Area Health Service). Prevention of unwanted pregnancies and STDs among young women is being addressed in the Blue Mountains using an educational strategy exploring the dangers of binge drinking and in the Macarthur area by providing support for young mothers and girls at risk of getting pregnant to improve their quality of life.

Bessie Tselos
Senior Policy Officer

For young women in particular, the prevention of eating disorders is an important issue.



assessment, early identification and long term treatment of eating disorders. The Report will be released for public consultation by the end of 2002.

For young women in particular, the prevention of eating disorders is an

how it impacts on women's self-esteem. The Department sponsored a group of young women high school students to attend the luncheon.

Strategies aimed at improving self-esteem and body image and reducing depression and anxiety among young

GIRLS AND IT CHOICES

Girls enjoy and are highly engaged in using Information Technology (IT) for school work, entertainment and communication activities. Yet, unlike boys, girls' up-take of IT subjects declines as they progress through school.

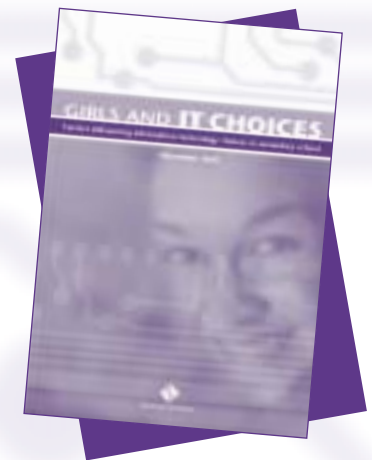
Girls view IT careers and people who work in IT in a positive light, however they perceive IT subjects as not being sufficiently interesting or creative, and opt for subjects which match their interests. These are the key findings from a research project recently completed by the Department for Women which examined factors influencing IT subject choice in high school.

Data on the perspectives and attitudes of students, key school staff and parents was collected through a validated survey questionnaire and interviews. The research was conducted just after Year 8 and Year 10 students had made

their subject choices, and found that use of a computer at home was the main factor influencing IT subject choice, regardless of gender. Interest in IT per se, played a secondary role in subject choice with students more likely to be swayed by practical concerns such as the usefulness of the skills, good future career prospects and the opportunity for a well-paid job.

IT is a comparatively new and growing field of study and work and yet is an area in which women remain under-represented. Young women's low participation is a cause for concern because of the importance of this field for Australia's wealth creation, continuing skills shortages and the need to attract talented people into these careers. There is also an equity and social justice issue because young women are missing out on opportunities for rewarding and well paid careers in the IT field.

This project provided high quality information which will form the basis



for a larger study to commence in 2003/2004, subject to funding. Further surveys and interviews would be conducted on a representative sample of NSW high schools examining reasons for girls' choices relating to Information Technology subjects. The ultimate aim is to develop strategies to increase girls' participation in IT education, training and careers.

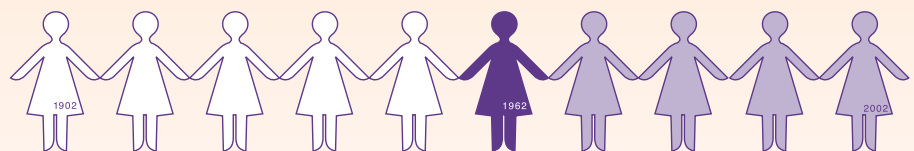
Wendy Finnegan
Policy Officer

The winner of the design for celebrating a centenary of women's suffrage competition...

The Department for Women offered an award of \$1000 to design an image that represents women's suffrage—100 years since women gained the right to vote.

The Department received many entries and would like to thank everyone who submitted a design. The designs received were of a high standard and making the final decision was difficult.

We would like to congratulate **Judy Martinez** from Eagle Vale for her winning design. Judy's design will be featured on a range of Department for Women publications, including the cover of our 2002 Annual Report.



