

Diversity Champion	Woman Benefiting	State	Description of the Diversity Champion's Initiative
Alisa Draskovic	Amy Blain	ACT	Alisa Draskovic created a Not a 'Wife Beater' a not-for-profit organisation that challenges the ways in which everyday language, attitudes and behaviour contribute to creating a culture in which violence against women is minimised and even condoned. Not a 'Wife Beater' aims to mobilise a diverse range of people in the Canberra community, beyond the traditionally engaged women's and community sectors, to contribute to ending violence against women through positive bystander action. So far, the organisation has: engaged university students and staff at the Australian National University and the University of Canberra; engaged a broad cross-section of the public through their 2015 Photo Exhibition as evidenced by the attendance of around 150 people on opening night; and directly engaged around 12,000 individuals through their International Women's Day takeaway coffee cup advocacy campaign and indirectly engaged countless others in person and online via social media. This is Not a 'Wife Beater' utilises its online presence to provide nuanced and gender-informed contributions to public discourse in relation to violence against women and children, and hopes to inspire anyone and everyone to play a role in ending violence against women by challenging everyday language, behaviour and attitudes that minimise and condone this violence.
Barbara Jinks	Sally Commins	QLD/VIC	Barbara Jinks' initiative is to be a visible role model for younger women in the gas industry and make time to mentor/help them. The aim of the initiative I established was to provide what was lacking when I was younger; a visible, successful, approachable woman with experience in the gas industry - both on site and in the office, on the rigs and in the bush - that I could talk to for advice and assistance in the male-dominated gas industry. Through formal mentorship programs, but mostly through personal interaction, I have succeeded in giving many school girls the confidence to take up engineering and have empowered many younger women in the gas industry to aim high, negotiate what they want and manage their work-home balance.
Lindy Chen	Junyan (Cindy) Liu	QLD	Lindy Chen established the Sunnybank Chamber of Commerce (SCC) which has been able to provide even better services to newly landed Chinese women immigrants in Australia. She has helped them gain confidence, find opportunities for development, networking and recognition in Australia, and learn management concepts and new business models. Her initiative aims to

			empower women who just immigrated to Brisbane to establish their business in Australia. It is not an easy task as women are expected to stay home in Chinese Culture. Lindy aims to assist Chinese women immigrants to start a new life in Australia. This initiative also aims to build a bridge between Australia and China enabling Australian women entrepreneurs to become internationally successful with the help of Lindy Chen.
Caroline Gates	Lauren Hansom	NSW	Caroline Gates created FBI Radio's Dance Class launched in October 2015. FBI's Dance Class was a comprehensive training and mentorship program designed for young female music lovers keen to break into the industry as DJs and become the next generation of female talent. This Program responded to a gap in the number of women represented in electronic music. The 5 successful trainees received DJ skills, radio training and an introduction to the industry. Dance Class received 90 applications for 5 places in the program, demonstrating strong demand for the initiative. Feedback from participants was overwhelmingly positive and the program has developed ongoing relationships and pathways for each of the trainees. The Program is at http://fbiradio.com/danceclass/
Cynthia Balogh	Catherine Cervasio	VIC	Cynthia Balogh established Women in Global Business (WIGB). WIGB aims to increase the proportion of Australian women-led businesses that export as data indicates that women conduct international business at lower rates than the SME sector generally. WIGB is a national program that offers women a central source of information and resources, support and connection and advocates on their behalf. Programs and services include skills and capacity building workshops, mentoring, seminars designed to highlight selected international markets, showcasing experienced female exporters as role models to inspire the pipeline of the next generation of women exporters, encouraging women to attend trade missions and to apply for export awards.
The Gender Equity in Science Committee, Walter and Eliza Hall Institute for Medical Research	Marnie Blewitt	VIC	The Gender Equity in Science Committee (GEiSC) was formed in early 2010 to learn what new strategies we could adopt and what barriers to advancement needed to be removed, to help our female scientists realize their full potential. The efforts of the Gender Equity in Science Committee at the Walter and Eliza Hall Institute have been: <ul style="list-style-type: none"> • raised awareness of the historical loss of female talent from our organisation • made the institute a more family friendly workplace for all staff • supported women through the coincident, challenging phases of starting a family and becoming independent research scientists

