

ANNUAL REPORT

2022-2023



Australian Federation
of Medical Women
the voice of australian medical women

Presented at the
18 Nov 2023 AGM

“ 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.



ACKNOWLEDGEMENT

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land and sea in which we live and work, we recognise their continuing connection to land, sea and culture and pay our respects to Elders past, present and future.

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AFMW PATRON

DR CATHY FOLEY

“ Australia’s Chief Scientist, Dr Cathy Foley AO PSM, has been AFMW’s patron for the previous three years. Dr Foley continues in this role.



Dr Foley is renowned for her significant contributions to research science, the advancement of women in physics, and to professional scientific organisations. Dr Foley’s scientific excellence and influential leadership have been recognised with numerous awards and fellowships, including being elected to the Australian Academy of Science in 2020, along with an Order of Australia for service to research science and to the advancement of women in physics. She was elected as a Fellow of the Australian Academy of Technological Science and Engineering in 2008 and was elected as an honorary Fellow of the Australian Institute of Physics in 2019.

Dr Foley was awarded Agenda Setter of the Year in the Women’s Agenda Leadership Awards in 2019, the Australian Institute of Physics Medal for Outstanding Service to Physics in 2016, and the Clunies Ross Medal of the Australian Academy of Technological Science and Engineering in 2015. In 2014, she was awarded the International IEEE Award for Continuing and Significant Contributions to Applied Superconductivity, and in 2013 she was named Woman of the Year’ by the NSW Government.

PHILOSOPHY, MISSION & VALUES

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 non-financial 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 women and men.
DEVELOPMENT	Further the development of medical women through education and research, particularly in relation to the health of women and children.

Mission

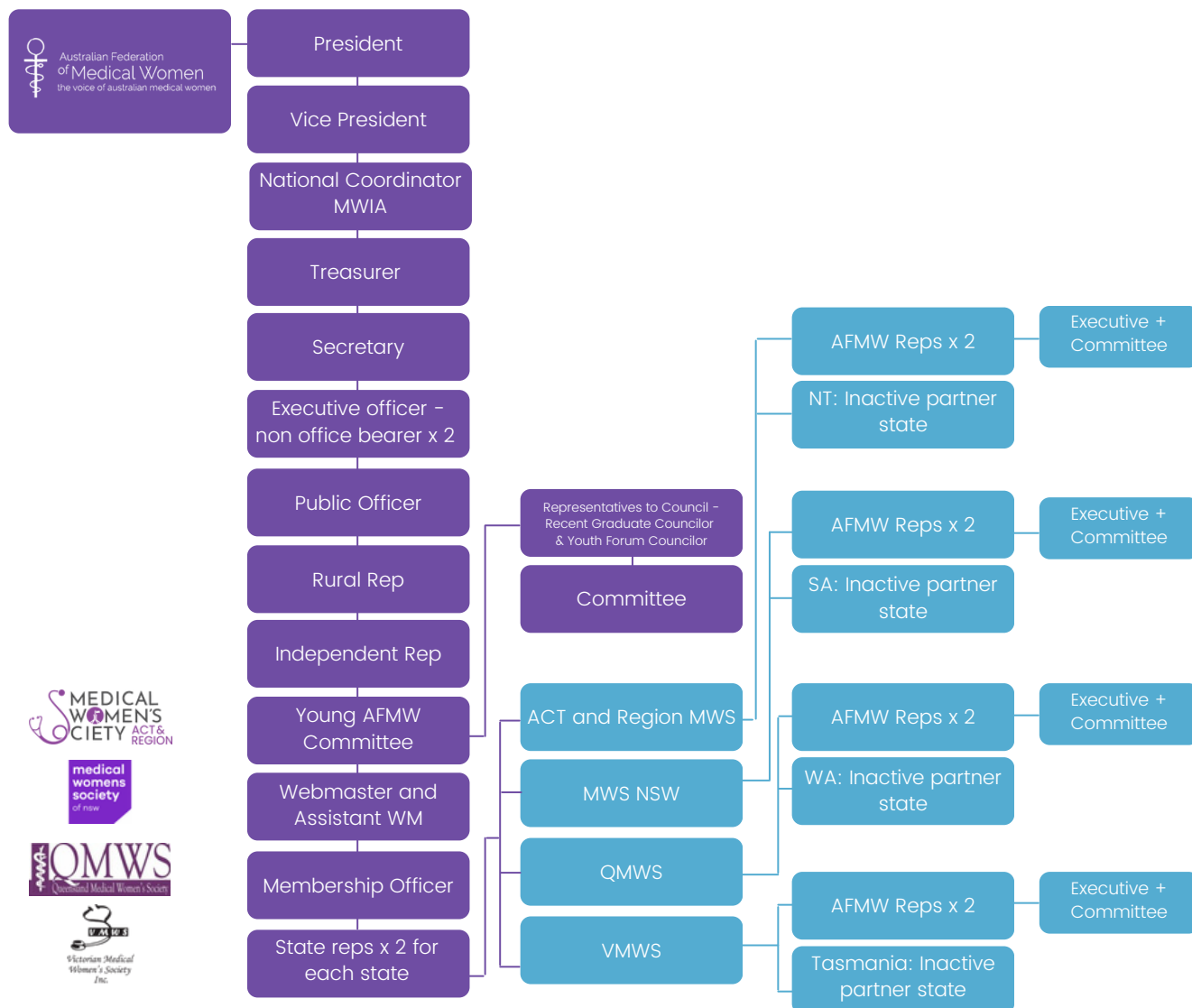
The Australian Federation of Medical Women (AFMW) was formed in 1927 to promote and develop the formal practice of medicine among women.

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.

Vision

The voice of Australian medical women advocating for, and supporting the health and welfare of our local, national and international communities

ORGANISATIONAL STRUCTURE & 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 voices in existing national academic and health areas so that the contributions of medical women can be fully realised and their skills fittingly applied to meet the medical education and healthcare needs of all Australians.

Objectives

- 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 problems together and foster the co-operation of medical women in matters of 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.

History

- | | |
|--------------|---|
| 1895 | 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) |
| 1929 | 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 |

EXECUTIVE AND COUNCIL MEMBERS



Assoc/Prof Magdalena Simonis AM
President



Dr Sarah Coll
Vice President



Dr Katrina Harris
Secretary



Dr Desiree Yap AM
Treasurer / National Co-ordinator



Dr Evelyn Konstantolpoulos
Deputy Treasurer



Dr Marjorie Cross OAM
Non-Executive Officer / RAP Chair

EXECUTIVE AND COUNCIL MEMBERS



Dr Catherine 'Kate' Duncan AM
National Co-ordinator



Dr Brenda Masters
Non-Executive Officer



Dr Marissa Daniels
yAFMW Co-chair



Dr Helena Franco
yAFMW Co-chair



Dr Naseera Naeem
Joint Recent Graduate Councilor
yAFMW Co-chair



Dr Emily Horan
Joint Youth Forum Councilor
yAFMW Co-chair

EXECUTIVE AND COUNCIL MEMBERS



Dr Marjorie Cross OAM
ACT Representative



Dr Brenda Masters
ACT Representative



Dr Sharon Tivey
NSW Representative



Prof Gabrielle Casper
NSW Representative



Dr Anita Sharma
QMWS Representative



Dr Jennifer Schafer
QMWS Representative

EXECUTIVE AND COUNCIL MEMBERS



Dr Madhura S Naidu
VMWS Representative



Dr Katrina Harris
VMWS Representative



Dr Evelyn Konstantopoloulos
Membership Officer



Dr Sandra Hirowatari
Rural Representative



Assoc/Prof Deborah Colville
Immediate Past President



Dr Ann Olsson
Public Officer

“ This annual report coincides with the close of the AFMW Triennium which covers the length of my three year Presidency.

At my commencement in November 2020, we were navigating the uncertainties around the COVID-19 pandemic, national border closures, travel restrictions, lockdowns, social and physical distancing and the vaccination roll out.