100 YEARS OF SUFFRAGE

'This illustration represents the long line of women who make up the history of women's suffrage. Each woman represents a decade and they are linked to demonstrate unity, community and strength in numbers. The inclusion of key dates communicates when women received the right to vote, including Indigenous women in 1962.' **Judy Martinez**

WIRS report of the status of **YOUNG WOMEN**

Calls to 1800 817 227 by Young Women & Girls

The Women's Information and Referral Service is a free, confidential, culturally sensitive telephone contact point for NSW women and their families.

The service also extends to border town areas such as Broken Hill, Queanbeyan and Albury. Callers range from their early teens to their late 80s, and make inquiries about a large range of topics including health, legal, support services, housing, income and employment.

Up to the end of October 2002, 533 young women and girls from the age of 14 to 25 have contacted the Women's Information & Referral Service. The vast majority of these callers were aged between 19 and 25 and their queries covered a wide range of topics. The top 3 subjects included health (such as reproductive, general and mental health concerns), housing and support services. The calls received from rural and regional areas were just less than half of those calls received from metropolitan Sydney.

A majority of callers aged between 12 to 15 years called WIRS about health issues, followed by inquiries for support services and general information. A similar pattern of topics emerged for callers aged from 16 to 18 years, with the common areas for referral services being for health and information services, accommodation and support services. Similarly the callers aged between 19 to 25 years, referrals were again related to health, accommodation, support services and general information most frequently required.

The Women's Information and Referral Service is advertised in all major telephone directories. Call us Monday to Friday from 9 a.m. to 5 p.m. on our statewide free call number, 1800 817 227 or TTY 1800 673 304 (for those who are hearing and speech impaired).

Hands Up for **Women in LOCAL COUNCIL**

Women are under-represented at all levels of government. The numbers of women in Federal, State and local government do not reflect the fact that they comprise half the population.

In New South Wales local government only 26% of current councillors are women. Many New South Wales residents live in municipalities without women councillors.

As a practical tool to change this imbalance, the *Hands Up for Women in Council!* information kit, compiled by the Department for Women, was launched at the LGA conference in Broken Hill on the 28 October by the Premier Bob Carr. The information kit is designed to provide practical advice and information for women who may be considering standing for election, and for women newly elected to council. Greater participation by women in local government will

lead to enhanced policy debate and decision-making, both within councils and the wider community. This will result in more balanced gender representation, with equal numbers of women and men representing and advocating for the needs and aspirations of all community members.

Supporting newly elected councillors, in particular women councillors, is vital to ensure that their contribution is sustainable. The Department's aim is to firmly entrench women in all consultative and decision-making structures. The *Hands Up for Women in Council!* information kit will equip women with information, case studies from existing councillors



and women working with councils, and resources to give them the best possible start. It is also hoped that the kit will lead to local government better reflecting the ethnic, gender and cultural diversity of their citizens, as well as the richness of experience and background contained within their communities.

Jane Alver
Project Officer

WOMEN'S LIVES ONLINE ♦ LIFE EVENTS ♦

The Department for Women is working on an innovative approach that will simplify access to information and services for NSW Women.

The concept is a website that has information and resources, not organised around traditional government departments, but based on the life events individual women are experiencing. It turns traditional service delivery upside down by displaying information and services from a woman's point of view. Women no longer have to search through a mass of brochures or through the phone book to find the information they need to know.

Next year, through the Women's Gateway www.womens.gateway.nsw.gov.au, women will be presented with a range of options in an easy to understand format, which describes their experience such as, 'Are you looking for work?', 'Have you recently separated?' or 'Are you having a baby?' There will be information about particular aspects of the life event such as in separation "Where do the kids live?" and the ability to download

the required forms.

The Department wants to provide integrated information and electronic transactions to assist women when making decisions about their lives. Women and the services they visit will no longer have to know the right question to get the right information.

For more information about this project contact Phillipa Janos on email:
phillipa.janos@women.nsw.gov.au

WWW.WOMENS.GATEWAY.NSW.GOV.AU

NEW PARENT INFANT NETWORK (NEWPIN) CHOIR PROJECT

In September 2000, the UnitingCare Burnside NEWPIN Program received funding for a Choir Project, from the Department for Women through the Women's Grants Program.