			<ul style="list-style-type: none"> • provided funding, mentoring and leadership training for talented women <p>These efforts have made female scientists feel highly valued and have increased the proportion of women rising through the seniority ranks of our scientific workforce. They have made discoveries, won funding and published papers and patents and made our institute a more productive and creative place.</p>
Tricia Ho-Hudson	Lynn Kelly	NSW	Tricia established the first Lean In Circle, a group of women and men who meet to speak honestly about gender and diversity issues, within the Commonwealth Bank in 2013. She has subsequently sponsored development of Circles across 13 businesses, and across Sydney, Parramatta, Melbourne, Perth and London, with 200 members. The success of the Commonwealth Bank Circles has become well known within the industry, and has led to the establishment of a Debt Capital Markets Circle with members from 12 other Australian companies, which is also facilitated by Tricia.
Heidi Zajac	Ana Guterres	ACT	Heidi Zajac founded Cooking Circles, a program designed and led by women in Canberra and Timor Leste communities. Cooking Circles is an innovative and inspiring women's networking forum that uses cooking to build social capital. Women connected via a blog, using social media, and regular cooking events in homes and community centres. The initiative demonstrates the shared learning between developed and developing countries to build stronger communities for women. Women reduce social isolation and build social capital through these networks, increase their self confidence, and develop new skills.
Sonia McDonald	Shelley-Anne Brace	QLD	While working in the mining and construction industries Sonia McDonald realised how few women held leadership roles, and that this was common across many other industries. As a woman who had discovered her own leadership capabilities almost by accident, Sonia decided make sure other women knew they, too, could be effective leaders. Sonia designed and presented innovative leadership programs such as empowHER, which teach women to respect the innate leadership skills, they have and confidently use them to be strong leaders. Sonia has gone on to develop more leadership programs, release a regular leadership magazine, create and host leadership and diversity events around Australia, and personally mentored a number of potential leaders. Her empowHER and Women Leadership Experience Programs focus on the individual leader as well as collective leadership as women and promote sustainable leadership by encouraging participants to apply their skills in the workplace

			which has resulted in the discovery and mentoring of emerging female leaders.
Annalise Jennings	Maryann Coconut	VIC/ QLD	Annalise Jennings developed a best practice model, empowering women to create economic opportunity, positive social change and spiritual growth. The fundamentals of engagement, ownership and responsibility are deeply embedded in her program, igniting a community responsibility around Domestic Violence which was declining by a staggering 80% in Napranum Aboriginal community FNQ. The process used identified the vision of the community in collaboration with government and service providers to develop a community owned blue print. Women elders supported each stage of the program through re-establishing cultural norms. Negative social indicators were addressed, using an 'asset based' methodology, based on strengths and potential and involved assessing the resources, skills, and experience available within the community. Other achievements of this model included more women in employment; joint ventures: local housing, daycare centre, supermarket; reductions in DV; ZERO children in Safe House; women proactively contributing to the community, including participating in mentoring schemes; indigenous women leaders, coming together to share skills and knowledge to create real change.
Bronlyn Schoer	Jordan Ardler	NSW	Bronlyn Schoer conceived, established and oversees the Zonta District 24 Achievement Award for Young Indigenous Women. This award recognises and celebrates the achievements of young Indigenous women enrolled in Year 12. It shines a light on their often unacknowledged achievements. Applicants are young Aboriginal women who have made a marked contribution to the life of the school community and/or demonstrated a determination to successfully complete their secondary education. This award makes a difference to the young women, their families and their communities where little recognition has occurred. It supports schools in 'closing the gap' in the achievement of indigenous students.
Mariette (Mary) Cowley	Winifred Nanala	WA	Beyond its basic mandate to provide family violence legal services, the Aboriginal Family Legal Services (WA), under the guidance of Mary Cowley has designed and implemented numerous innovative programs throughout regional WA to educate and support Aboriginal and Torres Strait Islander women and children. Mary's holistic approach has ensured client assistance included emergency accommodation, financial support, assistance with transportation and referrals to other

