



Australian Federation  
of **Medical Women**  
the voice of australian medical women

afmw.org.au

# Annual Report 2011

19 November 2011

AFMW PATRON: Her Excellency Ms Quentin Bryce AC, Governor-General  
of the Commonwealth of Australia



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The Australian Federation of Medical Women (AFMW) was formed in 1927 to promote and develop the formal practice of medicine among women.

It is the only national body that exclusively represents the views of female medical practitioners, and is a non-profit, non-government organisation with affiliated state member bodies.

**Our Vision** The voice of Australian medical women advocating, supporting and leading the health and welfare of our local, national and international communities.

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## Statement of Purpose

We offer our members, colleagues and the community access to the collective knowledge and experiences of medical women and ensure equity and equality for women doctors to achieve their potential throughout all stages of their professional lives.

# Patron's Message



Her Excellency Ms Quentin Bryce AC  
Governor-General of the Commonwealth of Australia

**Message from Her Excellency Ms Quentin Bryce, AC  
Governor-General of the Commonwealth of Australia**

*for the Australian Federation of Medical Women's  
Annual Report*

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As the proud Patron of the Australian Federation of Medical Women, I congratulate the organisation on a successful year of inspiring work, advocating for enhanced opportunities and the advancement of health outcomes for all Australians.

During the last year you have embraced new and continuing challenges that face women who are dedicated to supporting, championing, delivering services to improve health and wellbeing.

You provide a reassuring presence, a role defined by the equality of opportunity and equal status you foster for our medical women. I admire the important contribution you make for the personal and professional development of practitioners within a compassionate and supportive network.

I praise the positive guidance you give, and the leadership you demonstrate, providing influential role models to young women.

With warm greetings

A handwritten signature in black ink that reads "Quentin Bryce".

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# President's Report



AFMW PRESIDENT  
Dr Desiree Yap

The first Medical Women's Society in Australia was formed in Victoria in 1896. This same group of women, led by Dr Constance Stone, were not only pioneer medical women, but disgruntled with medical circumstances at the time, they went on to raise funds and build their own hospital, run for women by women with services provided at no cost to the patients: The Queen Victoria Hospital for Women and Babies. Their first clinic saw 2,000 patients between September and December.

In 1927, with other State Medical Women's Societies, the Australian Federation of Medical Women was formed to act as a national body made up of state representatives as well as to articulate with the Medical Women's International Association (MWIA), which had come in to being in 1919 after World War 1 in the spirit of the development 'League of Nations.' All of

these Medical Women's organisations have the same objectives: to further the development of medical women professionally and to advocate for the health of women and children in particular. They are all voluntary and not-for-profit.

Today, many of us wonder at the need for such "women's" organisations still. Medical women have been graduating in equal numbers since the 1980's, 40% of doctors in training are women and we are free to be 'equal'. Personally, apart from being awed by the contribution of those who went before, who helped medicine today become what it is for women, and wanting to preserve and respect that legacy, I am also constantly reminded that as medical women we are still not quite 'there' in many areas (principles of practices, unit heads, senior academics, senior representatives in colleges and so on).

I am also constantly reminded that the health status of women and children is also not quite 'there' either. A woman still dies in childbirth every minute somewhere in the world, as does a child every second. In Australia we have a fabulous health care system but there are still areas of inequity to be addressed. There is also the poorly understood but nonetheless important ramifications of Gender in Medicine – where we look at how gender influences health: in the way diseases present, are assessed with perhaps an unconscious gender bias (e.g. women and chest pain); with the way health politics and the allocation of health resources play out.

Medical women are uniquely placed as medical professionals as well as partners, sisters, daughters, mothers and health care consumers to make and take constructive actions towards improving both their own lives as well as the lives of other women and children and for the health of all Australians.

For medical women, who commonly bear a social burden different from their male counterparts, and are often not in positions of conventional seniority, their local state society, their national federation and/or the international community of medical women provide both a support and an outlet for their drive to continually see the world become a better place.

A handwritten signature in purple ink, which appears to read 'Desiree Yap'.

Dr Desiree Yap, President, AFMW

# President's Report

## AFMW achievements this year:

- On-going progress with the Happy Health Women not just survivors project, which advocates for a long-term model of care for survivors of sexual violence
- Appointment of Her Excellency, the Governor General Quentin Bryce as Patron
- Confirmation of Tax Exempt Status
- Increasing content and traffic on the AFMW website
- Increasing Facebook and now an active presence on Twitter
- Publication of the AFMW newsletter quarterly with additional e-news fliers reminding of key events
- On-going development of the Leadership skills database
- The 'Thank You Initiative' where we thank and recognise our mentors
- AFMW representation in Canberra at the Roundtable on Gender Violence in the Asia Pacific, Australian of the Year Nominations Evening and the Melbourne Methodist Ladies' College 'Women of Influence' event.
- We continue to be involved in Gender related issues with the medical training colleges, industrial issues for doctors in training, particularly (but not exclusively) female doctors in training and the Australian Medical Student's Association.

AFMW: members have an opportunity to attend the United Nations (UN) Dept of Public Information and Non-Governmental Organisations (DPINGO) Conferences; the World Health Assembly; regional World Health Organisation (WHO) meetings; and the Commission on the Status of Women in New York

# National Co-ordinator's Report



AFMW NATIONAL CO-  
ORDINATOR  
Assoc Prof Deb Colville

Ongoing collaboration with our national and international colleagues.

- We have held a number of medical student events across the states, including and fundraising for Pacific Island humanitarian projects and for immigrant health projects carried out by junior doctors. Sessions on job interview skills were well supported.
- We have held bi-monthly Australian Federation of Medical Women Executive meetings, the latest one in Melbourne in November 2011.
- We maintain our contacts with our international body through their newsletters, skype teleconferences and our website.
- Six Australian delegates attended the DPINGO meeting in 2010. I met with our MWIA UN representative Dr Satty Gill at the UN Headquarters in September 2011.
- Two Australian Vice-Presidents contributed to the deliberations of the Medical Women's International Association's Ethics and Resolutions committee, on many issues such as refugee advocacy and humanitarian work internationally.

We sent our condolences to our colleagues in the Japanese Medical Women's Association. The Japanese experienced immense loss and suffering in the horrid event of their earthquake, tsunami and significant nuclear mishap this year. This catastrophe meant they were forced to cancel the Western Pacific meeting planned for March 2011, at which eight Australians were pre-registered. Instead the Japanese President has been invited to chair the Western Pacific meeting to be held in conjunction with the MWIA International meeting in Seoul, Korea in July 2013.

