

**MEETING TOPIC** .....AFMW Annual General Meeting  
**MEETING DATE** ..... Saturday January 18th 2025  
**TIME** ..... 10.30 am - 12 AEDT  
**VENUE** ..... F2F at Ochre Health Conference Room 6/62 Jardine St, Kingston ACT,  
 AND Teleconference (Zoom)  
<https://us06web.zoom.us/j/83346466839?pwd=OqX7ckvGMHEfLuXtAj1qgjPmms3nEx.1>  
 Meeting ID: 833 4646 6839  
 Passcode: 003993

**ATTENDEES**

Council: Suzanne Packer , Ira van der Steenstraten (F2F)

Non-Council:

**Quorum for General Meeting – 8 Members**

**APOLOGIES:**

**Emmily de Bueno, Evelyn Konstantopoulos, Desiree Yap, Linda Welberry**

Item No	Description	
1.	<b>Welcome, Acknowledgement of Country, In Attendance</b>	
2.	<b>Honours to members</b>	Updates invited
3.	<b>Deaths</b>	Updates invited
4.	<b>Acceptance of the minutes of previous meeting</b> <i>Moved: Second:</i>	
5.	<b>EXECUTIVE REPORTS</b>	
5.1.	<u>AFMW President's Report</u> <b>(Refer submitted report)</b> <i>Moved: Seconded:</i>	
5.2.	<u>AFMW Treasurer's Report</u> <b>(Refer submitted report)</b> <i>Moved: Seconded:</i>	

5.3.	<p><u>AFMW Secretary's Report</u>  <b>(Refer submitted report)</b>  <i>Moved:</i> <span style="float: right;"><i>Seconded:</i></span></p>	
<p><b>6. .</b></p> <p><b>6.1. .</b></p> <p><b>6.2. .</b></p> <p><b>6.3. .</b></p> <p>6.3.1..</p> <p>6.3.2..</p> <p>6.3.3..</p> <p>6.3.4..</p>	<p><b>Elections and appointments</b></p> <p><b>Election of Treasurer</b> (to complete triennium to end 2026)  <i>Nominated:</i> <span style="float: right;"><i>Seconded:</i></span></p> <p><b>Election of second non-office bearing councilor to Executive</b>  <i>Nominated:</i> <span style="float: right;"><i>Seconded:</i></span></p> <p><b>Appointment of Special Rep Councillors:</b></p> <p><b>Individual members</b></p> <p><b>Rural</b> (Dr Sandra Hirowatari incumbent – to continue)</p> <p><b>Recent Graduate Councillor</b> (nomination from Dr Akanksha Mahajan)</p> <p><b>yAFMW</b></p>	<p>Nominations invited</p>
<p><b>7. .</b></p> <p><b>7.1. .</b></p> <p><b>7.2. .</b></p> <p><b>7.3. .</b></p> <p><b>7.4. .</b></p>	<p><b>AFMW STATE Updates</b>  <b>(Refer submitted reports)</b></p> <p><u>ACT</u></p> <p><u>NSW</u></p> <p><u>QLD</u></p> <p>VIC</p> <p><i>Non-active states: SA, NT, WA, Tas</i></p>	<p>Reports invited</p>
<p><b>8. .</b></p> <p><b>8.1. .</b></p> <p><b>8.2. .</b></p> <p><b>8.3. .</b></p> <p><b>8.4. .</b></p> <p><b>8.5.</b></p>	<p><b>WORKING GROUP Updates</b>  <b>(Refer submitted reports)</b></p> <p><u>Governance Working Group</u></p> <p>Code of Conduct Working Group – discussion anticipated</p> <p><u>Australian Women's Coalition (AWC) Report</u></p> <p>Rural Report</p> <p>Aboriginal and Torres Strait Islander Women and Medicine Summary</p>	<p>Reports invited</p>