NEWPIN is an innovative child protection and parent education and support program for parents of young children. It aims to break the cycle of destructive family relationships. There are two NEWPIN Centres, located in Doonside and Bidwill.

The funding enabled NEWPIN to employ a part-time Choir Leader/song writer/consultant, who engaged the members of NEWPIN in writing songs and bringing the singing of these songs up to performance level.

After many months of hard work

and lots of fun, these courageous women launched a collaborative CD in September, 2001. The CD entitled 'The Courage to Change Together', contains songs written and performed by the NEWPIN choir, which is made up of women from the two NEWPIN Centres.

The NEWPIN choir was created as an innovative way to empower mothers to express themselves and to explore what they are capable of achieving. Most of the songs deal with intensely personal and emotional experiences the members have encountered in their own lives. Above all, they contain messages of hope and inspiration that not only empower the women involved with a collective voice, but that also serve to encourage other mothers in similar situations to take charge of their lives—for themselves and for the safety and future of their children.

The choir also performed at the International Family Strengths Conference at the University of Newcastle in December 2001. This performance was a real triumph for the choir members.

Copies of the CD are available from Chris Sinclair, Manager of the NEWPIN Program, phone: 9671 7016 or email: csinclair@burnside.org.au.

Article submitted by Lindy Mondy, Senior Manager, Western Sydney UnitingCare Burnside, a child and family agency of the Uniting Church.



NEWPIN Choir

Announcing the recipients of the **2002 Women's Grants Program**

The successful applicants for projects funded under the 2002 Women's Grants Program were announced by the Minister for Women the Hon Sandra Nori, MP, on Tuesday 22 October 2002. A total of 19 grants have been funded, 5 Large Grants (between \$31,000 to \$100,000) and 14 Small Grants (between \$5000 to \$30,000 each).

LARGE GRANTS

Streetwise Comics

Project aims to raise awareness amongst young women on the subject of sexual harassment and safety issues. Research will be undertaken in schools and youth centres in regional and metropolitan NSW to explore what aspects of these issues are currently most pressing for young women. A new resource (visually based) will be developed to address them.

Gambling Impact Society

Using the More to Life (Women and Gambling) model, this project aims to develop and deliver a 10-session program of psycho-education and self-help skills within a group setting on problem gambling in the Nowra, Ulladulla and Bay & Basin areas. A comprehensive resource information pack will be developed and distributed through existing networks and will be made available on their website.

Network of Community Activities

This project aims to provide training to increase work opportunities for women in Walgett, Bourke and Brewarrina (and to some extent Coonamble and Moree) who work in vacation and OOSH care. Short courses based on units of competency from Cert IV in OOSH, Community Services (Children's Services) Cert II, and Cert IV Workplace Trainer and Assessor will be provided, and women will be empowered through increased participation in planning programs, running own staff development course, and contributing to local capacity building.

The Early Childhood Training and Resource Centre

This project will enable up to 45 women in rural regional and remote areas across NSW to undertake training to Cert III level in Community Services (Children's Services) through distance

education, with regular phone and email support and an online forum.

Northern Rivers Regional Business Enterprise Centre

The project will deliver skills training and time management workshops to Women Home Based Business Operators. Sole parent and indigenous women home based operators will be encouraged to participate. Project will provide four 3-hr workshops in Ballina, Byron, Lower Clarence Valley and Tweed Heads for up to 18 participants in each, and will focus on IT applications.

SMALL GRANTS

Partners of Veterans Association

This project aims to increase the capacity of Partners of Veterans Association of Australia by establishing a support group for veterans' partners in regional, rural and remote NSW. Field Officers will inform, assist and support the women to establish local sub-branch support groups and maintain a network of groups and members to enhance the quality of life by fostering self esteem, participation, education and integration.

Fact Tree Youth Service

The program aims to help young mothers identify and access the skills and information required to address both their own and their children's needs and gain a NSW Learner Drivers Licence which will then assist in overcoming unemployment, and in gaining access to services. Project focuses on raising self esteem, parenting skills, domestic violence and healthy eating.