			specialist services. As the former CEO, Mary Cowley has strengthened and expanded the Aboriginal Family Law Services (WA) within the State and challenged the governments to ensure that family and domestic violence is on their immediate agenda and that funding, leadership and advocacy is available to support services to vulnerable and disadvantaged people who may be subject to such.
Jane Sloane & Lenore Dembski	Colleen Tighe Johnson	NT	word doc requested
Noongar Mia Mia P/L Indigenous Housing	Bettina Pickett	WA	<p>The Noongar Mia Mia Board of Directors made an undertaking in 2013 to increase the level of ATSI women at the Board level. Two (2) ATSI Women were appointed to the Board of Directors in 2014 and 2015 increasing the percentage of ATSI Women at the organisations top leadership from 0% in 2012 to 40% in 2015. The Board also appointed Yvette Carolin, a female Managing Director who is an Aboriginal and Torres Strait Islander with proven skills and knowledge keeping top management at 100% ATSI Female staff. Noongar Mia Mia's diversity initiative has bought the organisations current female employment to (4 out of 9), 40% in Top Leadership and 50% at the management and operational levels. This Initiative can be viewed as the result of combined and coordinated efforts by Indigenous not for profits to address an inequality in Indigenous women employed in Strategic decision making roles and senior management positions. Noongar Mia Mia strive to promote the positive image of women from ATSI backgrounds and encourage all women to pursue higher education to gain qualifications equal to men and mainstream counterparts. Noongar Mia Mia leadership values critical thinking in Aboriginal affairs and want the ATSI women perspective represented in the decisions made.</p>
Amelia Telford	Angel Owen	VIC / QLD	Seed is Australia's first Indigenous Youth Climate Network. Seed is building a movement of Indigenous young people to be leaders of a more just and sustainable future. We have a strong focus on empowering young women and encouraging them to take leadership roles in our campaigns and in their community. Seed is building a movement of Indigenous young people to protect our land, culture and communities from climate change and be a part of creating positive values change. We have grown to be a powerful network led by Aboriginal and Torres Strait

			Islander young people, with a small team of staff, volunteer state coordinators and volunteers from every state and territory. With the majority of leadership roles within Seed being held by women, we have both indirectly and directly supported women to lead this movement.
Terri Janke	Leah Cameron	NSW/Qld	The initiative that Terri Janke and her team put together was called Mentor Way. Terri has operated a successful law firm for 16 years and wanted to pass my knowledge onto other Indigenous business owners. Mentor Way aimed to build the business skills of the 10 Indigenous entrepreneurs and to help create sustainable business systems that stimulate business growth and further employment of Indigenous people. All are active in the workplace; 7 are working full time in their business, two are working part-time elsewhere for immediate income yet still working to a business plan, one is working fulltime & working part time on her business plan. Some of the businesses provide massive leverage for employment of other Indigenous people. Terri Janke and Company expects three of the owners to be very successful financially.
Roxanne Smith	Ljudan Michaelis-Thorpe	QLD/NSW	There have been many initiatives Roxanne Smith has, through her work and her directorship in Aboriginal community organisations, been instrumental in providing empowered outcomes for Aboriginal and Torres Strait Islander women. One example is the Jarjums on Country Initiative, a project from 2015 working with Aboriginal and Torres Strait Islander women and their families in a series of workshops over a three month period in Northern NSW. The 'Jarjums on Country' set out to empower Aboriginal and Torres Strait Islander women to be strong in their culture, to pass it on to their children and to know that they deserve to be heard, to be seen, to sing to each other and to be leaders in their community. This initiative was a follow up from the previous years' project called 'Planting the Seeds' early childhood development for Aboriginal and Torres Strait Islander families. The positive evaluation of this program created a flow on effect and led to the creation of the new Aboriginal Corporation 'Gan'na Aboriginal Corporation' that empowered the leadership of women in the Project who came on board as Directors.
Jane Vadiveloo	Roxanne Naborlhborlh	VIC/NT	Children's Ground is an opportunity to reset the way Australia enables communities to address entrenched disadvantage – especially within Aboriginal communities, and especially for women and children. It is the result of more than 20 years of deep commitment by CEO Jane Vadiveloo to address injustice and inject a new level of agency. When the local Bininj families in Kakadu West Arnhem asked Children's Ground in 2012 to partner with their community, they spoke of many