<p><b>9.</b></p> <p><b>9.1.</b></p> <p><b>9.2.</b></p> <p><b>9.3.</b></p>	<p><b>PROJECT REPORTS and actions</b></p> <p>Womens Coalition annual report</p> <p>Reconciliation Action Plan (RAP) Report</p> <p>Purple Bush Medicine Leaves Bursary program – Reviewing Council decision from August 2024 to “pause” the program</p>	<p>Reports invited</p>
<p><b>10.</b></p>	<p><b>AFMW REPRESENTATIVE REPORTS</b></p> <p>- <u>Past MWIA President report</u></p>	
<p>11.</p>	<p><b>MEMBERSHIP</b></p> <p>Vision to Grow</p> <p>Management options – Membership Secretary</p>	
<p>12.</p>	<p><b>WEBSITE</b></p> <p>Webmaster</p>	
<p>13.</p>	<p><b>SOCIAL MEDIA</b></p> <p>Media strategy / management</p>	
<p>14.</p>	<p><b>SPONSORSHIP</b></p>	
<p>15.</p>	<p><b>EVENTS &amp; TRAINING</b></p> <p>Spotlight interview Series report</p> <p>“Fireside chat” forum to connect</p> <p><b>ANNUAL EVENTS</b></p>	<p>Updates invited</p>
<p>16.</p>	<p><b>MWIA Congress, October 13-15, 2025, in Cairo, Egypt – representation?</b></p>	
<p>17.</p>	<p><b>OTHER BUSINESS</b></p>	<p>Updates invited</p>
<p>18.</p>	<p><b>NEXT MEETINGS</b></p> <p>Every 2 months? March, May, July, September, November (AGM)</p> <p>Tuesday, Wednesday or Thursday?</p>	
<p>19.</p>	<p><b>CLOSE</b></p>	

**NEXT AFMW MEETING** ..... Strategic planning meeting after lunch, 1.30pm 19 Jan 2025

## REPORT to AGM

### President's Report – Dr Brenda Masters

#### Change of Executive roles

We have been through some tumultuous times and have been dismayed to receive resignations from some key Council members in the last few months including Dr Sarah Coll 9 months into her Presidency, shortly followed by Dr Magdalena Simonis from the National Coordinator role and Dr Evelyn Konstantopoulos from the Treasurer role with her co-Treasurer Dr Desiree Yap. We are grateful that Evelyn and Desiree offered to continue until the AGM so that they could finalise the EOFY reports. I would formally like to thank them both for their efforts in managing our funds over the last 2 ½ years, and Desiree for her contributions to AFMW in many roles including President, Western Pacific Chair of MWIA and National Coordinator.

This is a good point for me to thank the Past Presidents Dr Magdalena Simonis and Dr Sarah Coll for their tireless input to AFMW and Medical Women's issues in general. I know that they will both continue to contribute to issues that ignite their passions into the future and wish them both the best of luck in future endeavours.

Our AGM is normally held in November, but the resignations meant that the planned November meeting in Cairns could not proceed, and with the remaining elected Executive heavily committed it was decided to defer until the New Year (with permission from the Authorities in SA where we are Incorporated).

Council met to fill the vacancies, and after nominations were received I was elected to be President for the remainder of the 24/26 Triennium on 17 October. The National Coordinator Position has been filled by Dr Betty Ge, and we are yet to find a Treasurer.

This situation has occupied a great deal of Council time and our meetings were necessarily focussed on our own structure and issues. I hope that we will now be able to apply our energy to representing the Medical Women of Australia effectively.

#### Financial position

Since becoming President I have familiarised myself with the financial affairs of AFMW and the outgoing treasury team have entrusted me to present the EOFY reports for 23/24. I have looked carefully at our fiscal position and with the support of the executive team propose a budget for the current financial year which is included in the report document. With the goodwill of the outgoing Treasury team we can continue to pay our accounts but it is important for us to find a new Treasurer as soon as possible and I am happy to provide whatever support is needed.

We are in a position to be able to set aside funds to support travel expenses for our councillors and representatives to attend national and international meetings on our behalf. I understand

that this was part of AFMW operations pre pandemic and while it is appreciated when councillors can self-fund their travel it is important that financial considerations do not preclude women from representing us. With the MWIA triennial Congress in Egypt this coming October being held in person we need a strategy to supply some support for our National Coordinator and possibly other representatives to attend. I look forward to learning the views of the membership and Council on how best to administer this.

## Advocacy and support

In the short time since taking on this role, I have added our support to the Healthy Futures petition to the Victorian Government regarding Gas Cooktops, and to a petition to the Australian Government advocating for a duty of care towards young people in the face of climate change.

I know that previous Presidents have been quite active in the Political and Educational sphere but that is not the career path I have chosen, and I hope to develop a network of Members who can be called upon to represent us as the occasion demands.

## Activities online

The weekly eBulletin has continued to be published online and is available to anyone who wishes to subscribe. There is scope for all members to contribute, and I would welcome input from anyone who has information that they would like to share with their medical sisters.