St George Migrant Resource Centre

The project aims to train up to 20 South Pacific Islander women to become focal points in the community that can provide access to welfare information and services, facilitate community education and develop into leaders. A support network would be developed.

RUSH – Rigorous Ultimate Survival Haven

A creative 8 week group work program for disadvantaged adolescent females who are at risk of developing mental health problems. Facilitated by a Psychologist and Youth Support Worker it will provide problem solving and coping strategies to increase resilience to problems and difficulties.

Rotary Club of Tamworth

This project aims to provide a 6 week training course for young mothers between 25–35 in the Tamworth area to build self-esteem, skills and employability. Training will be provided by the Tamworth Small Business Centre, and participants will have one week work placement at the conclusion of training.

Bellingen Adult and Community Education

This project aims to provide comprehensive computer, internet and book-keeping training for geographically isolated Filipino women living in the Dorrigo and Nymboida Shires.

Yinnar Aboriginal Health and Wellbeing Group

This project is to provide a two day workshop for Aboriginal women on health and well being that will further enhance the 'grass roots' initiatives of the fortnightly meetings of the 'Yinnar' Group whose core business is 'Health and Wellbeing of Aboriginal women'.

Tuggerah Lakes Community Leisure Learning and Training Centre

This project aims to provide computer-based training opportunities (2 units of competency for Cert II in IT) personal development and career opportunities for young women between 15–24. Project will provide mentoring on an individual basis and child care for participants as necessary.

Bathurst Action Against Sexual Assault Working Party

Statewide educational campaign in association with CAMS, Motor Racing Authority using high profile racing drivers to promote an anti-violence message and support the right of safe public environments for women. Launch of Bathurst Women's Safety proposal at 2002 Mt Panorama V8 race weekend. Development and implementation of Pubsafe project—production of a safety audit manual and forms for safety audits of licensed premises which will be conducted annually.

The Women's Shelter Armidale

Project aims to provide a ten session program providing Interpersonal skills, Protective Behaviours and Self Esteem training to a group of young women with a developmental disability, who

have experienced or are at risk of experiencing abuse in a relationship. A 'Feeling Safe' resource will be developed.

Port Macquarie College of Adult Education

This project will provide training and work experience for women across four vocational areas—Information Technology, Business Administration, Hospitality and Tourism with added personal development skills including resume writing, personal presentation and communication skills. Project targets women between 25–40 who are not eligible for financial assistance or job seeking support.

Eden Access Centre

Project aims to provide free access to accredited courses in word processing, spreadsheets and internet for local

women to increase career opportunities and social interaction.

Nowra Tenants Support

Project aims to build sense of social responsibility, decrease isolation, and provide a link with services in the East Nowra Housing Estate. Encourage public housing tenants to participate in community activities and social gatherings and improve the physical living environments for all tenants.

Kelso Community Network

Project aims to deliver short courses for young women on low incomes, who may be at risk of domestic violence, or sole parents below 20 years of age and housing department tenants on self-esteem, health issues, computer skills, parenting, communication, personal care, and living skills.

Focus on Women's Grants in 2001 with YOUNG WOMEN

Bourke Shire Council & Bourke Women's Gathering Organisation Committee – Young Women's Peer Leadership and Capacity Building Program

Amount funded: \$30,000

Project description:

This project aims to create a peer/mentoring program with the goal of training and empowering 10–15 peer leaders, from young women within Bourke Shire, to act as role models for other young women in the Bourke Shire. Peer leaders will represent a broad cross section of the community, with particular attention to ensuring the participation of Aboriginal youth. Partnerships between young women, rural services and central agencies in addressing the needs of Bourke women, particularly teenagers, will be promoted.

Outcomes achieved:

The project was successfully completed in October 2002. 18 adult mentors and 18 teenage mentorees attended a series of interactive workshops:–

- ◆ **first workshop** was a modified version of the SOFT program, covering issues of self-esteem, negotiation, conflict resolution, goal setting, change management and personal development.