			concerns. Children had few chances for education, but after just two years of operations, there are indications of profound change benefitting children and families. Through bilingual early learning and networked support across health and employment, children and families are equipped with opportunities to excel. This long-term program aims to end extreme disadvantage in Australia, starting with children in remote Aboriginal communities, building on the abilities and agency of First Nations people.
Carly Findlay	Kyrie Fuss	VIC/SA	Carly Findlay organised Australia's first Ichthyosis meet in May 2015 - bringing together 75 people affected by the rare, severe skin condition Ichthyosis. 25 attendees had Ichthyosis. Friendships and support networks were formed, and advice and experiences were exchanged. Families and individuals across Australia and New Zealand are now connected as one big family. Carly called for crowdfunding and worked with brands (such as Random House and Olympus) to provide gifts for all attendees, advertised the meet, managed communication to attendees, sourced a venue, sought and interviewed dermatology professionals from the Royal Children's Hospital, and promoted the photos and key advice from the meet on her blog once it happened. Carly created the event she wanted and needed as a child.
Dagmar Jenkins	Women with a Disability	VIC	For people to disclose sexual assault they need to have the capacity to communicate and also a person to tell what has happened. Under the leadership of Dagmar Jenkins the Making Rights Reality program set out to assist people with cognitive impairment and communication difficulties report sexual assault. The program has increased referrals to the South Eastern Centre Against Sexual Assault of people with a disability. It has helped increase the expertise of the counsellor/advocates in the service. Secondary consultations are provided to the sexual assault and disability field resulting in more awareness of sexual assault and increased referrals across the State. The initiative was evaluated by La Trobe University, School of Allied Health. The Making Rights Reality: Final Evaluation report 2014 had the following recommendations: That the MRR program be rolled out across Victoria by the CASA Forum; The MRR program continue in the South Eastern metropolitan region at SECASA and Springvale Monash Legal Service (SMLS) through continued funding of a project worker at SECASA and resources to support a legal position in the joint SECASA/SMLS clinic at SMLS.
Women with Disabilities Victoria (WDV)	Sam	VIC	Women with Disabilities Victoria (WDV) has raised the status of women with disabilities providing a voice for their representation in inquiries, research, policies and legislation; empowering women to be leaders; and professional education for violence prevention. WDV demonstrates women with disabilities' leadership, through a board comprised of women with disabilities and employment of

			women with disabilities across all WDV programs. WDV empowers its growing statewide membership of over 300 women with information (like Fact Sheets and a fortnightly eNews) and opportunities (leadership programs, networking events and representation roles). Members say the most important thing about WDV is connecting them with a sense of pride.
Khadija Gbla	Belinda Taylor	SA	Khadija Gbla experienced the trauma of Female Genital Mutilation (FGM) at the age of nine in Africa. After migrating to Australia at 13, she realised there was a lack of awareness surrounding FGM. By speaking out against FGM and starting No FGM Australia, she aims to support and empower FGM survivors. She has been a peer educator for the Women's Health Statewide program on FGM since 2004 and for Shine SA since 2006. She mentors young girls, including those of African origin on sexual health. She also facilitates mentoring sessions at Multicultural Youth South Australia and the Australian Refugee Association and conducts training with health professionals about FGM. After receiving several awards and being invited to speak at numerous events, she became the co-founder and Executive Director of No FGM Australia which strives to protect girls from FGM and empower survivors. No FGM Australia was set up as a not-for-profit in order to raise awareness around FGM and to provide education and resources for professionals and communities about protecting girls from FGM. Through Khadija's leadership No FGM lobbies State and Federal governments to increase safeguards for girls to protect them from FGM. No FGM has been successful gaining government funding in NSW for training doctors and nurses in FGM. It also empowers survivors by offering programs, training opportunities and sexual restoration. Khadija delivered a TEDx talk in 2014 on the harms of FGM and to this date it has had in excess of 800,000 views.
Olivetree Women's Network	Indira Yanti	NSW	The Olivetree Women's Network (OWN) aims to link women from CALD backgrounds to opportunities where they can realise their potential whether it be in employment, education, training or simply connecting to new social circles. Hundreds of young women have benefited from exposure to the network and the activities that OWN organises, including its mentoring and leadership camps, which have given participants the self-confidence and support to achieve their career and educational goals. OWN empowers girls and women to explore new opportunities and create a well-connected, strong community in the process. Hundreds of women have benefited from OWN's activities, but the social and economic impact is best measured in individual outcomes. OWN has supported participants to move out of their comfort zones and become Girl Guides leaders, youth ambassadors, surfers, volunteers, and documentary makers. OWN has also helped participants to forge careers in areas including sports management, nursing, computer