Associate Professor, Deb Colville, National Co-ordinator, AFMW





# Australian Federation of Medical Women

the voice of Australian medical women

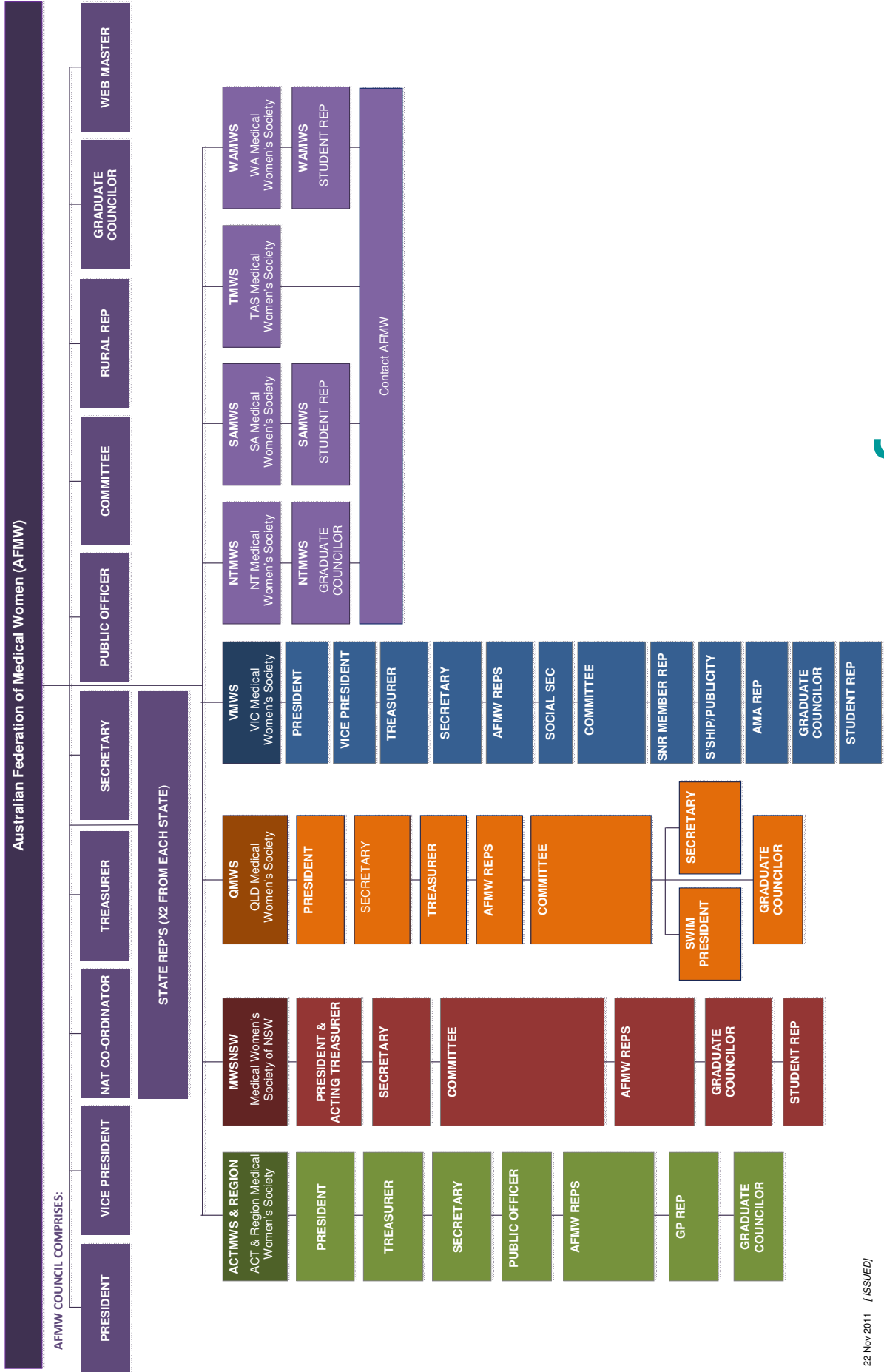
## Philosophy

AFMW philosophy is enshrined in these key principles:

Caring	For all persons in the Australian community, particularly women and children.
Respect	Promote respect for diversity and difference.
Service	Motivated by free will and the absence of any financial or nonfinancial gain.
Equity	Achieving fairness while recognising different experiences, needs, levels of power, access and expectations and ways of expressing illness.
Equality	The absence of bias, for all people, in opportunities and the allocation of resources with the purpose of achieving equitable outcomes.
Human Rights	Uphold the principles of human rights as defined by the United Nations.
Gender Competence	Promote gender competence in knowledge, education, research and health service provision, reflecting the capacity to identify where difference, on the basis of gender, is significant and act in ways that produce more equitable outcomes for men and women.
Development	Further the development of medical women through education and research particularly in relation to the health of women and children.

## History Timeline

- 1896 Victorian Medical Women's Society (VMWS)
- 1919 Medical Women's International Association (MWIA)
- 1921 Medical Women's Society of New South Wales (MWSNSW)
- 1927 Australian Federation of Medical Women (AFMW)
- 1937 Queensland Medical Women's Society (QMWS)
- 1950+ SA, WA, ACT, Tasmania Medical Women's Societies
- 1995 Supporting Women In Medicine (SWIM) student organisation, University of Queensland



# Profile

## Organisation Profile

The Australian Federation of Medical Women (AFMW) aims to further the professional development of medical women through education and research, and to improve the health and welfare of all Australians — especially women and children.

The AFMW participates in health-policy development and service delivery, increasing women's voice in existing national academic and health areas so that the contributions of women can be fully realised and their skills fittingly applied to meet the medical education and healthcare needs of all Australians.

The AFMW's advocacy involves many and varied activities on behalf of its constituents and in the general health field, including:

- addressing domestic violence, discrimination, bullying, harassment and occupational violence
- informing governments about medical women's perspectives (latterly this has included meetings with policy advisors and participating in the CED AW (The Convention on the Elimination of All Forms of Discrimination Against Women) round-table discussions) promoting and facilitating professional mentoring, providing leadership skills training to medical women
- examining provisions for flexible training and retraining to promote workplace retention and re-entry of female doctors

## Memberships and Affiliations

The AFMW is affiliated with the Medical Women's International Association (MWIA), the international umbrella for all the national medical women's societies. The MWIA is actively involved with the United Nations (UN) as a Non-Governmental Organisation (NGO), the World Health Organisation (WHO), the Economic and Social Council of the United Nations and UNICEF. It is represented on the Board of the General Council of International Organisation of the Medical Sciences, and has NGO-observer status to the World Medical Association (WMA). The MWIA's aims are to:

- promote co-operation between medical women from different countries and to develop friendship and understanding between medical women worldwide
- actively work against gender-related inequalities in the medical profession between female and male doctors, including career opportunities and economic aspects
- offer medical women the opportunity to meet, to confer questions concerning the health and well-being of humanity, and
- overcome gender-related differences in health and healthcare between women and men, girl-child and boy-child throughout the world

AFMW membership confers automatic membership of MWIA. The MWIA provides its members with the opportunity to exchange ideas, medically and personally, with colleagues from other nations.