Oral antivirals were still being developed, the health workforce was struggling with access to personal protective equipment (PPE) and as Australia is a vast and diverse country, there was constant debate around which public health strategy was safest for its community.

We hosted all meetings online and for the first year, held meetings almost weekly to maintain a sense of connection and to exchange information. We met with our neighbours in the Western Pacific region frequently and learned from each other's national experiences and responses.

It was a steep learning curve for everyone and with it, the health literacy of the nation became a topic of intense focus.

We are now in 2023 and even with the resurgence of the latest strains of COVID-19 in the community, most of us have learned to live with and manage the risks with minimal official intervention.

My strategic plan as set out at the start of my presidency contains three core components which include:

1. Technology and Communications,
2. Climate Health Action Group (CHAG)
3. Medical Women in Technology and Health (MedWiTH)



Associate Professor Magdalena Simonis AM
AFMW President

1. Technology and Communication

[Website](#) review, [ebulletin](#) for member engagement, WhatsApp Council Group, expansion of the online platform for national and international events, hosting regular meetings and events. Our membership has grown as has our social media presence. The communication strategy includes stakeholder and member engagement which encompasses our advocacy efforts, its reach, our ability to respond to invitations and our visibility on a national scale.

2. Climate Health Action Group (CHAG)

Establishment of CHAG, a vision statement for AFMW, partnering with leaders in climate health advocacy. If we don't protect this magnificent planet which we share with all creatures big and small, all else becomes irrelevant. We have made our voice known clearly [here](#) in this published article and have a dedicated website link to climate.

3. Medical Women in Technology and Health (MedWiTH)

To engage, inform, inspire women doctors, and encourage participation in this industry; hosting online sessions, partnering with leading organisations and discussion. Technology and health – this is the largest growing industry which regardless of how engaged we are or not, will influence how we practise medicine and manage our patients. So, let's be a part of this change.

Some additional initiatives are included with links here:

Circle of Kindness – Online sessions which are open to all members and provide a safe space to share.

Governance review – Chaired by Dr Kate Duncan AM and Governance Subcommittee. Ongoing.

Herstory – Ongoing, building a solid catalogue of mentoring stories of our members.

Reconciliation Action Plan – AFMW RAP Chair, Dr Marjorie Cross OAM oversees its implementation for our organisation. We are currently in the 'reflection' phase of the process.

AFMW President's Awards – At the end of this triennium, nine women will have received awards, and my hope is that this will become an AFMW tradition. It's been the highlight of each year for me as the aim is to annually acknowledge a young medical woman who makes notable contributions to the health of women and our organisation, a medical woman who is a leader and who impacts the nation, and to an AFMW elder who has paved the way for the next generation.

UN CSW Parallel – AFMW sessions: we hosted three and invited a range of partner organisations and speakers.

Much of our advocacy has focused on the ongoing issues around gender equity, sexual and reproductive health access, indigenous health, doctor well-being and strengthening women in leadership.

Some of the projects and conversations AFMW has contributed to just this year include:

- Invitation to AFMW inform the National Strategy to Achieve Gender Equality
- Invitation to inform the Universal Access to Reproductive Healthcare in Australia
- December 20th 2022: Advocacy – women's health– AFMW Executive endorsed the submission led, by Professor Susan Davis AO: Mainstreaming menopause: equity in knowledge, access and care.

- Advocacy Women's Health - Menopause Roundtable at Parliament House, with the Parliamentary Friends of Women's Health Group.
- Climate Council IWD media campaign <https://youtu.be/cyM--MiZq74>
- Women's Health - Assistant Minister for Health and Aged the Honourable Ged Kearney MP - [meeting with M Simonis](#)
- Advocacy and Education MedWiTh - AFMW UN CSW67 parallel session. Our chosen theme "leading through the digital revolution to empower women and girls no matter how far the distance."
- Partnership - with Australian Women in Health Leadership (AWHL) Monash University.
- Advocacy - women's health - AFMW Submission to National Strategy for Gender Equality Australia
- Advocacy - women's health: Senate Community Affairs References Committee - Inquiry into Universal Access to Reproductive Healthcare in Australia hearing- attended by M Simonis, M Cross, K Duncan, M Dorrington. See submission [here](#) and hearing transcript [here](#).

The face of AFMW Executive is changing with the engagement of Young AFMW members and the rotation of our senior members as we encourage a revolving door approach which aims to promote diversity of opinion, skills and provide opportunity to develop skills.

In closing for 2023, it has been an honour to lead AFMW from 2020 - 2023, through its changes and growth and I extend my heartfelt gratitude to the AFMW members, our Council, our technical support Kley MacPherson, and our partners for their contributions. ”



Associate Professor Magdalena Simonis AM
AFMW President

NATIONAL COORDINATOR REPORT

“ Dr Catherine Duncan and I (Dr Desiree Yap AM) are honoured to present the annual report for 2023, outlining the MWIA activities, accomplishments, and contributions to the global medical community. MWIA is an association of medical women and students representing women doctors from all six continents and eight regions. It is one of the oldest international medical organisations. All AFMW members are automatic members of MWIA.

Medical Women's International Association



In 2023, MWIA, an organisation that shares the same world view as AFMW, continued to advocate for gender equality in healthcare, empower women in medicine, and make a meaningful impact on healthcare worldwide, working towards the mission of advancing women in medicine and promoting gender equity in healthcare.

MWIA members and officials have actively participated in MWIA's global events, representing Australia at international conferences and forums and fostered collaborations with MWIA chapters worldwide, seeking to expand the MWIA global network.



President
Dr. Eleanor Nwadinobi



President-Elect
Dr. Amany Asfour



Secretary General
Dr. Mariam Jashi



Treasurer
Dr. Eliza Lo Chin



Northern Europe
Dr. Elizabeth Lorraine-Lichtenstein



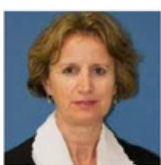
Central Europe
Dr. Edith Schratzberger-Vécsei



Southern Europe
Dr. Concetta Laurentaci



North America
Dr. Connie Newman



Latin America
Dr. Nelci Zannon Collange
Brazil



Near East and Africa
Dr. Claribel Abam
Nigeria



Central Asia
Dr. Darunee Buddhari
Thailand



Western Pacific
Dr. Bong Ok Kim
Republic of Korea

Global Activities

- Providing an important voice and influence on issues of interest to medical women e.g. work-life balance, maternity leave, career progression, fighting discrimination and mentoring of young medical doctors and students.
- Initiating and supporting scientific projects relating to health and well-being – locally, nationally and globally.
- Developing training modules for physicians e.g. on gender mainstreaming, violence against women and girls, and adolescent sexuality.
- Serving as a platform for medical women and students to foster dialogue and action on various health issues internationally e.g female genital mutilation, women's reproductive health and maternal and infant mortality.



More information on MWIA activities can be found on the MWIA [website](#).

AFMW National Representation within MWIA

AFMW members actively participated in MWIA's global events, such as conferences and forums, where they shared insights and experiences with the international community. We also fostered collaborations with MWIA chapters worldwide, strengthening our global network. Dr Desiree Yap AM as out-going Vice President of MWIA Western Pacific Region attended the MWIA Triennial meeting in Taipei, Taiwan in July 2022. Sadly because of COVID related travel restrictions apart from the Executive Committee, the conference was held online. The Western Pacific Region has help 2 virtual business meetings in the last 12 months.

AFMW is dedicated to advancing our connections with MWIA in the coming years, furthering our collaborations internationally.

Lastly, we hope to see as many AFMW members as possible at the MWIA Western Pacific Region Meeting July 18-20, 2024, Cebu, Philippines. This will be a fantastic opportunity to meet colleagues not only from the Philippines – whose Chapters are very active in providing essential direct care as well as advocacy and educational opportunities, but members from the wider region and other international members. Details will be circulated through the AFMW newsletters and on the AFMW website once available.



By Dr Catherine Duncan AM and Dr Desiree Yap AM
National Co-Coordiators,
Australian Federation of Medical Women

“ AFMW Congratulates...