			science, and youth development. Each young woman who OWN supports to further her education or secure a job opportunity represents a milestone towards its stated goal of empowering women to explore education, training and employment opportunities to generate a well-connected, strong community.
Muslim Women Association	Ruth Talalelei	NSW	At the heart of the Muslim Women Association (MWA) is a commitment to fairness, equality and justice for all women. For over 30 years, MWA specialised in the delivery of services to Muslim women and their families in NSW. This expanded to supporting all women in March 2015 when MWA launched Linking Hearts Multicultural Family Service. Linking Hearts is a program funded under the Going Home Staying Home reforms of the NSW Department of Family and Community Services to provide support to families from culturally and linguistically diverse backgrounds experiencing domestic and family violence, homelessness, or at risk of homelessness. This support is provided through prevention and early intervention; safe and supported crisis and transitional accommodation; and rapid rehousing and intensive support for clients with complex needs.
Tenneh Kpaka	Najeeba Wazefadost	NSW	Through her work with the Australian National Committee on Refugee Women (ANCORW) Tenneh Kpaka has spearheaded a number of projects designed to empower women from CALD backgrounds to participate in communities at a leadership level. She identified an under-representation of female leaders and decided to bring about change by training young women to take up leadership roles with ANCORW using workshops and a mentoring program that encouraged young women to take ownership of their direction and develop their own ideas. Her initiatives have primarily focused on cultivating leadership skills and human rights awareness in young women through organised activities and mentorship.
Dr Joy Penman	Lourdes Cabucos Campbell	SA	There is concern in Australia about unsatisfying work experiences of immigrant nurses, especially for those coming from CALD backgrounds. To improve immigrant nurses' employment experiences, Dr Joy Penman pioneered and developed an educational program on caring for one's own mental health in rural and regional South Australia. The program taught participants from CALD backgrounds to assess their mental health and expand their coping strategies in order to cope and develop resilience. To improve their experiences, an educational resource manual was developed and a series of workshops on caring for one's own mental health was conducted in rural/regional health care services in South Australia. Twenty-five female immigrant nurses participated. Following a pre- and post-test mixed method and paired T test to evaluate the program, it was found that there were marked difference in responses before and after intervention. Findings showed beneficial outcomes gained in participating in the program. The leadership skills

			illustrated include: being able to give constructive views on personal performance, giving and receiving feedback, expounding on maintaining/promoting mental health and well-being, providing opportunities for peer support, and providing future directions for improving the program. Beneficial outcomes were achieved, both at the awareness/knowledge and behaviour levels.
Hazara Women of Australia	Ansia Muradi	NSW	Hazara Women of Australia (HWA) is a not-for-profit organisation with the fundamental objective of creating a healthy, peaceful atmosphere and safe environment for the Afghan community, particularly for women who have experienced war and persecution. Initially founded by a group of high school friends who wanted to help their mothers, HWA runs regular activities and initiative that aim to empower Afghan women, with the eventual goal of increasing their access to employment and educational opportunities and reducing social isolation.
Dr. Fariba Behnia- Willison	Shahla Rostami	SA	Dr. Fariba Behnia-Willison is an Endo-Gynaecologist who professionally works in a range of women's health issues especially for CALD background women. Dr Fariba wanted to make the transition easier for other women so they have the ability to succeed and achieve their goals, having personally experienced the struggle of integrating into a different culture, language and of way of life, especially as a woman and having faced many personal adversities. Dr Fariba assists teenagers with educational talks, relationship and sexual education and self-confidence, encouraging them to continue to be educated. She has been helping the transition for newly arrived boat people, educating them about their bodies and making them aware of Gynaecological issues they may have. She has contributed significantly to the advancement of the Iranian Women Organization in South Australia (IWOSA) of which Shahla Rostami is the Founder and President.
DVNSW (Moo Baulch)	Kay Schubach	NSW	DVNSW works to empower women and their children to live their lives safe and free from violence, and specialise in providing a comprehensive range of support and advocacy services. It specialises in a series of regionally responsive support and advocacy services including, but not limited to: outreach, safety planning and support, case management support, advocacy, court assistance, housing and legal assistance, information, training and referrals. DVNSW recognised in Kay the ability to change the DV dialogue. She was articulate and educated and presented a chilling story which testified that DV can happen in any demographic. She was willing to tell her story to help other women recognise