## Profile



### AFMW Objectives as a MWIA Affiliate

1. To stimulate, encourage and promote the entry of women into the medical sciences and help them to optimally use their medical training.
2. To foster friendship, respect and understanding among medical women throughout the world, without regard to race, religion or political views.
3. To afford medical women the opportunity to meet at stated times to consider common problems together and gain the co-operation of medical women in matters in health.
4. To promote the interest of medical women in all matters relating to their professional work through continuing education and other means.
5. To act for and represent medical women in all matters of mutual interest at national and international levels, and, in particular, in relation to the further education of Australian medical women.

The AFMW is also a member of the Australian Women's Coalition (a group of women's organisations that works collaboratively to advance the status of women, by presenting the views of Australian women to Government) and the Equality Rights Alliance (formerly WomenSpeak) Network, a non-government secretariat that provides representative advice on policy issues affecting women, including childcare, women's health, women's leadership, young women, the role of men and boys in gender equity and violence against women).

AFMW: Acting for and representing medical women in all matters of mutual interest at national and international levels and, in particular, in relation to the further education of Australian medical women

## Executive and Council Members



AFMW PRESIDENT  
Dr Desiree Yap  
Committee, Victorian  
Medical Women's Society

Desiree Yap is an Obstetrician and Gynaecologist with a Masters in Public Health and Tropical Medicine who has appointments at Monash Medical Centre and The Royal Women's Hospital. She is also currently working part-time in her East Melbourne Private Practice and has two young children. Before motherhood, Desiree traveled widely, working both in rural and remote Australia as well as overseas including with the WHO. Desiree believes the Medical Women's Societies spring from fine traditions, and that as one who has reaped the benefits of those who went before, in addition to having strong feelings about social justice, feels a responsibility towards maintaining the organisation and fulfilling the organisations aims.



AFMW VICE PRESIDENT  
Assoc. Professor Jan Coles  
Past President, Victorian  
Medical Women's Society  
Joint Project Manager –  
Happy Healthy Women , Not  
Just Survivors

Jan Coles is an academic General Practitioner. She is the Chair of the DGP Research Committee at Monash University Department of General Practice. Her special interests are the teaching and learning of clinical skills, the impact of childhood sexual abuse on the lives of women, particularly early mothering, breastfeeding and touch, and vicarious trauma for sexual violence researchers.

In 2011 she gave the closing address at the Sexual Violence Research Forum in Cape Town, South Africa. This meeting is the leading international meeting for sexual violence researchers and aims to build the worldwide capacity to do sexual violence research and build a robust evidence base. In 2010, she and Dr Raie Goodwach shared the VMWS Constance Stone Award. In 2009 she received the Royal Australian College of General Practitioners (RACGP) Rex Walpole Travelling Scholarship to present her work at the first Sexual Violence Research Forum. In 2007 she was awarded a PhD for her thesis "Breastfeeding and Maternal Touch after Childhood Sexual Assault". In 2006 Jan was awarded the Vera Scantlebury Brown Research Fellowship in Maternal and Infant Health to further her research with young mothers who are survivors of childhood sexual assault.



AFMW TREASURER  
Dr Sharon Tivey  
President & Acting Treasurer  
Medical Women's Society  
of NSW

Sharon Tivey is an Anaesthetist, working mainly in the public hospital system. Her undergraduate training was at The University of Sydney followed by postgraduate training in Sydney and Virginia, USA. She enjoys teaching and is a Conjoint Senior Lecturer at the UNSW. She is an examiner for the Australian and New Zealand College of Anaesthetists Final Examination, a Supervisor of Training and has editorial duties with "Anaesthesia and Intensive Care". She has been involved with the Medical Women's Society of NSW since internship and has been the AFMW Treasurer for several years.

## Executive and Council Members



**AFMW SECRETARY**  
Dr Jane Twin  
Secretary, Medical Women's  
Society of ACT & Region

Jane received the Fellowship of the Royal College of Pathologists of Australasia in 1983. She then worked as a researcher and lecturer at the University of Tasmania with an appointment to the Royal Hobart Hospital as a provider of Cytology Services. In 1989 Jane set up a Fine Needle Aspiration Service. This service grew rapidly and was augmented by provision of FNA and Histopathology to BreastScreen Tasmania. Other involvement in BreastScreen Tasmania included her appointment as Tasmania's representative on the National Pathology Q-group and a long term role as Pathology adviser and auditor. Jane was also involved in the setting up of the Tasmanian Cervical Cytology Register and continued on the Technical Working Party until December 2001. In the past 10 years Jane has worked at Capital Pathology in Canberra specialising in cytology, gynaecological and breast pathology.

The AFMW executive and committee would like to thank Jane for her contribution during her time as the AFMW Secretary.



**AFMW Immediate Past  
President**  
MWIA REP  
Dr Susane (Susie) Close  
Committee Medical Women's  
Society of ACT & Region

Susie Close is an Obstetrician and Gynaecologist in Australia, who has been in practice for 30 years. As the Immediate Past President of the Australian Federation of Medical Women, she has consulted with Australian Government agencies on policy work for future legislation.

Susie is the co-vice-chair of the Ethics and Resolutions Committee of the Medical Womens International Association. In this role she has worked to bring solutions to health problems, particularly of women and children, by co-ordinating dialogue between women doctors in different countries.



**AFMW WEBMASTER**  
Dr Jillian Tomlinson  
Treasurer, Victorian Medical  
Women's Society

Jill Tomlinson is a Plastic and Reconstructive Surgeon in Melbourne. In 2008-09 Jill developed and managed Bridging Leadership Barriers, a multifaceted national AFMW development and leadership project funded by the Australian Government, Office for Women. As part of her work on this project Jill redeveloped the AFMW website and received the national 2009 Centre For Leadership For Women Award. Jill's current appointments include AFMW Webmaster, AFMW Newsletter Editor, Assistant Editor for the Australian and New Zealand Journal of Surgery, Faculty Member of the Royal Australasian College of Surgeons (RACS) Academy of Surgical Educators and Deputy Chair of the Executive Committee of the RACS Women in Surgery Section.

## Executive and Council Members



AFMW Committee  
Dr Gabrielle Casper  
Past President, AFMW  
+ MWIA

Committee Member NSW MWS

Gabrielle Casper is a Sydney Gynaecologist with a special interest in women's health and human rights. She has held the role of President with both the Australian Federation of Medical Women (AFMW) and the Medical Women's International Association (MWIA). She has represented MWIA at the World Health Organisation and United Nations meetings. Gabrielle received the 2004 Australian Medical Association (AMA) Women's Health Award and also the 2004 AMA Woman in Medicine Award. She enjoys working as a gynaecologist and cares for her patients with compassion and understanding while lobbying to improve women's health in Australia and overseas.