Clinical A/Prof Magdalena Simonis AM

Congratulations to A/Prof Magdalena Simonis AM, awarded the Member (AM) in the General Division of the Order of Australia. For significant service to medicine through a range of roles, and to women's health. Additionally, She was also recognised for her contribution to Australia's pandemic response on the COVID-19 Honour Roll.

Prof Jane Gunn AO

Congratulations to Professor Jane Gunn, awarded an Officer of the Order of Australia (AO) in the King's Birthday Honours for distinguished service to medical administration in leadership roles, to tertiary education and research, and to the community. She was also recognised for her contribution to Australia's pandemic response on the COVID-19 Honour Roll.



Dr Liz Rickman AM

Congratulations to Dr Elizabeth Rickman AM, awarded the Member (AM) in the General Division of the Order of Australia. Dr Rickman from New South Wales is awarded the AM for her service to medicine and women's health. Among her many achievements she has served as on the Pride Foundation's LGBTIQ+ Refugee and Asylum Seeker Advisory Group.

“ Congratulations AFMW President Award Recipients



Dr Marjorie Cross OAM

AFMW President's Award for Excellent Service to the Health of the Nation and the profession through numerous roles and to the Australian Federation of Medical Women



Dr Anne Myers

AFMW President's Honour In recognition of excellent contribution to the health of women and the community.



Dr Katrina Harris

AFMW President's Young AFMW Award In recognition of excellent contribution to Victorian Medical Women's Society and AFMW

Previous AFMW President Award Recipients

2022 – Professor Raina MacIntyre | Dr Madhura S Naidu | Dr Merrillyn Murnane AM

2021 – Dr Karen Price | Dr Kathleen Hayes | Dr Marissa Daniels

AFFILIATIONS AND PARTNERSHIPS

Advancing Women in Health Care Leadership

Doctors for the Environment Australia

Australian Conservation Foundation

Brilliant Women in Digital Health

AWHN Australian Women's Health Network

National Council of Women of Australia

Climate And Health Alliance

Better Futures Australia

WP MWIA

MWIA

Australian Indigenous Doctors Association

Breast Cancer Network Australia

RACGP

Australian Medical Association

White Ribbon Foundation

Human Rights Foundation

United Nations Office for Women / CSW

World Health Organisation

Australian Women's Coalition

Digital Health Festival



Advocacy and National Reviews

- Sept 21st 2023: Advocacy RAP – Referendum on the VOICE – AFMW Supports ‘Yes’ to the VOICE
- May 31st 2023: Advocacy CHAG – AFMW President joined our partners, Healthy Futures and Doctors for the Environment on the steps of Parliament to ask Victorian Minister for Climate Action Lily D’Ambrosio to support Victorians to switch from gas to renewable electricity urgently to protect their health – this was then actioned with policy changes and commitments made.
- 28th April 2023: Senate Community Affairs References Committee – Inquiry into Universal Access to Reproductive Healthcare in Australia hearing – attended by M Simonis/ Kate Duncan/ Marjorie Cross/ Melanie Dorrington.
- April 19th: Advocacy – women’s health – AFMW Submission to National Strategy for Gender Equality Australia
- March 14th 2023: Advocacy Women’s Health – Assistant Minister for Health and Aged the Honourable Ged Kearney MP – meeting with M Simonis_
- March 14th 2023 Canberra: Menopause Matters Roundtable
- December 13th 2022: Advocacy – Invitation to inform the Universal Access to Reproductive Healthcare in Australia
- December 20th 2022: Advocacy – women’s health- AFMW Executive endorsed the submission led, by Professor Susan Davis AO: Mainstreaming menopause: equity in knowledge, access and care_
- November 22nd 2022: Advocacy – Invitation to AFMW inform the National Strategy to Achieve Gender Equality



COVID-19 Study Results

“ During the pandemic, co-Chairs A/Prof Magdalena Simonis (Australia), Prof. Antonella Vezzani (Italy) and Prof. Magda Carneiro - Sampaio (Brazil) of the MWIA Scientific and Research Subcommittee invited members and non-members to participate anonymously in a voluntary, online survey to explore the experiences of women doctors from around the world. The study aimed to fill a significant gap in the research during COVID-19. The survey was open from December 2020 until end April 2021 and here is the summary of the findings.

Title Medical Women's International Association (MWIA) survey of COVID-19 experiences of women doctors as healthcare providers

Alfred Project number: 761/20
Magdalena Simonis Principal Investigator (Australia)
Antonella Vezzani, (Italy) Maria Carneiro- Sampaio (Brazil)

Key areas investigated

1. Demographics
2. Work during COVID-19
3. Income
4. PPE supplies
5. Workplace safety / support
6. Information access during pandemic
7. Workplace exposure to COVID
8. Vaccinations
9. Personal experience of COVID: mental health, wellbeing

Results

There were 27 questions, with 1478 responses, 1110 (75%) completion rate. MWIA members made up 51.09% of the respondents and non-MWIA members 48.91%

- Respondents were mainly from Sweden (n=336, 24.83%) Italy (n=265, 19.59%), Australia (n=207, 15.30%)
- 88.09% (n=1197) aged > 35 years
- 56% worked >20 years
- 86.5% worked in urban locations; rural (11.52%) & remote regions (2.42%)
- 27.44% worked in general practice (up to 50% in Aust/ Sweden and Italy)
- Physician (17.68%), research/academia (9.39%), obstetrician and gynaecologist (8%), paediatrician (8%), and teaching (8%), surgeon (6.97%)
- 40.35% (n=523) worked fulltime face-to-face,
- 53.39% (n=630) did not have sufficient supplies of PPE,
- 38.85% (n=46) had treated patients with COVID-19
- 65.53% (n= 768) had not been fit tested

Challenges you experienced working during COVID-19

anxiety available work home training pandemic isolate income non knowing
 appointments wear masks doctors people isolation less lot contact made
 COVID-19 beginning children disease Lack PPE working longer hours many
 delays see still uncertainty sick practice different needed place day
 without support parent staff home schooling due provide home felt
 time keep PPE new patients etc work meetings
 covid give lack now family first wave masks concerns
 hospital Difficulty colleagues fear risk telehealth hard ward used
 worse care Balancing able even though going health care stress help enough
 sometimes challenging visit testing distance changing workers take protection
 increased see patients difficult worry managing happen want tasks trying exposure
 information better

Advocacy issues

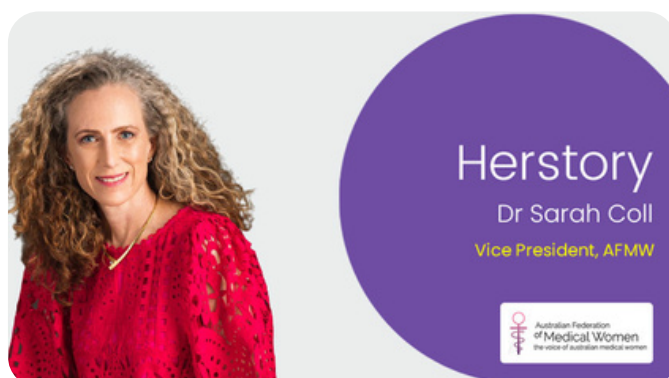
- Gender equity review in workplace
- Remuneration - loading for frontline risk
 - sick leave / carer leave/ parental leave
- Mental health support for healthcare profession – inhouse and community
- Childcare – subsidies
 - onsite childcare with flexibility
- Leadership and Communication – representation of and inclusion of women in decision making from the start.
- Work Safety protocols to incorporate gender lens.
- Workspace design.

AFMW – Herstory

The online AFMW Herstory E-Book, gives AFMW members the opportunity to contribute to the AFMW oral tapestry, by forming a compilation of 'our mentoring stories', in which we honour those who have changed our lives.

Creating this online AFMW story book encourages us each to consider contributing to building this over the years, into a collection of medical women's 'key take home messages', as we share the lessons we have each acquired from our own lived experiences.

The hope is that sharing these personalised 'golden nuggets of wisdom' with others will provide some benefit to our members, whilst we collate our history in one site.