- ◆ **second workshop** was held in conjunction with Bourke Community Health and covered issues relating to physical and emotional health and well being.
- ◆ **third workshop** focussed on financial independence, budgeting, job application and interview techniques and was run with the assistance of Youth 2 Youth.
- ◆ **final workshop** covered event and project management skills and was again run with the assistance of Youth 2 Youth.

Each of the workshops added extra skills and tools to the kit bags of all participants and provided a wonderful opportunity to interact with new people within the community.

Program has broken down a number of barriers and created friendships between the younger participants and the adults. A number of the younger participants have been employed, on a casual basis, by adult participants, as a direct result of the program.

Clarence Valley Community Programs – The Young Women's Project

Amount Funded: \$ 62,150

Project description:

This project aspires to enhance the ties in the local Aboriginal communities for young women aged between 12 and 18 years. This will be achieved by the training of adult women across the seven communities to lead small groups of women through an educative process that looks at a range of life skills.

Outcomes achieved to date:

Members of the advisory body have been identified. There has been enthusiastic response from Maclean community, good and tangible support from the Aboriginal community and positive feedback from members of steering committee. The Planning day was extremely successful with great turn out and participation from the community.

2001

ODEOPE BOOKLET

Kerrie-Ann King

We are pleased to mention that DFW staff member Kerrie-Ann King has been acknowledged for her sporting achievements as a Paralympian in the booklet *Moving On Up - Paralympians contributing to the NSW Public Sector.*

The booklet (cover pictured right) was produced by ODEOPE (the Office of the Director of Equal Opportunity in the Public Sector) to recognise the outstanding skills and abilities of these elite athletes.

Kerrie-Anne is the captain of the NSW and Australian Goalball team and has traveled around Australia and the world representing her country. Her first major competition was in

1985 at the National Championship for the Blind where she represented NSW. She also competed in the Sydney 2000 Paralympics of which she says *'was an event I will never forget, the overwhelming thrill of walking into the stadium during the opening ceremony and hearing the cheers from the crowd.'*

Kerrie-Ann is classed as legally blind and works at the Department as an



Administration Assistant. She has also worked for NSW Department of Fisheries, Price Waterhouse Coopers, QBE insurance and several other companies. We are all very proud to learn of her achievements and agree to follow her motto as quoted in the booklet to 'give yourself permission to shine.'

WOMEN ON WHEELS

Between 24 June and 6 July 2002, Women on Wheels (WOW) travelled throughout the North Coast, New England and Northern Tablelands regions.

Now in its second year, WOW was developed as a unique way of delivering to regional women information about the wide variety of government and community services available to them.

Lead agency, the Department for Women, invited more than 30 NSW government and community agencies to partner them, including Premier's Council for Women, Legal Aid, Department of Sport and Recreation, Public Trustees Office, Community Relations Commission, Department of Aboriginal Affairs, Office of Information Technology, NSW Fire Brigades, Asthma NSW, Guides Australia, and the Older Women's Network.

The majority of participants travelled as a team and the State Transit Authority provided a bus, which was loaded with information materials to be distributed throughout the region.

Some 140 events were held in approximately 60 towns. Events included everything from business lunches, young mothers groups, older women's theatre, to health information sessions.

Robyn Henderson, Director-General of the NSW Department for Women, said WOW was the most effective way to reach rural women because it targeted them in their own backyards.

We found that approaching women in their communities was the best way

to share knowledge. Many women appreciate face to face interaction and women in regional and rural NSW don't always have the opportunity to speak directly with a service provider—so we went to them.

'The project is about building relationships, creating long term partnerships with women who may have traditionally been isolated, or outside the normal communication channels, and providing information that will help women and their families in the long term,' she said. 'We get to meet women in their own environment which gives us a better understanding of their unique needs.'

Sally Cameron
Senior Project Officer



From left to right: • Rhea Stephenson and Emily O'Brien (Department for Women) on the road during WOW 2. • The Older Women's Network who performed at many towns and inspired many women during WOW 2. • Maha Krayem Abdo (Premier's Council for Women) and Anne Hurni (Department for Women) at the Lismore Migrant Women's Information Session. • Young women attending the Lismore Migrant Women's Information Session.