AFMW REGIONAL CO-  
ORDINATOR  
Assoc Prof Deborah (Deb)  
Colville

Committee Member, Victorian  
Medical Women's Society

Deb Colville is the current MWIA National Co-ordinator for Australia. A Melbourne ophthalmologist (Monash 1975), Fellow of the Royal Colleges of Ophthalmologists and Surgeons (1983), past Director of Ophthalmology at Austin Repatriation Medical Centre, and College of Surgeons Councillor, Deb served as inaugural Chair of the RACS Women in Surgery Committee for nine years. Deb's Master of Public Health degree focused on medical education program evaluation, and her PhD (Monash 2011) was on chronic disease and gender in ophthalmic surgical training. Deb has taught medical students in Sweden, developed curriculum for the MWIA Executive with gender experts from the World Health Organisation (WHO) and the UN, and contributed to the MWIA Ethics and Resolutions Committee work in international meetings in Tokyo, Ghana and Germany.



AFMW RURAL CO-  
ORDINATOR  
Dr Marjorie Cross

Committee Member Medical  
Women's Society of ACT &  
Region

Marjorie Cross has had a rural general practice in NSW for 30 years. Her general practice interests are in mental health and palliative care, in particular, but in all the domains of general practice. It is a teaching practice for general practice registrars and medical students. Marjorie is a clinical teacher at the Australian National University (ANU). She has been recurrently on the Board of her Division. She is a member of the Female Doctors Group of the Rural Doctors Association of Australia. Currently Marjorie is on the Advisory Board of BreastScreen in Southern NSW and is also on the Executive of the Local Chamber of Commerce, underlining her belief in general practice as a business. She is a Fellow of the Royal Australian College of General Practice (RAGCP).

## Executive and Council Members



AFMW REP  
Dr Catherine (Kate) Duncan  
Committee Member,  
Victorian Medical Women's  
Society

Kate is an Obstetrician in private practice in Malvern, VIC. Her interest in the VMWS goes back to early days as an intern, RMO and Registrar at the Queen Vic ("where we had such wonderful mentors and role models"). Kate has been a Committee member of both the VMWS and the AFMW for several years. As an Australian Medical Association (AMA) Board member, Kate has served on the Postgraduate Medical Council of Victoria and is working at state level on several issues including efforts to resolve the medical indemnity crisis and the provider number issue.



Dr Elizabeth Gallagher  
President, Medical  
Women's Society of ACT  
& Region  
ACT Rep to AFMW

Elizabeth Gallagher is an Obstetrician and Gynaecologist in Canberra. She graduated from the University of Newcastle and trained at the John Hunter Hospital, Newcastle, St Mary's Hospital, Portsmouth UK and The Canberra Hospital. She now runs a menopause and pelvic floor clinic at TCH and is involved in the supervision and teaching of medical students, residents and registrars. She has been involved in GP education through Family Planning and RACGP training and general education sessions. She also has a busy private obstetric and gynaecology practice at the John James Medical Centre, ACT, again with a strong interest in menopause and prolapse.



AFMW REP, ACT MWS  
Dr Julie Hewitt  
Immediate Past President,  
Medical Women's Society of  
ACT & Region

Julie Hewitt is a full-time GP in North Canberra. Having moved from New Zealand in 1989, she worked part-time, while her two girls were little, until 1994 before buying into a two-person practice in Belconnen. In 2009 she joined a large 16-doctor practice and has special interests in skin cancer medicine, minor surgery and women's health. She is also a GP teacher for the ANU Medical School and this year had bestowed the Urban GP Excellence in Teaching award.

After three years as President she is retiring to the position of Membership Secretary of the ACT and Region Medical Women's Society.

The AFMW executive and committee would like to thank Dr Hewitt for her contribution during her time as the AFMW Rep, ACT MWS.



## Executive and Council Members



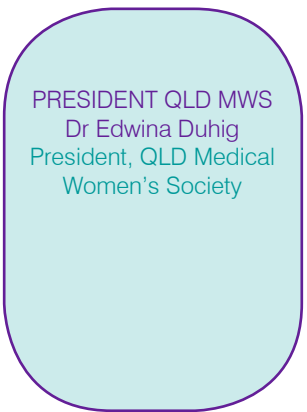
AFMW REP, MWS ACT &  
REGION  
Dr Suzanne (Sue) Packer  
Publicity Officer, MWS ACT  
& Region

Sue Packer has been a member of the MWS ACT and Region since its inception and has been on the Committee for almost as long, including time as the ACT president. Sue's chief benefit from her association with the AFMW has been her continuing learning about the many persisting "gendered" issues in medicine, both as patients and practitioners and the ongoing need for affirmative action to change things.



AFMW REP MWS NSW  
Dr Elizabeth (Liz) Rickman  
Committee Member, Medical  
Women's Society of NSW

Liz Rickman is a General Practitioner in inner city Sydney. After studying at the University of New South Wales (UNSW), she entered the physician's training scheme, and then moved into general practice in a variety of locations, including working in remote Aboriginal communities as well as in urban centres. She has been active in the peace, women's and the environmental movements. This has led to her working as a medic at sea with Greenpeace. She believes in the capacity of people to create a better world when they come together with shared aims.



PRESIDENT QLD MWS  
Dr Edwina Duhig  
President, QLD Medical  
Women's Society

Edwina Duhig graduated from the University of Queensland and undertook her training in Anatomical Pathology at Greenslopes Hospital and the Royal Brisbane Hospital. She has worked at the Prince Charles Hospital since 1997 and is the departmental director of the Anatomical Pathology department and acting director of the Pathology department. She is interested in thoracic pathology, particularly lung cancer. She has sat on the Queensland Education Committee for the Royal College of Pathologists of Australasia and the Prince Charles Hospital Post-graduate Medical Education Committee and has been a branch councilor of the Queensland branch of the AMA. She is currently the Queensland branch councillor for the Australian Society of Cytology.

## Executive and Council Members



AFMW REP QLD MWS  
Dr Janet Huang  
Vice President, QLD Medical  
Women's Society  
QLD Rep to AFMW

Janet Huang is a consultant Plastic Surgeon in Brisbane. She has been a member of the Executive Committee of The Queensland Medical Women's Society (QMWS) as well as the council of the AFMW for nearly a decade. She enjoys the interaction with medical women both locally and interstate as well as internationally.