MEDICAL WOMEN'S SOCIETY ACT & REGION

“ As we approach the end of an eventful year it is good to reflect on the events which have drawn us together as a Society supporting female Doctors and Medical Students in our National Capital Region. Our committee meets monthly and organises some key events in addition to offering support to aligned organisations with education, protests, rallies and lobbying events.

Highlights



Our AGM in November last year elected a strong committee of 17 who then gathered in January for a strategic planning workshop to outline the events for the year and forge strong bonds of cooperation and friendship. We also have representation from the Medical Students at ANU who provide a fresh perspective on issues and actively promote our endeavours to the Student body.

A cocktail party in March to coincide with International Womens Day at the home of one of our Specialists was a wonderful networking event well attended by both Doctors and Students. Our Education event this year focused on Cultural Awareness especially around our Indigenous Members; it allowed us to hear the perspectives of 3 local Aboriginal and Torres Strait Islander health workers, one of whom was later awarded an AFMW Bursary to progress her work.



Our annual Fundraiser took the form of a Dinner with entertainment by talented members and auctions – raising funds for the small charities we have chosen to support and providing a lovely social opportunity for everyone. The competition to win the “Most Impressively Dressed” prize was fierce as was the bidding on some of the silent auctions resulting in a very good outcome for our charities!

MEDICAL WOMEN'S SOCIETY ACT & REGION

Our Celebration Dinner in September allowed us to hear from Dr Dipti Talaulikar who has set up a support network online for Doctors internationally, and from the Student recipients of our Bursaries given in support of their Elective. We also heard from the student winner of our Essay Prize for the best essay on Gender in Medicine. Such impressive young women – the future of Medicine is in good hands!

Over the last few years we have been interacting with Dr Louise Stone and supporting her research into the sexual abuse of Doctors by Doctors. She has now written a book and a Summit event in October drew key people to Canberra to explore the topic further. MWS ACT & Region sponsored the Dinner during the summit, allowing students to attend free of charge.

We were happy to support an initiative by ANU Med Students to engage one-on-one with mentors speed-dating style to share tips and tricks in forging a career in Medicine as a Woman; there are so many ways to make it happen!

In May some of our members took part in the annual Mothers Day Classic Fun Run for Breast Cancer. In August a hardy group of 8 Snowsports enthusiasts headed to Guthega for Skiing – gorgeous weather, great camaraderie and plenty of exercise even though the snow was less than perfect! Next year we plan to go to Perisher Valley and hope to have a dozen participants. A more genteel sporting event is planned for early November – Croquet!

We continue to support local medical women and are proud of what we are able to achieve here in Canberra.

We look forward to continuing our association with AFMW in support of Medical Women in Australia.



By Dr Marjorie Cross OAM
and Dr Brenda Masters
ACT & Region MWS

MWS ACT – act.afmw.org.au

“ The Medical Women's Society of NSW continues to grow, with a steady flow of new members over the last year!

Highlights

medical
womens
society
of nsw

Celebrated 101 Medical Women across NSW in collaboration with AMA NSW, with a book and a high tea event!

Created a NSW Job Share Registry for doctors looking to access less than full time work in NSW.

Created partnerships with other organisations such as AMSA (with the Boots to Scrubs initiative) and PVOGS NSW.

Facilitated professional development with our annual Job Application Masterclass.

Discussed rural health and gender equity on the global stage, with a parallel event at the UN Commission on the Status of Women.



By S Tivey and G Casper
NSW MWS

MWS NSW nsw.afmw.org.au

“ The Queensland Medical Women's Society (QMWS) is a not-for-profit organisation, dedicated to supporting medical women, and advocating for equitable health for all – especially women and children.

Highlights



The QMWS community met quarterly for **dinner events**. Guest speakers included:

- Dr Anita Sharma: 'Matters of the Heart – Are women the forgotten species?'
- Dr Johanna Skinner: 'A Slice of Life: The Journey of becoming a GP and writer'.
- Professor Catherine Jones: 'How AI can be utilised in the field of radiology as a useful tool for medical imaging interpretation and workflow'.
- Ms Dominique Lamb (Queensland Small Business Commissioner): shared her personal story as well as a practical advice about how small businesses can find support, grants, mentoring and advice.

QMWS President, **Dr Ira van der Steenstraten** initiated 'President's Chat' – video interviews with special guests including:

- Dr Jasmina Kevric discussed the findings of her survey of Australian and New Zealand medical parents' experiences of infertility, pregnancy, and parenthood.
- Jack Graham, recipient of the Catherine Thorp-Cramb Prize in Doctors' Mental Health for his essay on suicide in the medical profession.
- Karen Hartley, Director of Hartwood Hub, was widowed at the age of 52. She wants to address the way widowed or divorced women are treated by financial and government agencies, and employment and housing sectors.
- Shona Campbell helps women with problematic drinking, whether 'sober-curious' or wanting to work through the different stages of life without alcohol.
- Dr Shabnam Gujadhur was diagnosed with Stage 1 Ovarian Cancer during her first year of medical practice, and just a few weeks after her 30th birthday.
- Amy Chien-Yu Wang, an emerging cultural leader with a passion in raising awareness on mental health issues based on her experience of post-natal depression and previous struggles with her bicultural identity as a Taiwanese-born migrant

QUEENSLAND MEDICAL WOMEN'S SOCIETY

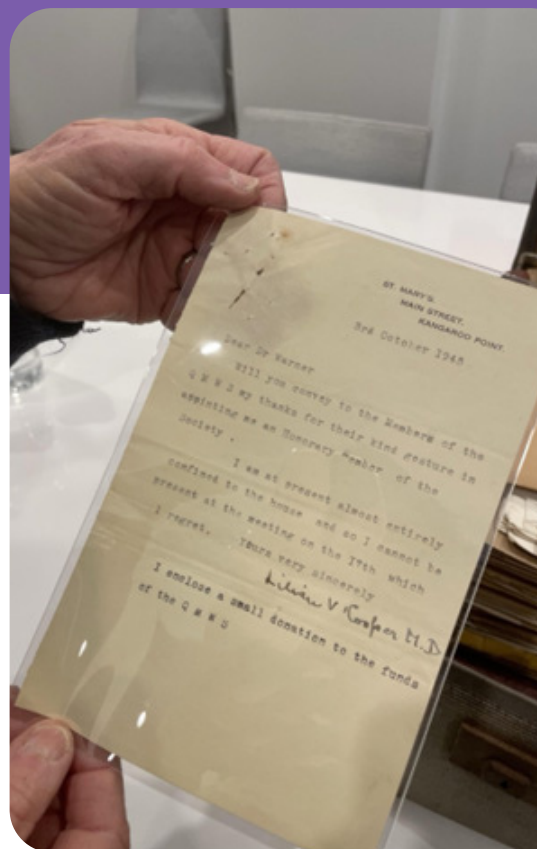
QMWS committee members Dr Sumaiya Sayed and Dr Natasha Abeysekera contributed to the online UN CSW67 – AFMW Parallel Event “Leading through the Digital Revolution to empower women and girls no matter how far the distance.”

The National Council of Women of Queensland (NCWQ) QMWS Student Bursary Program supports female medical students in Queensland who are passionate about health equity and gender equity in medicine. Three bursaries are awarded annually, each valued at \$1000:

Queensland Medical Women's Society has established two prizes for the University of Queensland medical students.

- The Jean and Joyce Stobo Memorial Prize is awarded to the student with the highest overall marks in year 2 examinations.
- The Lilian Cooper Prize was established in memory of Dr Lilian Cooper, the first woman registered as a medical practitioner in Queensland. The prize is awarded to the student with the highest overall achievement in the four years of the MD program.

The QMWS recently opened a time capsule from 1929, which included a touching letter written by Dr Lillian Cooper.



QMWS – qld.afmw.org.au

VICTORIAN MEDICAL WOMEN'S SOCIETY

“ Founded in 1895, the Victorian Medical Women’s Society (VMWS) were one of the world’s first medical organisations, and today we are the only Victorian organisation exclusively representing the women and non-binary medical workforce.