WORK EXPERIENCE

AN INTRODUCTION TO
THE WORLD OF WORK

Trang Bui and Sarah Elshewy from Burwood Girls High School attended a week of work experience in November 2002 at the Department for Women.

We have chosen to write about such a sensitive topic because from our perspective this issue not only affects teenagers but their loved ones too. We believe that this topic should be taken more seriously and steps should be taken whether it be small or large to help teenagers acknowledge that there is help out there.

There is too much money going into minor issues such as: potholes,

road works etc. Money is being spent on people for their wants not their needs, and it is a big disadvantage to us because major issues such as depression among teenagers (females in particular) and suicide among teenagers are basically going unnoticed.

It upsets me to hear of millions of dollars going to waste on road works, when a minority of teens who are contemplating suicide are

left in the dark.

I strongly believe if more time was taken and more money was spent where it is wanted there wouldn't be such uproar in the community about tax payers' money going down the drain.

Thank you.

Work experience opens world of **WOMEN'S RIGHTS**

'Ever since I started playing soccer at age 7 I've been told that I play as well as a boy'. This naturally gave me an interest in women's rights and discrimination, and led me to look for work experience in an area related to women's issues.

Work experience helps students to develop skills that are vital in the workforce: using initiative, making inquiries, communicating effectively—the list goes on!—and gives students a taste for the type of occupations and workplace in which they may work in the future.

I undertook a 2-day work experience placement at the Women's Electoral Lobby (WEL) and 3 days at the Department for Women. This was an excellent opportunity to see women's issues both from a non-government organisation and from within a government department.

And what an experience I had! I evaluated the 'Women's Gateway website', designed an 'ideal work

experience week' and visited WIRS (the Women's Information and Referral Service), where I learnt how the government helps women find advice and information about issues affecting them.

My favourite activity was spending time with Amanda Garland, one of DFW's 'Senior Project Officers', generating ideas for how schools can celebrate International Women's Day (IWD) in 2003.

I wrote a proposal to the principal of my school, MLC Burwood, asking if I could organise the event at MLC in 2003 and outlining events that I had discussed with Amanda—like a speaker in assembly and selling purple ribbons with the profits going to a women's organisation/charity. By doing

this, I felt that I was taking a step towards helping young women at my school to recognise and celebrate the achievements of women and encouraging them to take on an active role in society.

As a young woman with so many opportunities, it is easy to lose sight of the fact that there are still many ways in which women are disadvantaged in society. My placements have reminded me of how important it is that we keep up the fight for gender equity in the future.

Meanwhile, I'll see you on the soccer field.

Naomi Hart
Student Concord West

The Department for Women values the opportunity to meet with peak and community groups that work with issues of importance to women and families. A result of our discussions with these groups is that networks are formed and information is exchanged.

This is a valuable commodity and we think that Womenspace readers would also enjoy receiving information on the work of women's groups. Of course there is not enough space to outline all the organisations on this page, so the Department has randomly selected a cross section of groups.

Through this new section we hope to provide interesting information to readers on the activities and role of some of the women's groups and other organisations working in New South Wales.

Country Women's Association of NSW

The CWA provides friendship to isolated women and children living in regional, rural and remote areas. Women are helped to focus on local communities, crafts, art, literature, music, cooking, agricultural and environmental programs. It also provides scholarships for children.

FPA Health

FPA Health collects and disseminates reproductive and sexual health knowledge, information and learning. It improves access to these services for people who live in regional and remote areas in NSW and provides clinical services to socially and economically disadvantaged groups.

Girl Guides Association NSW

This organisation aims to promote opportunities for girls and women to grow into confident, self respecting and responsible community members under trained leaders. It develops leadership skills and prepares for decision-making. Their current focus is to increase membership of women in leadership and improve the

membership of indigenous and multicultural groups.

Labor Council of NSW

The Organisation represents union and non-union members in NSW to promote unionism, increase its membership, improve working conditions for workers and advance social justice. Issues currently focused on are paid maternity leave, pay equity, better balance between work and family and health and safety issues.