VMWS AFMW Rep  
Dr Raie Goodwach  
President, Victorian Medical  
Women's Society  
Joint Project Manager,  
Happy Healthy Women, Not  
Just Survivors

Raie Goodwach is a medically-trained psychotherapist with a Masters in Psychoanalytic Studies. She has published in the areas of adoption and sex therapy. She was a Consultant to the Sexual & Relationship Counselling Clinic at Monash Medical Centre (MMC) for 18 years and an Honorary Lecturer in the Dept of Obstetrics and Gynaecology. She sees individuals and couples for therapy in her private practice. Her main area of interest is psychosexual medicine. As an Advisor to Andrology Australia and as a member of the teaching faculty of Family Planning Victoria she facilitates professional workshops and is involved in the development of educational resources for general practitioners.

In 2010 she ran the "Happy Healthy Women Not Just Survivors" project on behalf of VMWS with Associate Professor Jan Coles representing AFMW, with funding from the Australian Women's Coalition (AWC). Its aim is to improve the longterm health and wellbeing of women with a history of sexual violence. Raie and Jan continue to seek opportunities to further this initiative, which they believe is an essential aspect of developing a healthy Australian community.

# Projects + Advocacy

The AFMW progresses many projects of importance to medical women, both alone and in conjunction with other groups such as the Australian Women's Coalition (AWC), the Australian Medical Association (AMA) and community groups.

The projects AFMW is involved in can be classed into three main areas:

Advocacy

Humanitarian

Socialising and networking

## 1. Advocacy

AFMW progresses a variety of advocacy projects from providing leadership skills to medical women to looking at the provisions for flexible training and retraining to young women.

## 2. Humanitarian

Humanitarian projects include relocating medical goods or services to areas of need both locally and internationally. It includes raising funds for projects such as the Medical Student Aid Project and other causes.

## 3. Socialising and Networking

One of the AFMW's important goals is to provide support for women in medicine. This is mostly achieved by socialising and networking events at the local level. These often combine education in a social situation and afford medical women the opportunity to socialise with their peers within this environment. The AFMW is particularly interested in supporting medical women in regional, rural and remote areas.

# Projects + Advocacy cont'

## AFMW Thank You Initiative

The AFMW recognises the many physicians who help our members through outstanding teaching, mentoring or instruction. We established the AFMW Thank You Initiative to give our members a way to formally recognise and express their gratitude for the invaluable contributions of their mentors and teachers.

The following individuals have been nominated to date as part of the AFMW Thank You Initiative:

- Dr Annette Carless (VIC)
- Dr Sally Cockburn (VIC)
- Dr Kate Duncan (VIC)
- Dr Elizabeth Farrell AM (VIC)
- Dr Alice Killen (NSW)
- Dr Elsie Koadlow OAM (VIC) (dec')
- Dr David Leonard (VIC)
- Dr Marilyn Murnane AM (VIC)
- Dr Suchitra Paramaesvaran (NSW)
- Dr Gillian Rothwell (NSW)
- Dr Emily Teo (NSW)
- Dr Desiree Yap (VIC)

Thank  
You

## Major Project - Happy Healthy Women Not Just Survivors (HHWNJS)

2010 - ongoing

Survivors of sexual abuse are the single largest disadvantaged group of women to have no specific funding allocated to improving their healthcare needs over a lifetime. Statistics are variously quoted as between one in three and one in five women having a history of sexual violence in Australia.



# Projects + Advocacy cont'

Survivors have poorer physical and mental health, increased risk behaviours and are at an increased risk of early death. Current crisis management initiatives can't address their lifetime needs. Doctors need to understand the way patients can be affected over their lifetime to treat them holistically and not inadvertently retraumatise them.



Happy Healthy Women, Not Just Survivors (HHWNJS) Summit, May 2010

Left to right: Judith Pugh, Dot Boxhall, Caroline Taylor, Jenny Begent, Robyn Caspari, Jan Coles, Angela Taft and Raie Goodwach

## Summary Project Timeline

- October 2011: Understanding community perspectives to improve health service delivery for survivors of sexual violence. Research paper by Associate Professor Jan Coles and Dr Raie Goodwach presented at the Inaugural Research Day, Making Change Happen, Department of General Practice, Medicine, Nursing & Health Sciences, Monash University
- 2011 ongoing: Funding sought to interview 100 survivors in depth
- August 2011: HHWNJS Consultation report and proposed HHWNJS: Survivor Perspectives for improving healthcare services submitted to the Australian Centre for Sexual Assault (ACSSA), Sexual Assault Research Project Register
- May 2011: Parliamentary Roundtable on "Ending gender-based violence in the Asia-Pacific region. Recommendation sponsored & accepted.
- May 2011: Meeting with the Australian Women's Coalition (AWC) with Minister Kate Ellis advocating for a longterm model of care
- February 2011: HHWNJS report and next project listed on Women Donors Network site
- December 2010: Medical student perspectives survey: What do they feel they need to learn, to feel equipped to identify and treat patients with a history of sexual violence?
- October 2010: HHWNJS consultation report launched in Canberra
- 24 September 2010: National summit HHWNJS consultation report launch held in Sydney
- 14 September, 2010: HHWNJS consultation report launch in Melbourne
- July 2010: Medical Women International Association (MWIA) recommendations sponsored by AFMW/VMWS
- 7 May, 2010: AFMW and VMWS co-hosted National Roundtable discussion "Happy Healthy Women Not Just Survivors" in Melbourne



National Roundtable Discussion, May 2010

# Projects + Advocacy cont'

## A Comprehensive Literature Review

In 2010 the first stage of the project delivered three key elements:

- a comprehensive literature review – which highlighted how little research there was detailing an integrated, holistic understanding of the psychological, physiological and socioeconomic impacts of sexual violence;
- an audit of medical school and post-graduate curriculae – which showed that there was no national curriculum teaching medical students or doctors about the health consequences of sexual violence;
- and a National Summit at which key stakeholders including doctors, lawyers, police and community groups identified five key areas which need to be addressed to promote health equity (see [www.afmw.org.au](http://www.afmw.org.au) )

## Resolution Proposed at International Conference

Based on this project, the VMWS/AFMW proposed the following resolution on sexual violence at the Medical Women's International Association International Congress in 2010:

Sexual violence to adults and children has far-reaching medical, psychological and community consequences for survivors and their communities. The MWIA:

1. supports the elimination of all forms of sexual violence,
2. supports the education of communities to raise awareness and change attitudes towards sexual violence,
3. supports the education of health professionals to recognise, respond and effectively support survivors of sexual violence,
4. and calls for the provision of long term integrated counselling and health services to better support the survivors of sexual violence across a lifetime.

**The resolution was passed unanimously.**

In May 2011 Dr Raie Goodwach and Associate Professor Jan Coles attended the "Ending Gender-based violence in the Asia-Pacific Region" Roundtable at Government House, Canberra. We were delighted that the following recommendation we proposed was accepted:

**To ensure that health professionals are trained and supported to recognise and respond sensitively to gender-based violence and the serious physical and psychological sequelae over a lifetime. They should know pathways to care for survivors and support services and be equipped to provide longterm care.**

The next stage seeks funding to interview 100 survivors in depth about their experience of the healthcare system, because their input is essential to formulating best practice models.