			the covert symptoms of abuse and to realise there was no shame. Kay has brought amazing, inspiring, empowering change to many women's lives throughout Australia sharing her experiences in media and in public forums. She is an Ambassador and Patron for two women's shelters or family services groups, a Champion for White Ribbon and last year was Top 10 in Social Development and NFP in the Westpac/Fairfax Women of Influence 2015. She works with the sector to influence change across corporations, politics and judiciary.
Merredith Hillebrand	Peggy Maxwell	VIC	The Transition to Work Program was created by Fitted for Work in 2010 to enable women experiencing disadvantage and multiple barriers to education to transition into sustainable employment. Since its inception, more than 560 women have completed the 6 month integrated pre-employment training. Developed and managed by Merredith Hillebrand the program continues to thrive and offers a real opportunity for women who otherwise might find it difficult to lift themselves out of unemployment. Merredith brings her qualities of empathy, a deep understanding of women's barriers to employment and more than 30 years experience in education and the community sector.
Natalie Scanlon	Aarch Parekh	VIC	Natalie Scanlon is the Director of Written Communications which aims to help vulnerable women within low socio-economic areas obtain employment, and gain self-confidence through the implementation of one-on-one Communication Mentoring Sessions. The mentoring sessions involve drafting, editing and executing letters, resumes and employment related documents to help build confidence, and help women gain employment. On average, Written Communications helps 8 women per month by providing one-on-one Employment related, Communication Mentoring sessions at the Balla Balla Community Centre. Natalie approaches her work for Written Communications with great professionalism, enthusiasm and a genuine desire to make a difference, assisting participants obtain employment, and providing these women with an ear to listen, a shoulder to lean on and a hand to help write for them.
Ann Morris	Bridget Ninness	NSW	Ann Morris is the Manager of the Hunter Region Working Women's Group (HRWWG). The Moving Forward program is an innovative approach to decreasing the financial vulnerability of disadvantaged women impacted by domestic violence through tailored mentoring. Women affected by domestic violence are also more likely to have a disrupted work history and to work casually or part-time than women with no experience of violence. In short, women escaping and experiencing domestic violence are often the most disadvantaged and vulnerable in the labour market. The

			Moving Forward program aims to facilitate financial security independent of social service agencies through empowerment of disadvantaged women. This mentoring program links disadvantaged women emerging from domestic violence who have little to no direction with a trained volunteer mentor. The mentor and mentee develop an individualised and flexible plan that will enable the mentee to move on with their lives and reengage with the community with the ultimate goal to decrease financial vulnerability
Women and Mentoring (WAM) Mary Latham Executive Officer	Juli Gansberg	VIC	Women and Mentoring set out to address a gap in the support services available for disadvantaged women who come into contact with the criminal justice system and receive a custodial sentence. We aimed to provide these women with a pathway to developing and using positive life skills. We want to help them avoid prison, stop re-offending, address the issues that underlie their offending, get their lives back on track and keep their families together. To date, we have done this with 37 women and 97% have avoided prison and 94% have avoided re-offending.
Lisa Kennewell	Dr Nayana Parange	SA	Lisa Kennewell created the inaugural Winnovation Awards as an initiative during her time as President of the Board of Women in Innovation SA (WINN) – a South Australian not-for-profit organisation that exists to support and elevate Women working in the S.T.E.A.M. areas, intrapreneurs, entrepreneurs and female innovators in Adelaide or regional SA along with those those working to change and improve SA's economy. The Winnovation Awards were created to showcase and honour the successes of female innovators changing the game in South Australia. The unsung heroes, quiet achievers, the difference makers and the mavericks; each one dedicated to challenging the known or solving the unknown. Their fields of endeavour range from art to zoos; diving into the ocean; scanning the stars above; or caring for the land in between. The Awards have empowered women making a difference in rural, regional and remote communities in SA, changing the lives of all those who have entered. These Awards also recognise businesses who support our state's innovative women. The Awards empowers those intrapreneurs and entrepreneurs making a difference in rural, regional and remote communities in SA.
Harrow Bush Nursing Centre	Slobadanka Petrovic	VIC	In 2012, the Harrow Bush Nursing Centre launched a 5 year initiative called "Pathways to Harrow". The project has brought together a total of 25 women to share why they came to be in Harrow and why they have stayed. Their answers to these questions have been captured in booklets published every year as well as the women given the platform to speak at the celebrated launches which have been sold out events. Everyone involved has benefited including gaining a greater