Mudgin-Gal Aboriginal Corporation for Women

Supports advocacy and referrals for Aboriginal women and children in crisis. Its focus is on esteem building and healing through self-sufficiency. It provides culturally sensitive framework and has an informative group/network for Aboriginal women to access information and counseling.

National Council of Jewish Women of Australia

The organisation's aim is to further human welfare in the Jewish and general communities locally and nationally. It provides volunteer services, education and status of women, raises funds and runs courses to increase knowledge about their faith. It recently hosted an international convention titled 'The most basic of human rights'

Older Women's Network (OWN)

Many people already know of the OWN. The organisation promotes rights, dignity and well-being of older women and offers enrichment, support and friendship. It utilises existing and specific skills to achieve

recognition. Issues of discrimination are addressed through research, advocacy, lobbying and networking.

Pan Pacific and South-East Asia Women's Association (PPSEAWA)

The PPSEAWA aims to strengthen bonds of peace by fostering understanding and friendship among women of all Pacific and Southeast Asia area and beyond. It promotes study and development of social, economic and cultural conditions and encourages women to be linked with PPSEAWA groups for close interaction.

Rural Women's Network, NSW Agriculture

The Rural Women's Network is located in NSW Agriculture and encourages participation of rural women from diverse backgrounds to achieve improved outcomes for their communities. Their goal is to work with government, non-government agencies and key individuals to stimulate action on priority issues of rural women.

Senior's Information Service

This organisation provides a friendly and professional phone service for seniors in NSW. Its phone service is always attended in person. It has increased its services to meet demands from younger seniors.

War Widow's Guild of Australia

The War Widows Guild aims to support war widows in NSW to live a life with dignity and support to meet their ongoing and emerging needs and promotes and protects their interests.

YWCA's November

Health and Wellbeing Lunch Seminar

'Your Dream Body' with Donna Jones

The Department for Women supports the YWCA Health and Wellbeing lunches by sponsoring a table and inviting five students and a teacher to attend each lunch.

On Friday the 10th of November 2002 four staff from the Department for Women and five students and a teacher from Cleveland St High School attended the November YWCA Health and Wellbeing Seminar. The seminar featured the speaker Donna Jones. Donna Jones is a TV Presenter, writer and personal trainer. She runs a health, fitness and lifestyle business called 'Donna Jones Training'.

When we arrived at the November YWCA lunch we were served a healthy delicious lunch of dried fruit, cheese, crackers and baguette sandwiches. After we had finished our food Donna got up to speak.

Donna talked about her personal experiences of not feeling confident about her body and having unhealthy eating habits. Donna explained

how she was able to overcome these negative emotions and reach a point where she felt confident about her fitness routine, her eating habits and her body image.

Donna believes the most important key to reaching your dream body is to accept your self and your body shape as it is. It is only by loving ourselves and being realistic about our body shape that we can work towards improving it. Donna talked about the importance of healthy eating rather than 'dieting' and healthy regular exercise rather than 'burning calories'. We were given two pieces of paper which consisted of positive body affirmations, tips for turning your dream body into reality and some interesting questions to answer. Donna stressed the importance of 'belief', if you believe

that you CAN and DESERVE to have the body that you want then you will. By visualizing yourself with your ideal body you will achieve it. Donna explained while it is good to have an 'ideal body' it is also important to be realistic for example if you are tall and lanky you might aspire to have a body like Sarah O'Hare but if you are womanly and curvy then you are better off having a role model like Jennifer Lopez. Donna explained that it is important to work with what you have not to aspire to have something which you do not.

After Donna had finished speaking we were served a delicious dessert which consisted of chocolate cake and fruit salad.

We walked out feeling more positive about our body shape as it is and more optimistic about the potential for us to achieve our 'dream body'.

Joanna Subotic
Administration Officer

BUILDING BRIDGES:

LOCALLY, NATIONALLY, GLOBALLY – A YOUTH FORUM

On July 27 2002 the National Council for Women in partnership with the Department for Women held a youth forum.