# Projects + Advocacy cont'

The project will be called HHWNJS: Survivor Perspectives for Improving Healthcare Services. We want to hear from survivors: Why don't they tell their doctors about their history of sexual trauma? What makes medical consultations difficult for them? Are they aware themselves that their history of sexual trauma is important for doctors to know so they can receive optimal treatment?

## Funding Sought to Continue the Project

In order to fund this research we are applying for grant money. AFMW would partner Monash University in a linkage grant to carry out the proposed research and we are also seeking sponsorship from the private sector. We have listed our projects on the "Women Donors Network" site [www.womendonors.org.au](http://www.womendonors.org.au). Online Project Showcase – a site that seeks to match women donors with transformative projects, of which ours is one.

A Royal Australian College of General Practitioners (RACGP) grant is being sought to fund a statistician to extract data from the Longitudinal Women's Health Survey. This will provide gold standard evidence about the longterm impact of sexual violence on women.

We are also partnering Professor Caroline Taylor, Foundation Chair of Social Justice, Edith Cowen University, whom we commissioned to do our original research, as she seeks funding for a project to help doctors navigate the legal system so they can better support patients with a history of sexual violence who wish to seek legal redress.

## Bridging Leadership Barriers Project, 2008 - 2009

Met all 2008-2009 objectives; including:

- improved communication networks among the enhanced opportunities for women in remote areas to communicate with their peers and participate in internet-based training
- enhanced access to medical expertise (via the Leadership Skills Database) to assist the AFMW to inform and drive health-policy development and service development

Initiatives included:

- \$15,000 in leadership scholarships to assist medical women to attend the MWIA Western Pacific Regional Congress (WPRC)
- leadership and website skills training workshops at the MWIA WPRC
- redeveloping the AFMW website, creating a more user-friendly, accessible website with up-to-date content, news and resources



### Bridging Leadership Barriers Project 2008-09

FINAL REPORT

30 June 2009

By Dr Jill Tomlinson  
AFMW Bridging Leadership Barriers Project Designer and Manager

This document reports on the Australian Federation of Medical Women's Bridging Leadership Barriers Project 2008-09. The project was made possible by a \$89,000 grant from the Australian Government Office For Women's 2007-08 Leadership and Development Programme Grants. AFMW gratefully acknowledges this grant.

# Projects + Advocacy cont'

- creating an online Leadership Portal, containing resources that enhance medical women's leadership skills
- developing a regular electronic AFMW newsletter, beginning January 2009
- creating a skills database of medical women who are willing to be consulted on issues of importance in their field(s) of interest

## AFMW Author wins 2009 CLW Leadership Achievement Award

For work in this "Bridging Leadership Barriers" Project, the author, Dr Jillian Tomlinson received the Australian Virtual Centre for Leadership for Women (CLW)'s 2009 "National Leadership Achievement for Women Award".

## Leadership Skills Database, 2008 - ongoing

- After the success of the Bridging Leadership Barriers Project in 2008-09, the AFMW has continued to develop the Leadership Skills Database and the national e-Newsletter distributions. Additional Web 2.0 strategies including Facebook groups and Twitter have also been implemented.
- The Leadership Skills Database was launched online and at the MWIA Western Pacific Regional Congress (WPRC) in October 2008. Medical women from rural and metropolitan areas have enlisted, providing the AFMW with access to specialist medical expertise in a wide variety of areas from medical women with diverse backgrounds and practices.

Providing expertise to improve medicine and health in Australia

### The database serves several functions, including:

- AFMW member knowledge can be used to drive health-policy development and service delivery
- significantly increase communication between the AFMW and its members
- increase individual AFMW members' leadership capacity, so they can use this ability to advocate the issues that are important to medical women
- The database continues to be expanded and promoted across Australia, with continued growth projected in future years.

## National E-Newsletter Communication

- In January 2009, the AFMW published its first e-newsletter. This is now a regular, quarterly publication that has been well received.
- The newsletter improves communication within the AFMW and the state medical women's societies, allowing leadership opportunities to be readily promoted, enhancing participation in project development and policy creation.
- It also allows the AFMW to readily tell members about the activities and issues it is



# Projects + Advocacy cont'

- pursuing, and thus encourages increased participation.
- While the e-newsletter initially attracted medical women as subscribers, we now note that individuals in government and other Australian medical websites are also subscribing to receive the AFMW news. Medical women from around Australia continue to subscribe online.



## Accessible Internet-Based Training for all

- To train medical women in using web technologies, a practice website was developed (<http://test.afmw.org.au>), along with a training guide e-book spelling out how to use the practice site. Website-skills training sessions specifically designed for medical women were also held.
- The test website is visible neither to the public nor to search engines, and was created purely so medical women could practice editing a test site before trying their skills on the live site.
- The test site was created as an identical copy of the website in October 2008.
- The instruction e-book written to accompany the test website guides medical women how to upload and edit content, including some aspects of using Joomla! (with references, and personal trainers listed for further learning).

The AFMW is embracing internet technologies as a communication tool - for communicating with our members, our patients, the wider community and government and non-government organisations.

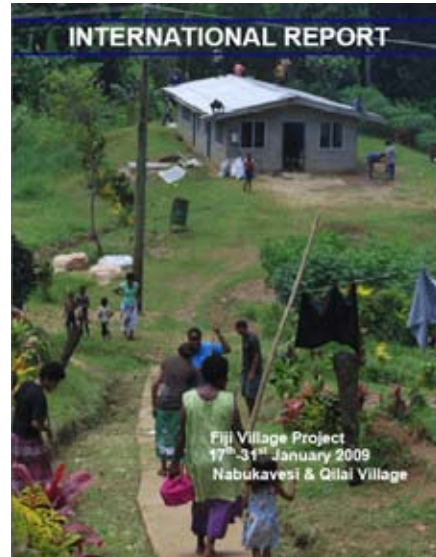
# AFMW State Member Groups

## ACT & Region Medical Women's Society (MWS ACT)

The Fiji Village Project aims to work with communities in Fiji to improve health outcomes through community empowerment by means of education, training and necessary resource provisions.

The Medical Women's Society of the ACT and Region (MWS ACT) has been supporting the Fiji Village Project by conducting fundraising events to raise money for the project.

The project is a student-based initiative developed by medical students from the Australian National University (ANU), Fiji School of Medicine (FSM) and University of Auckland. It aims to work with communities in Fiji to improve health outcomes through community empowerment by means of education, training and necessary resource provisions.



The Fiji Village Project

The project involves the provision of water tank systems for selected villages to promote environmental sustainability through rainwater harvesting in the region. Health interventions conducted included baseline screening for the village, a village clean-up campaign, and education about cancer, HIV and other sexually transmitted infections.