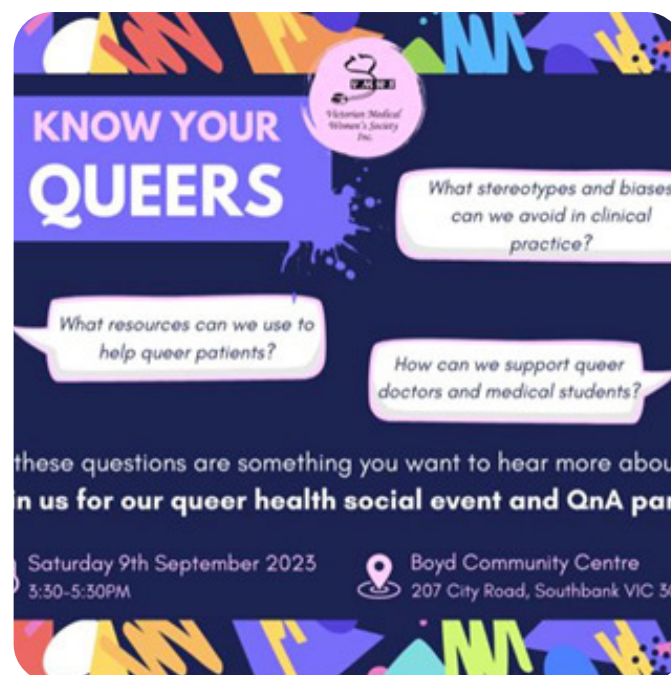


Highlights

- **CV Writing Reviews** – April/May, exclusively for members of VMWS. This year we extended the opportunity for members of VMWS to have personalized CV reviews done by our esteemed CV reviewer, Prof Deb Colville. This had a great response with several members receiving individualized feedback on their CVs.
- **Prescribing Parenthood** – 13 July, exclusively for members of VMWS. This event was held to educate and inform medical women contemplating the journey of starting a family. Panel speakers covered topics such as infertility amongst women doctors in training, parenting before/during/after training, how to break the news to medical workforce, and wellbeing and family life, and shared personal stories, highlighting the challenges and rewards of having a family whilst pursuing a career in medicine. Attendees engaged in intimate discussions, gaining practical advice and insights.



- **Know Your Queers** – 9 Sept, held with support from the Australian Lesbian and Same-Sex Attracted Medical Association's (ALMA) and open to all genders. This event was our very first face-to-face event this year, and combined a short panel discussion on queer health, including how ally doctors could learn to deliver safe and inclusive communication, followed by drinks and networking!



Special Honours to VMWS members

- **Professor Jane Gunn**, Dean of the Faculty of Medicine, Dentistry and Health Sciences, was awarded the Officer of the Order of Australia at the King's Birthday Honours for distinguished service to medical administration in leadership roles.
- **A/Prof Magdalena Simonis** was awarded the Member of the Order of Australia at the King's Birthday Honours for her significant service to medicine through a range of roles and to women's health, and was also part of the Covid Champion list.

VMWS – vic.afmw.org.au

“ The Australian Federation of Medical Women is on a quest to address the gendered impacts of climate change as we work to protect the planet that sustains us.

The Climate Health Action Group (CHAG) was established in 2021 with the aim of harnessing the voice of medical women to advocate for action to be taken, to protect the planet and our health. AFMW has rapidly increased its visibility nationally and in the western pacific region, through its strategic activities and advocacy. Women are strong agents of change and as community leaders whom the public trusts, we believe that medical women can impact change if a unified message is delivered across all sectors. Our voices amplified through partnering with DEA, CAHA, Better Futures Australia and Healthy Futures to name a few.

Our Vision

- Advocate for awareness of Climate Change and its gendered impacts
- Encourage membership participation in Climate Change advocacy at local, state, national and international levels
- Recommend doctors and hospitals decarbonize their practices and hospitals by 2030
- Unify the voice of medical women to collectively pressure governments locally, nationally and internationally
- Conduct research on climate change and health effects on women and children through our affiliations
- Reflect on indigenous knowledge of land and health and incorporate these messages



CLIMATE HEALTH ACTION GROUP (CHAG)

Highlights

1. Ongoing partnerships and joint advocacy with DEA, Healthy Futures, CAHA, Climate Council Australia, Global Climate Health Alliance, ACF, Better Futures Australia.
2. March 8th, 2023, [CLIMATE COUNCIL Video](#)
3. International Women's Day promotion this year. CC made a video promoting women climate leaders in Australia, which will mostly focus messaging on women at the forefront of climate change and climate action. Included M Simonis in this with Kate Wylie and others.
4. May 30th AFMW Letter of support for DEA GCHA Board position sent.
5. May 30th 2023: AFMW supported the Better Futures Australia, Senate Enquiry into Greenwashing
6. May 31st 2023: Healthy Futures: several advocacy partnerships including visit to Parliament House Victoria – s/w [Lilly D'Ambrosio MP Minister for Environment](#).

Partnerships

- Doctors for the Environment Australia
- Climate And Health Alliance
- Climate And Health Network Australia
- Better Futures Australia Health Working Group
- Global Health Alliance
- MWIA



Highlights

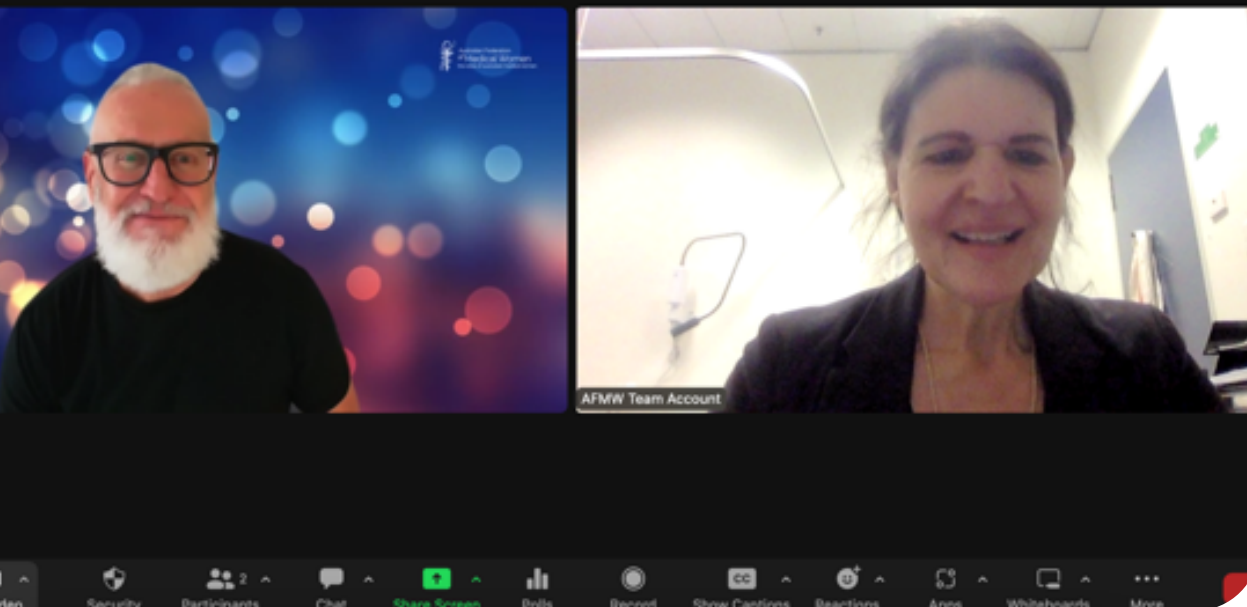
- February – September 2023 WIDH Mentoring & Leadership program – M Simonis invited to be a mentor again Graduation August 31st Sydney – A/Prof M Simonis attended as mentor
- May 2023 Brilliant Women in Digital Health Awards, promotion of this event
- August 31st 2023: M Simonis Attended the graduation of the Women in Digital Health Leadership Program. M Simonis is a mentor/leader to the program since its inception.
- AMA Vic Article: M Simonis was invited to write an article on why she believes having a women in digital health technology is important. See [here](#)
- October 19th 2023 – M Simonis attended the Telstra BWiDH Awards event which was hosted in Melbourne.