			<p>understanding the role and impact of women in the community, strengthening community connections, fostering friendship, the value of recording local history and improving self-esteem for these isolated women.</p>
Energy Skills Qld	Koorine Walker & Malvena Walker	QLD	<p>Energy Skills Queensland has facilitated training and employment to participants in the Indigenous Funding Pool Programme, the Queensland Workforce Skilling Strategy, the Indigenous Employment Project and the Vocational Training and Employment Centres programme, each of which required the training and subsequent employment of Aboriginal and Torres Strait Islander people in different trades and qualifications. The programmes were structured to provide Aboriginal and Torres Strait Islander people with an opportunity to participate in a holistic training project, culminating in employment. Initiatives like the Queensland Workforce Skilling Strategy provide a framework for industry and communities to work together to maximise the potential for all Queenslanders to have access to training and long-term employment. Energy Skills Queensland's encouraging employment success rates of 63% in these programmes confirm the effectiveness of their work in this area.</p>
Robyn Bull	Natalie McKirdy	QLD	<p>Formally recognising and acknowledging the gender bias that exists in 'traditional science' and science education was an important part of developing the strategic plan for Wonder of Science, Robyn Bull established goals and strategies to help break down these stereotypes, and to directly target the inequities in educational achievements between Australian girls and boys. In addition, she highlighted the educational inequities between students in metropolitan areas and those living in rural and remote areas, particularly our Aboriginal and Torres Strait Islander students, who in some areas are educationally up to three or more years behind their counterparts from high socio-economic areas. The Wonder of Science program aims to engage school students in exciting and inspiring science education, regardless of their gender or where they live. Evaluation shows the program is building a more inclusive STEM culture in regional, rural and remote Queensland schools – where all students, girls as well as boys, Aboriginal and Torres Strait Islander students as well as their non-Indigenous peers, understand the importance of STEM, and believe STEM education and careers are accessible to them! Wonder of Science is positively impacting student achievement in science, and changing traditional perceptions about science, and the role of females in science.</p>

Rachel Nicolson	Regan Barker	NSW	<p>Established in 2011, our LGBTIQ network, ALLin, provides opportunities for members to build relationships with each other, our clients and the wider community through events, network meetings and pro bono legal assistance on matters of interest to the LGBTIQ community. ALLin aims to assist in providing an inclusive workplace at Allens where diversity, including identifying as LGBTIQ, is celebrated. ALLin provides opportunities for members to build relationships with each other, our clients and the wider community through events, network meetings and pro bono legal assistance to the LGBTIQ community. Allens is the first law firm to be a member of Pride in Diversity, Australia's first and only not-for-profit workplace program designed specifically to assist Australian employers with the inclusion of LGBTIQ employees</p>
Aunty Millie Ingram	Monica Barone	NSW	<p>Millie Ingram is a respected community elder who has contributed to the well-being of her community for many decades. She has been active in many community organisations and continues to serve on the board of Wyanga Aged Care Centre as well as serving as a member of the Metropolitan Local Aboriginal Land Council and a former member of the Ministerial Advisory committee on Ageing. Millie was a member of the inaugural City of Sydney Aboriginal & Torres Strait Islander panel and was instrumental in establishing the Eora Journey program of signage, events and the \$5m contribution towards art works.</p>