The majority of the funds go towards purchasing the water tanks and installation, the expertise of which is provided through charitable organisations such as the Rotary Pacific Water for Life Foundation. The remainder contributes towards the training and development of local Village Water Committees, Women's groups, and basic health screening equipment for both the project and to assist local health services.

The MWS ACT raised \$14,000 in July 2011 through fund raising activities. This amount was distributed to:

- Bo Children's Hospital, Sierra Leone, a project spearheaded by Sydney pediatrician Dr Nuli Lemoh, to build a hospital in Bo, to be run and staffed locally for the benefit of local families.
- The Fiji Village Project.
- New Pin Canberra, a not-for-profit organisation aiming to help new parents with parenting difficulties.
- Women and the Environment in the Congo Project, a not-for-profit organisation aiming to better the status of women in the Democratic Republic of Congo; and
- The Mercy Ships of Africa with the donation aimed at fistula repair.

# AFMW State Member Groups

## The John James Memorial Foundation

Dr Elizabeth (Liz) Gallagher (President, ACT & Region MWS) continues to travel annually to Katherine. In July 2008, two ACT & Region MWS members, Liz Gallagher and Janelle McDonald visited the Katherine region as part of an outreach gynaecological clinic. They saw 68 women, thereby decreasing the waiting list for transport from Katherine to Darwin for treatment.

## NSW Medical Women's Society (MWS)



### Mentor Program has been launched

The Medical Women's Society of NSW (MWS NSW) has launched a program that provides female junior doctors and medical students with a senior female doctor mentor. The program matches volunteer mentors (GPs, specialists, registrars or residents) with junior doctors and medical students who are seeking a mentor. Mentees and mentors are matched based on the preferences indicated by both parties.

## International Focus

### CLIMATE CHANGE

Dr Liz Rickman was instrumental in the AFMW's proposed Resolution on CLIMATE CHANGE at the 2010 MWIA International Congress.

MWIA acknowledges that climate change is occurring as a result of human activity, particularly in the use of fossil fuels and recognizes the reports of the UN's Intergovernmental Panel on Climate Change. MWIA recognizes that climate change will have widespread health and social consequences for many people. MWIA urges a radical reduction in greenhouse gas emission in accordance with the Kyoto Protocol.

MWIA recognizes that as a result of climate change, sea levels will rise which will displace certain populations.

MWIA supports that people who are displaced as a result of climate change be granted refugee status.

MWIA recognizes the responsibility of industrialised countries to assist other nations, both financially and with technical assistance, in their adapting and responding to the climate change that is already affecting them, as well as assisting these countries to reduce their contribution to further climate change.

# AFMW State Member Groups

## ADVOCATING HUMAN RIGHTS FOR GLBTI PEOPLE

The AFMW also proposed a Resolution on HUMAN RIGHTS FOR GLBTI PEOPLE (gay, lesbian, bisexual, transgender, and intersex peoples) at the 2010 MWIA international congress.

The MWIA recognizes that in many countries homosexual, lesbian, bisexual and transgender people face discrimination in the form of violence and persecution. The MWIA acknowledges that it is a basic human right to live and work free from such discrimination and persecution. Therefore, the MWIA urges governments to remove legislation that discriminates against GLBTI peoples, and urges for legislation to protect the basic human rights of GLBTI peoples. The MWIA encourages that where there is the substantial threat or actual persecution and discrimination on the basis of sexual orientation or gender identity, that this be grounds for refugee status being granted.

## QLD Medical Women's Society (MWS)



The Queensland Medical Women's Society (QMWS) was formed in 1937. Today they hold regular events for their members. The March meeting was well attended and it welcomed new medical women and interns from across Brisbane were also invited. The guest speaker, was Victoria Brazil. She is an emergency physician at the Royal Brisbane and Womens Hospital, and Director of Queensland Medical Education and Training (QMET), the statewide body for coordination of medical education and training activities within Queensland Health (QHealth) and with other stakeholders in the jurisdiction. Her topic was "I never let my schooling interfere with my education" (Mark Twain).

Dr Michele Pathe, a forensic psychiatrist spoke on "Stalking of medical professionals" at the June dinner meeting. This was both sobering and empowering.

At the August dinner Dr Andrew Burke an infectious diseases and respiratory physician presented "Flight risk: You, your patient and everyone around you" looking at air plane travel. Also that night Dr Sarah Cherian of Sullivan Nicolaides Pathology, delivered a presentation which highlighted different diseases travellers from overseas may return with.

Annually the QMWS group collects donations at their December meeting for a charity. Last year a donation was presented to an organisation called Second Chance.

# AFMW State Member Groups

## Victorian Medical Women's Society (VMWS)

The VMWS is a busy state group that is actively pursuing an exemption with the Victorian Civil and Administrative Tribunal, under section 83 of the Equal Opportunity Act 1995. They hold regular meetings and workshops for their members. A major ongoing project is the Happy Healthy Women, Not Just Survivors project.



### Happy, Healthy Women, Not Just Survivors Project (HHWNJS)

Happy, Healthy Women, Not Just Survivors (HHWNJS) is a joint advocacy initiative between the Australian Women's Coalition (AWC), the Australian Federation of Medical Women (AFMW) and the Victorian Medical Women's Society (VMWS).

Sexual violence is a common experience for women in Australia, with 1 in 3 reporting sexual violence over their lifetimes and 1 in 10 reporting penetrative or attempted penetrative sexual abuse. Significant health consequences result over a lifetime, and with domestic violence, sexual violence is responsible for the greatest burden of disease for women aged 18-45 years. In spite of this, women who experience sexual violence are reluctant to access healthcare services. There is a critical dissonance between survivors' needs and service provision.

A consultation report that advocates a long-term model of care for survivors of sexual violence was launched in Victoria on 14 September 2010. The project is ongoing and is now seeking funding to pursue several key tasks.

### Annual Constance Stone Oration

The Constance Stone Oration is awarded by the VMWS annually. The Oration celebrates the past and present achievements of the VMWS and medical women and is named to honour the first female registered to practice Medicine in Australia. Speakers are invited to deliver the Oration because of their significant achievements that are in keeping with the aims of the VMWS.

The Constance Stone Award is supported by a bequest to the VMWS by Dr Merrilyn Murnane, AM. The 2011 award was presented to Dr Gytha Betheras.