“AFMW as an organisation has expanded its communications and is now reaching its members and wider audience through our weekly eBulletin. Our website continues to be enhanced and is a growing repository of our work, much like a virtual office and library. Browsing through our website we hope you feel engaged and informed as we purposefully update so that it is not static.

Highlights 2020 - 2023

- ✓ 463 Website Posts published
- ✓ 129 Events published
- ✓ 150+ eBulletins published
- ↑ 600% Website Visitor growth
- ↑ 47% eBulletin Open Rate
- ↑ 35% eBulletin Subscriber growth



Meet the eBulletin
& web team:
Magdalena
Simonis and Kley
McPherson

“A huge thank you to Kley McPherson, who has continued to provide our web support and management throughout the year.

AFMW Circle of Kindness

This year saw the continuation of our informal forums. We had been asked several times by members and non-members if we provided peer group sessions and a safe space filled with kindness and trust where you can meet other medical women and talk about the challenges you're facing. The Circle of Kindness: Fireside Chats was formed.



RECONCILIATION ACTION PLAN (RAP)

“By the time of AGM for AFMW 2023 it will have been over a month since the Voice referendum. Before October 14th it was part of many conversations we had. Now we need to resume the conversations and reflect on the outcome. Regardless of how you voted, it is hard to ignore the uncomfortable truths the referendum brought into focus about how Australia treats First Nations people.

As First Nations Australians process the result, non-Indigenous medical women can use this time as an opportunity to find lessons in this outcome to reinforce their commitment to positive change, particularly for health and education of Indigenous Australians.

Now, with an even greater sense of urgency, we must actively listen to First Nations Australians and take proactive steps to support reconciliation so that we can bring about real, tangible outcomes.

This time can be an opportunity to resume the conversation and work towards increased unity and understanding, so that together we can continue to build a nation that works to heal historical harm and respects every voice.

Now is the time to redouble our efforts and reflect on the learnings we can take from this referendum.

Our organisations can use this result, as a signal to strengthen our efforts toward inclusivity, and step-up support for First Nations medical women.



Our organisation's Reconciliation Action Plan is as important as ever. Moving forward, we will need a demonstrated commitment to reconciliation, a roadmap for positive change addressing systemic issues, and true, measurable progress.

More than anything, the referendum demonstrated the need for truth telling. We have an opportunity to recognise the correlation between our nation's disturbing history and the injustices that continue to play out today.

Many Australians lack an understanding of the inequalities First Nations people face and the systemic issues that cause these disparities.

Aboriginal and Torres Strait Islander people are estimated to live around eight years less than non-Indigenous Australians (8.6 years for males and 7.8 years for females). They are 23% more likely to be unemployed, to experience workplace discrimination and/or harassment and have a suicide rate that sits at that of non-Indigenous people.

These are sobering facts that we cannot shy away from. Despite the rhetoric surrounding the Voice referendum, reconciliation should not be seen as a political issue – it is a human rights issue.

The necessity of such a referendum begs the question of why the fundamental rights of First Nations people required us to cast a vote. This was a point made eloquently by Prof Brad Murphy at the Conference of World Organisation of Primary Care in Sydney on October 27th.

We cannot hope to improve outcomes for First Nations people without an understanding of their historical context.

The referendum undoubtedly stoked racial tensions in Australia and exposed First Nations people to increased racism in the media and day-to-day life. Talking about racism can be confronting. As a nation, we have a difficult relationship with talking about race – for a long time (even in the diversity and inclusion space) we have talked about “cultural diversity”, and “exclusion” but rarely “racism”.

One of the key findings in the 2022 Racism at Work report is that we cannot expect to address racism in our society unless we are willing to name it. Eradicating racism requires more than just passively claiming to be non-racist – it requires anti-racism. This means actively standing up to and challenging racism. This among the issues, that the initiative led by Dr Jillann Farmer, <https://abetterculture.org.au/> medicine is seeking to address. Now is the time to carry on the promise of the Voice by centring and uplifting First Nations voices, implementing recommendations from reports authored by Aboriginal and Torres Strait Islander peoples, and supporting self-determination.

AFMW is an organisational member of AIDA and now we need to follow the advice and cues of First Nations-led organisations. AFMW has consulted with other Aboriginal and Torres Strait Islander organisations through the AFMW Purple Bush Medicine Leaves Bursary Program. This project has opened some lines of communication. More than ever, now is the time to listen to these First Nations-led organisations.

And we need to continually remind ourselves that centring voice should not contribute to identity strain or cultural load for First Nations medical women. Some suggestions from Reconciliation Australia include communicating our organisation's pledge to reconciliation and reaffirming our support for the Uluru Statement from the Heart.

You can read more recommendations from Reconciliation Australia here.

AFMW Purple Bush Medicine Leaves Bursaries Awarded

Plus Voice To Parliament Resources



Dr Marjorie Cross OAM
AFMW RAP Chair



Australian Federation
of Medical Women
the voice of Australian medical women

2023

ANNUAL REPORT

AFMW PURPLE BUSH MEDICINE LEAVES PROGRAMME

2023 Bursary Recipients



Ms Natalie Gordon

2023 AFMW Purple
Bush Medicine Leaves
Bursary Recipient



Ms Natalie Gordon is a Ngunnawal woman who is in her 3rd year of medical studies at Australian National University.

“Yuma! I’m a 41-year-old Ngunnawal woman who also comes with Irish/English heritage. My mum Jennie is a proud warrior woman whose sense for social justice can’t be outdone. My Dad is also a very determined man, who watches and observes everything. I would like to change the way Aboriginal people are taught at medical school.



Ms Megan Shuttleworth

2023 AFMW Purple
Bush medicine Leaves
Bursary Recipient



Ms Megan Shuttleworth is a Yugambah and Torres Strait Islander woman who grew up on Minjungbal country in rural Northern New South Wales. She is in her final (4th) year of the Doctor of Medicine program at Griffith University, Queensland.

“The goals of this bursary resonate with my own passions and beliefs, and it provides the means for me to attend an event very close to my heart. Having seen first-hand the long-standing effects of colonisation and intergenerational trauma, I have always strived to make a personal contribution to Closing the Gap and hopes to one day help to alleviate the inequalities in healthcare that is seen today.

AFMW PURPLE BUSH MEDICINE LEAVES PROGRAMME



Dr Julia-Rose Satre

2023 AFMW Purple
Bush medicine Leaves
Bursary Recipient



Dr Julia-Rose Satre is a Yawuru woman who was fortunate to not only grow up in Country Broome Western Australia, but also in Cairns Far North Queensland. She is a member of the Australian Indigenous Doctor's Association (AIDA)

“ As an Aboriginal woman, I have always been passionate about enabling safe birthing on country. I hope to one day obtain my advanced skill in Obstetrics to help achieve this dream. This year, I spoke at the Rotary Centenary Rotary Conference in Brisbane Hall; this gave me a platform where I shared my story and ambitions. I hope my presence will continue to grow, as I pursue my passion of being a fierce advocate for my people.



Dr Alicia Veasey

2023 AFMW Purple
Bush medicine Leaves
Bursary Recipient



Dr Alicia Veasey, a proud Torres Strait Islander woman, is an Obstetrician & Gynaecologist with a subspecialty fellowship in Paediatric & Adolescent Gynaecology (IFEPAG).

“ I am planning to attend the Australian Indigenous Doctors' Association (AIDA) annual conference in November 2023. Every AIDA conference is a special time but especially this year as I will have the honour of receiving my framed painted stethoscope from AIDA in recognition of my Fellowship with RANZCOG – a moment I have been looking forward to since I attended my first AIDA conference over 15 years ago. This bursary will assist my ability to attend this significant event along with my family.