The Department for Women assisted the National Council of Women to promote the Forum, and to reach as many young people as possible. The Forum was a great chance for the Council to hear the views of young people and to hear what they want for their futures, their communities and their country.

The speakers included the Young

Australian of the Year Finalist Gabrielle Carter, young leaders from Sydney schools, and organisations including Canterbury Youth Council, Guides, Y Gals, Vibewire.net Youth Services, and Nugacity. The speakers came from varied backgrounds and experience and were a true inspiration. They expressed their beliefs with articulation and commitment.

Young people, including secondary and tertiary students, were invited to come together and encouraged to share their views. Both the Department and the National

Council for Women agrees that the views of young people are important and all young people should have the chance to take part in a discussion about how they want our society to be viewed nationally and globally.

The forum was an inspiring event and outstanding success. The enthusiasm of the speakers and audience provided a meaningful experience for all who attended.

Amanda J. Garland,
Senior Project Officer

Women's Calendar

December 2002-February 2003

This calendar includes a range of events, conferences and seminars of interest to the women of NSW.

9-11 December 2002

Global Alliance for Justice Education Regional Conference. This year's theme is: 'Social Justice in the Asia-Pacific: Refugees, HIV/AIDS and Indigenous Peoples.' To be held at the University of Sydney. Speakers include: Julian Burnside QC, Aniceto Guterres, Bomal Gonapa, Eileen Pittaway and Professor Larissa Behrendt. Further information available from Edwina Kobus.
Ph: 02 9351 0351
Fax: 02 9351 0329
Email: gaje@law.usyd.ued.au
Web: <http://www.gaje.net.au>

13 December 2002

4th Annual Sisters Formal. Presented by the Muslim Women Association. To be held at The Orion Centre, 155 Beamish Street, Campsie. 6:00pm-11:00pm. Cost \$35 per person, tables of ten available. Further information available on:
Ph: 02 9750 6916
Fax: 02 9750 7913
Email: info@mwa.org.au
Web: <http://mwa.org.au>

Deadline January 1 2003

Imagining Ourselves: An Anthology of Art and Ideas. Call for submissions. *Imagining Ourselves* aims to give a powerful voice to a new generation of women internationally. A global anthology of contributions from women in their twenties and early 30s, the book will include a wide variety of mediums—from poetry and essays to photography and reproductions of visual art. Further information and submissions guidelines available from website: www.imow.org/imagining.html or email: imagining-ourselves@imow.org

12 February 2003

Practice and Prevention: Contemporary Issues in Adult Sexual Assault in NSW Conference. The three key themes of the conference are: Contemporary Legal Issues, Service Provision Issues and Prevention of Sexual Assault. Cost: \$250 for 3 days including GST (early bird rate), \$300 for 3 days including GST (latecomers rate), \$110 for 1 day including GST. Further information available from the Violence Against Women Specialist Unit:
Ph: 02 9228 7899
Website: www.lawlink.nsw.gov.au/cpd

16-18 February 2003

Ladies Masters of Business Conference 2003. To be held at Royal Pines Resort. Based on the threefold theme of: Leadership, Balance and Transformation. Delegates will have the opportunity to develop a clear road-map of strategies for work-life balance, build networking connections and hear leading businesswomen talk about how they established their professional visibility and credibility in an environment that constantly challenges. Further information available on:
Ph: 1300 300 516
Web: www.lmob.com.au

1-4 March 2003

7th National Rural Health Conference. To be held at Hotel Grand Chancellor, Hobart, Tasmania. The conference will focus on all sectors that can make a major contribution to the health of people in country Australia. It will widen the rural and remote health community to include people involved in education, the environment, economic development and community services. Further information available on:
Fax: 02 6285 4670
Website: <http://www.ruralhealth.org.au>
Email: conference@ruralhealth.org.au

FIND MORE EVENTS LISTED ONLINE
www.womens.gateway.nsw.gov.au

Please submit your organisation's event details to Carolyn Inman for inclusion in the next edition of *Womenspace*: Telephone 02 9287 1934 Fax: 02 9287 1823 or Email: carolyn.inman@women.nsw.gov.au.

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