Celebrating  
past and  
present  
achievements  
of the VMWS  
and medical  
women

# Financial Statements

**AFMW Incorporated**  
**ABN 55 066 552 485**  
**Detailed Profit and Loss Statement**  
**For the year ended 30 June 2011**

	2011 \$	2010 \$
<b>Income</b>		
Grants Received	-	33,300
Distribution from trusts	1,749	2,348
Interest received	427	5
Interest received - Esanda	-	845
Affiliation Fees Received	6,464	16,918
Advertising	1,500	-
<b>Total income</b>	<b>10,140</b>	<b>53,417</b>
<b>Expenses</b>		
Accountancy	-	1,000
Advertising and promotion	494	2,846
Administration Fees	860	-
Amortisation Expense	639	639
Conference/seminar costs	1,204	1,666
Grants Paid	-	20,514
Insurance	1,236	764
Postage & Stationary	555	-
Project Costs	16,476	-
Refunds / Reimbursements	-	1,047
Subscriptions	232	5,265
Travelling Expenses	987	2,599
<b>Total expenses</b>	<b>22,683</b>	<b>36,341</b>
<b>Profit (Loss) from Ordinary Activities before income tax</b>	<b>(12,543)</b>	<b>17,076</b>

NOTE: Affiliation fees received in 2010 saw one state MWS pay their dues twice, the overpayment was held over for the next financial year.

# Financial Statements

**AFMW Incorporated**  
**ABN 55 066 552 485**  
**Detailed Balance Sheet As At 30 June 2011**

	Note	2011 \$	2010 \$
<b>Current Assets</b>			
<b>Cash Assets</b>			
Cash At Bank - ANZ #1007-20849		4,058	4,054
Cash At Bank - WBC Chq 13-2721		23,222	36,216
		<u>27,280</u>	<u>40,270</u>
<b>Current Tax Assets</b>			
BAS Refundable		1,460	-
		<u>1,460</u>	<u>-</u>
<b>Total Current Assets</b>		<u><b>28,740</b></u>	<u><b>40,270</b></u>
<b>Non-Current Assets</b>			
<b>Receivables</b>			
AFMW - Leadership		-	1,536
		<u>-</u>	<u>1,536</u>
<b>Other Financial Assets</b>			
Westpac Moderated Gth Fund		24,617	23,174
Westpac Balance Fund		4,470	4,164
ANZ Term Deposit #9872-62008		10,420	10,000
		<u>39,508</u>	<u>37,338</u>
<b>Property, Plant and Equipment</b>			
Plant & equipment - at cost		1,395	1,395
Less: Accumulated depreciation		<u>(1,395)</u>	<u>(1,395)</u>
		<u>-</u>	<u>-</u>
<b>Intangible Assets</b>			
Other intangibles		3,197	3,197
Less: Other intangibles amortisation		<u>(1,918)</u>	<u>(1,279)</u>
		<u>1,279</u>	<u>1,918</u>
<b>Total Non-Current Assets</b>		<u><b>40,786</b></u>	<u><b>40,792</b></u>

The accompanying notes form part of these financial statements.

# Financial Statements

**AFMW Incorporated**  
**ABN 55 066 552 485**  
**Detailed Balance Sheet As At 30 June 2011**

	Note	2011 \$	2010 \$
<b>Total Assets</b>		<u>69,526</u>	<u>81,062</u>
<b>Current Liabilities</b>			
<b>Current Tax Liabilities</b>			
GST Payable		-	1,181
		-	1,181
<b>Total Current Liabilities</b>		<u>-</u>	<u>1,181</u>
<b>Non-Current Liabilities</b>			
<b>Financial Liabilities</b>			
<b>Unsecured:</b>			
AFMW - Gender and Culture		3,651	1,650
AFMW - Leadership		187	-
		<u>3,837</u>	<u>1,650</u>
<b>Total Non-Current Liabilities</b>		<u>3,837</u>	<u>1,650</u>
<b>Total Liabilities</b>		<u>3,837</u>	<u>2,831</u>
<b>Net Assets</b>		<u>65,689</u>	<u>78,232</u>
<b>Equity</b>			
<b>Issued Capital</b>			
Investment Fluctuation Reserve		(7,896)	-
Retained profits / (accumulated losses)		<u>73,585</u>	<u>78,232</u>
<b>Total Equity</b>		<u>65,689</u>	<u>78,232</u>

The accompanying notes form part of these financial statements.



# Financial Statements

**AUSTRALIAN FEDERATION OF MEDICAL WOMEN INCORPORATED**  
**FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2011**

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**NOTES TO AND FORMING PART OF THE FINANCIAL ACCOUNTS**  
**AS AT 30 JUNE 2011**

**1. INCOME TAX**

The association is exempt from tax under s23 of the Income Tax Assessment Act (ITAA) 1936.

**2. INCORPORATION**

The Australian Federation of Medical Women became incorporated on 27<sup>th</sup> September 1994 to become the Australian Federation of Medical Women Incorporated.

**STATEMENT OF OFFICERS**

In the opinion of the Board

- (a) The accompanying Income & Expenditure Account is drawn up so as to give a true and fair view of the results of the corporation for the period ended 30 June 2011.
- (b) The accompanying Balance Sheet is drawn up so as to give a true and fair view of the state of affairs of the corporation as at the end of the period.
- (c) At the date of this statement, there are reasonable grounds to believe that the corporation will be able to pay its debts as and when they fall due.
- (d) No officer has received or become entitled to receive during or since the financial year, a benefit because of a contract made by the corporation or a related body corporate with the officer, a firm of which the officer is a member or a corporation in which the officer has a substantial financial interest. This statement excludes a fixed salary of a full-time employee of the corporation or related body corporate.

Signed in accordance with a resolution of the Committee.

  
.....  
**PRESIDENT**

  
.....  
**TREASURER**

# Financial Statements

**INDEPENDENT AUDITORS REPORT  
TO THE MEMBERS OF  
AUSTRALIAN FEDERATION OF MEDICAL WOMEN INCORPORATED**

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## SCOPE

We have audited the financial statements comprising Income and Expenditure Statement, Balance Sheet, and Notes for the period ended 30 June 2011. The Corporation Officers are responsible for the preparation and presentation of the accounts and the information they contain. We have conducted an independent audit of these accounts in order to express an opinion on them to the members of the corporation.

Our audit has been conducted in accordance with the Australian Auditing Standards to provide reasonable assurance as to whether the accounts are free of material misstatement. Our procedures include examination, on a test basis, of evidence supporting the amounts and other disclosures in the accounts, and evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the accounts are presented fairly in accordance with Australian Accounting Concepts and Standards so as to present a view of the corporation which is consistent with our understanding of its financial position and the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

## Audit Opinion

In our opinion the accounts of the Corporation are properly drawn up:

- (a) So as to give a true and fair view of:

The state of affairs of the Australian Federation Of Medical Women Incorporated as at 30 June 2011 and of the result for the financial period ended on that date; and

- (b) In accordance with applicable accounting standards.

**WIDDUP BARILLA**

**CHARTERED ACCOUNTANTS**

  
Garry Widdup FCA

**Hurstville**

**Date: 15 November 2011**