Donor Acknowledgement

Thank you to all the supporters, advisors, referees, and donors who have made the Program possible, from its inception in 2018 until now.

Special thanks to Ms Leann Wilson and our long-term sponsors, including Regional Economic Solutions, Ochre Health, Myuma, and most recently the Healing Foundation.



AFMW Purple Bush Medicine Leaves Bursary Recipients Announced



The Purple Bush Medicine Leaves Bursary Celebration Organising Team
A/Prof Deb Colville, Dr Kathryn Mainstone and Dr Lydia Pitcher

“ International Women 's Day 2023: IWD Theme: Cracking the Code: Innovation for a gender equal future.

- IWD AMA Vic campaign highlighting women leaders
- IWD Climate Council video



UNITED NATIONS 67TH COMMISSION ON THE STATUS OF WOMEN (CSW)

“UN Theme – Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls.

March 15th, 2023, AFMW parallel session's theme was “leading through the digital revolution to empower women. [Read more on the AFMW website here.](#)

Also see the updated AFMW [CSW page](#).

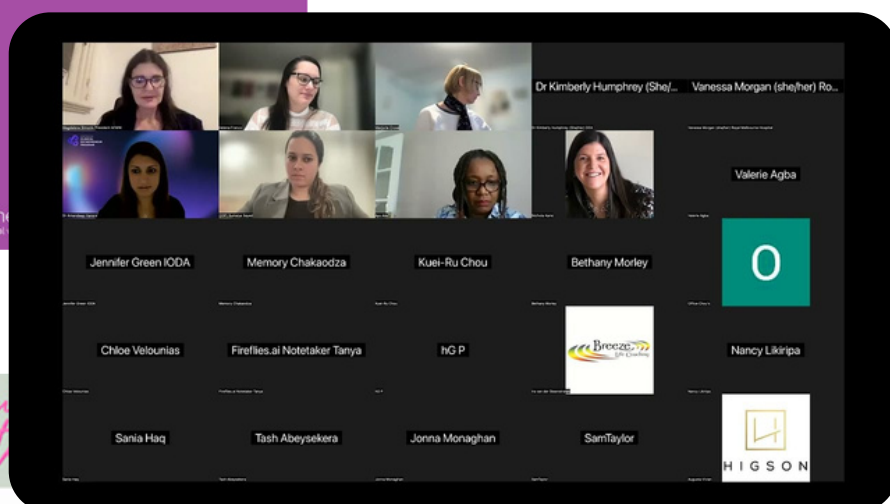


**UN CSW67
AFMW PARALLEL EVENT**

“Leading through the Digital Revolution to empower women and girls, no matter how far the distance.

PROGRAM

 Australian Federation of Medical Women
the voice of Australian medical women



**AFMW CSW
67 parallel
event**

15th March 2023
*8 pm AEDT/
*7 pm AEST/
*4 am EST

*You
Invited*

**Leading through
the digital revolution
to empower women
and girls no matter
how far the
distance.**



Join your AFMW
A/Prof Magdalene
and Dr Helen

 Australian Federation of Medical Women
the voice of Australian medical women

YOUNG AFMW (YAFMW)

“ Young AFMW (yAFMW) comprises a group of medical women who are either younger than 40 years old or fewer than 7 years since graduation from medical school.

yAFMW Committee

Our committee is lead by a core group of four co-chairs

Joint Recent Graduate Councilors for AFMW



Dr Helena Franco



Dr Naseera Naeem

Joint Youth Forum Councilors for AFMW



Dr Emily Horan



Dr Marissa Daniels

About yAFMW

Young AFMW works towards inclusive and innovative use of communication tools to keep in touch, given the restrictions and limitations of rostering on our ability to commit to pre-set meeting times. Our core group of 15 members keep in touch regularly online and meet virtually when possible or necessary.

“ The profile of rural women differs from their urban cohort. There is a higher percentage of aboriginal women, women closer to land, water and country such as farmers, fishers, ranchers. In general they are older than urban areas, with more disease burden. Hospitalisations per capita is twice their urban counterparts. When illness or injury occurs in rural Australia, access to primary health care, hospitals and specialists is less available, more difficult.

Background

The rurality of the population is related to:

- Less access to health care with poorer health outcomes
- Increased rate of maternal mortality and morbidity
- Higher rates of injury and deaths
- Higher rates of depression and suicide.

On the other side of the doctor – patient relationship, the profile of the Rural doctors also differ from their urban counterparts.

Rural Doctors

- Have a rural background;
- Mainly are “Swiss army knife” type GPs, multi functioning general practitioners who tend to take on a lot more than their urban counterparts. Very few are specialists;
- Work longer hours;
- Have a greater incidence of depression and suicide than urban or non-medical cohorts.



“AFMW includes a “rural focus” on their outreach; understanding the rural – urban differences can bring equity and inclusion to 30% of the Australian population who live rural and remote.

Activities

- I attended the Far North Queensland Lady Doctors Association (FNQLDA) annual Cairns convention with keynote Dr Caroline deCosta. They deserve recognition by AFMW for the independent medical advocacy and networking work they do.
- Queensland CFMU, Clinical Forensic Medical Unit has now morphed to FSQ, Forensic Services Queensland. This is a branch of QH which offers forensic medical services. I am involved as a Cairns Base Hospital Sexual Assault Examiner for those who have been recently sexually assaulted.
- In 2023, I have attended rural medical conferences, The RDAQ (Rural Doctors Association Queensland) annual meeting and the SRPC (Society of Rural Physicians of Canada) annual “Rural and Remote” conference, this held at the landmark Niagara Falls, the Canadian side.

Emerging Policy Issues

We expect to see backlash with the recent Voice referendum defeat. Rural and regional patients in general were in favour of the Yes option.



By: AFMW Rural Councillor Dr Sandra Hirowatari

“ Dr Evelyn Konstantopoulos and I (Dr Desiree Yap AM) took over as co-opted deputy treasurer and treasurer respectively August 8 2022. Following, please find the AFMW Financial reports for financial years ending 2022 and 2023. AFMW is solvent, but in two of the last three years it has run at a small deficit. We are in surplus this last financial year. Please see the comments to the financial statements.

Overview

When we volunteered, we did not expect to find that we had to trawl back and finalise the previous financial years and ensure that the over 10,000 plus fraudulent transactions (related to criminals trying to test their stolen cards on the AFMW account) were accounted for and monies related to fees and reimbursements where appropriate were made. As Stripe is a credit card merchant facility, AFMW accounts were not defrauded and were in no danger.

It was however a lot of work and I thank Mr Kely McPherson our IT/Web support for raising the alarm and dealing with Stripe and accountant Ms Shirley Elliott of Precisely Numbers who provided pro-bono assistance not only with that matter but in ensuring AFMW financials have been compliant over the past 3 financial years. Because of the low and simple financial turnover of AFMW, following expert advice, AFMW has been deregistered from paying GST – which we found we not only didn't need to be registered for any more, but we were behind on our payments. This has all been resolved without penalty and no tax returns have been required thanks to Ms Shirley Elliot sorting this all out for us.

Evelyn and I have focussed on the financial governance of AFMW. Evelyn and I have focussed on the financial governance of AFMW. Unfortunately, it took us nearly 6 months to have all the director's authorisations updated with Westpac as Westpac did not seem to have efficient processes for dealing with party's being in different states and not all director's being in capital cities.

We have taken steps to try and future-proof this process in the future. We have increased the sophistication of the Website and Stripe account to be able to more easily separate memberships from donations, in particular, differentiating the donations to the Purple Bush Leaves Medicine (PBLM) Bursaries and project. As a small volunteer organisation we remain very vulnerable to any poor governance processes, and as we are running so close to a deficit, the new Council will need to pay close attention to financial management going forward. We do have the BT investments to fall back on however, so there is still a small buffer.

The major operational outlays for AFMW are the MWIA membership fees, our IT/website services and our organisational and directors' insurances. The primary AFMW revenue comes from State memberships. Given the devaluation of the Australian Dollar, the MWIA fees are taking an ever larger proportion of the AFMW budget. The MWIA fees are fixed to the Swiss franc and the US dollar. The \$50 annual AFMW membership fee has not changed in almost a decade.

Going forward, the treasury team are working to create a second Westpac account for the PBLM donations (given we now have all the correct people authorised). General donations to AFMW to facilitate other projects and works are also appreciated.

Lastly, according to the AFMW constitution, the organisation does require a formal Audit to be carried out. In addition, as we are such a small organisation, formal Audits are not required by the compliance authorities. AFMW only needs a certified accountant to review and sign off on our financials. As such we have been able to save several thousand dollars on Auditor's fees. Sadly however, Ms Elliott has just let me know that she will be unable to continue her pro bono activities for the next triennium. When she agreed to assist us we were of the understanding it would only be for the financial year we took over, however in effect we have had to review the whole triennium. She has ensured we are fully compliant and updated to current reporting requirements, which are in fact less onerous than they used to be, because we are such a small organisation. As such we are extremely grateful for all she has done for us. Should anyone be able to recommend an Accountant prepared to take over her role, this would be most helpful for AFMW.

We hope we leave our co-opted positions with AFMW in a clear and compliant financial position and wish the departing AFMW Councillors well and wish all the best for the incoming team.

Dr Desiree Yap AM, AFMW Treasurer
Dr Evelyn Konstantopoulos, AFMW Deputy Treasurer



Australian Federation of Medical Women Incorporated

ABN 55 066 552 485

Profit and Loss Statement

For the year ended 30 June 2023

	2023 \$	2022 \$
Income		
Affiliation Fees Received	14,864	12,682
Individual Memberships Received	596	416
Donations Received	2,225	6,860
Other Income	700	786
Change in net market value of BT investment	1,926	(2,267)
Total income	20,311	18,477
Expenses		
Admin & Office Expenses	618	1,138
Audit and Accounting Fees	-	2,809
Bank Fees and Charges	-	10
Grants Paid	4,497	3,000
Insurance	590	1,122
IT & Website Admin	6,734	5,831
Subscriptions	500	3,274
Total expenses	12,939	17,184
Net Profit	7,372	1,293

Australian Federation of Medical Women Incorporated

ABN 55 066 552 485

Balance Sheet as at 30 June 2023

	2023 \$	2022 \$
Assets		
Cash Assets		
Westpac A/c 13-2721	16,335	19,889
Investments		
BT Investor Choice Moderate Growth Fund	31,739	30,661
BT Investor Choice Balanced Growth Fund	9,425	8,576
Total Investment	41,164	39,237
Total Assets	57,499	59,126
Liabilities		
GST Payable	283	550
Other current creditors	-	8,733
Total Liabilities	283	9,283
Net Assets	57,216	49,843
Members' Funds		
Current Year Earnings	7,372	1,293
Retained Earnings	49,844	48,550
Total Members' Funds	57,216	49,843



PUBLISHED EVENT POSTS
SNAPSHOT

OCT 12	<p>🕒 8:00 pm – 9:00 pm</p> <p>Circle of Kindness – AFMW Fireside Chat 12 Oct 2023</p> <p>Find out more</p>	JUL 14	<p>🕒 14 July – 16 July</p> <p>iDEA 2023 Conference</p> <p>Find out more</p>
OCT 11	<p>🕒 6:00 pm – 7:00 pm</p> <p>A duty to care: Mental health service responses to family violence RANZCP</p> <p>Find out more</p>	JUL 13	<p>🕒 7:00 pm – 8:30 pm</p> <p>Prescribing Parenthood: Navigating the Journey of Starting a Family as a Doctor VMWS</p> <p>Find out more</p>
SEP 19	<p>🕒 8:00 pm – 9:00 pm</p> <p>AFMW Council Meeting – 19 September 2023</p> <p>Find out more</p>	JUL 01	<p>🕒 10:00 am – 3:30 pm</p> <p>Global Women's Peace Network ASSEMBLY: A Forum for Transformative Leadership 2023 Theme: Leadership Resilience</p> <p>Find out more</p>
SEP 12	<p>🕒 7:00 pm – 9:00 pm</p> <p>Australia's doctors – driving action on climate change AMA & DEA</p> <p>Find out more</p>	JUN 21	<p>🕒 7:00 pm – 8:00 pm</p> <p>**POSTPONED** Women On Boards – Dr Jennifer Schafer AFMW</p> <p>Find out more</p>
SEP 09	<p>🕒 3:30 pm – 5:30 pm</p> <p>Know Your Queers: Queer Health Panel and Networking Event VMWS</p> <p>Find out more</p>	MAY 17	<p>🕒 8:00 pm – 9:00 pm</p> <p>Circle of Kindness – AFMW Fireside Chat 17 May 2023</p> <p>Find out more</p>
SEP 07	<p>🕒 8:00 pm – 9:00 pm</p> <p>Circle of Kindness – AFMW Fireside Chat 7 Sept 2023</p> <p>Find out more</p>	APR 27	<p>🕒 8:30 pm – 9:30 pm</p> <p>Circle of Kindness – AFMW Fireside Chat 27 April 2023</p> <p>Find out more</p>
SEP 04	<p>🕒 All day</p> <p>Women's Health Week 2023</p> <p>Find out more</p>	APR 21	<p>🕒 8:30 am – 6:00 pm</p> <p>MWIA Southern Europe Conference</p> <p>Find out more</p>
AUG 04	<p>🕒 8:30 am – 5:00 pm</p> <p>Melbourne Symposium 2023 Women & Leadership Australia</p> <p>Find out more</p>	MAR 31	<p>🕒 All day</p> <p>Health Summit Agenda Women & Leadership Australia</p> <p>Find out more</p>
JUL 27	<p>🕒 7:30 pm – 8:30 pm</p> <p>FRACKING WITH OUR HEALTH, the health impacts of gas extraction DEA AfterHours</p> <p>Find out more</p>	MAR 30	<p>🕒 1:00 pm – 2:00 pm</p> <p>Networking is not a dirty word – Virtual event Telstra Health</p> <p>Find out more</p>
JUL 22	<p>🕒 8:30 am – 5:15 pm</p> <p>Deep Dive into Dyspareunia: A multidisciplinary 1 day workshop on sexual pain</p> <p>Find out more</p>	MAR 17	<p>🕒 8:30 am – 5:30 pm</p> <p>"Let's Talk About Sex: Sexuality and Sexual Difficulties" – An introductory course Sexual Medicine and Therapy – Monash University</p> <p>Find out more</p>
JUL 14	<p>🕒 14 July – 16 July</p> <p>iDEA 2023 Conference</p> <p>Find out more</p>	MAR 15	<p>🕒 8:00 pm – 9:30 pm</p> <p>UN CSW67 – AFMW Parallel Event "Leading through the Digital Revolution to empower women and girls, no matter how far the distance"</p> <p>Find out more</p>
JUL 13	<p>🕒 7:00 pm – 8:30 pm</p> <p>Prescribing Parenthood: Navigating the Journey of Starting a Family as a Doctor VMWS</p> <p>Find out more</p>	MAR 06	<p>🕒 12:30 pm – 1:15 pm</p> <p>International Women's Day Women's Agenda & ActionAid Australia</p> <p>Find out more</p>
JUL 01	<p>🕒 10:00 am – 3:30 pm</p> <p>Global Women's Peace Network ASSEMBLY: A Forum for Transformative Leadership 2023 Theme: Leadership Resilience</p> <p>Find out more</p>	FEB 22	<p>🕒 8:00 pm – 9:00 pm</p> <p>Circle of Kindness – AFMW Fireside Chat</p> <p>Find out more</p>
JUN 21	<p>🕒 7:00 pm – 8:00 pm</p> <p>**POSTPONED** Women On Boards – Dr Jennifer Schafer AFMW</p> <p>Find out more</p>	FEB 17	<p>🕒 All day</p> <p>Doctors For Nutrition – Nutrition in Healthcare Conference 2023</p> <p>Find out more</p>