An initiative that gained momentum during the Covid years, the Circle of Kindness video chats, was replaced in the course of 2024 by the Spotlight Chat Series. Former President Sarah Coll lined up a monthly Zoom interview with a broad range of subjects which has been continued. I encourage you to sign up to take part in one of these zoom events in real time, or to access the recorded chat via our website later.

## The Purple Bush Leaves Medicine Bursary program

This bursary program for Medical Women with Aboriginal and Torres Strait Islander background has now been running for 4 years, awarding bursaries to assist with attending conferences and research. I thank the coordinators, Drs Lydia Pitcher and Deb Colville, who have been running this program and direct you to their detailed report for more information. This bursary program is a part of our Reconciliation Action Plan which has yet to be finalised – a task for Council this coming year!

## MWIA Western Pacific Region Conference in Cebu, Philippines

Australia was well represented in Cebu for this triennial conference in July. The attendees enjoyed an opportunity to interact with and learn from Medical Women from all around our region and the cultural presentations by attending doctors demonstrated exceptional talent. It is our turn to host the next regional gathering in 2027 and I hope that we can provide a similarly welcoming event in Melbourne.

2027 is also the Centenary of the founding of AFMW, surely a year that warrants multiple celebrations! I encourage you to put ideas forward so that we can celebrate Medical Women in Australia all year long!

## MWIA representation

Australian Medical women have taken executive roles and participated in standing committees over the years with the global organisation - Medical Women's International Association. Your

membership of AFMW gives automatic membership of MWIA. Dr Gabrielle Casper is currently Chair of the MWIA Past Presidents' Advisory Committee, and I refer you to her report for further information. Dr Ashna Basu is Chair of the Young MWIA Standing Committee.

## Code of Conduct and Governance

As an organisation we have at times struggled to work efficiently together. Debates can be impassioned, and we do not always agree on the best way forward – that is normal – but in the last few years there have been instances where the issues were extremely polarising and some of our number have been hurt. Each woman who volunteers her time to AFMW does so because she believes in making a difference, and we are now on a journey of reconciliation to allow everyone to use her passion and make that difference.

Dr Kate Duncan has been working over the last couple of years with a small group on reviewing the Constitution and Structure of AFMW. Kate has prepared a report and will be facilitating further discussion during our planning session after the AGM. The Governance subcommittee will be renewing its membership and if any of our members have a passion for such things I invite you to put your name forward.

Late last year a code of conduct document was drafted by Dr Sharon Miskell with assistance from Dr Jen Schafer and me. It is being distributed amongst the State Organisations for discussion with our membership and we anticipate that feedback will lead to modifications. This document reminds us of our obligations as doctors and citizens to respectfully manage our interactions with others and to behave with integrity. It is hugely important that we all acknowledge the effects of our words and actions on all around us and we reflect on how we can improve as individuals.

## Website and IT support

Our Website is maintained by Kley McPherson who always ensures that our posts are well presented and effective. I am grateful to have such a responsive and efficient tech expert in our service. Our online presence is the face of our organisation, and I welcome advice as to how we can even better represent ourselves in this medium.

## In conclusion

Having just taken on this role, there are aspects of our organisation with which I am yet to familiarise myself, and I apologise that details on some projects have not been included.

I do not feel that I am in a position to make any “Presidents Awards” this year, and trust that you will understand this decision. I am hopeful that with your support, and that of Council, I can grow into the role of President and see the Australian Federation of Medical Women continue to advocate for better lives for Medical Women and better health outcomes for Women and Children.

Respectfully

Dr Brenda Masters

President, AFMW

## AFMW Financial Report + Budget 24/25 as at 10/1/25

INCOME		Budget 24/25	Actual 2024/25	2023/24	2022/23
PBML donations	**	7530	3780	5450	2225
State membership fees		16300	16300	16350	14864
Individual membership		800	250	800	596
Travel fund donations			0		
Other donations			0	0	700
Interest / appreciation (From BT/Bank statements)		2000		2190	1926
<b>TOTAL</b>		<b>26630</b>	<b>20330</b>	<b>24790</b>	<b>20311</b>

EXPENDITURE					
PBML Bursaries		5000	5000	4000	3000
IT Support		5500	3012.63	8228	6734
MWIA Affiliation	***	0	0	12412	500
Insurance		2646.05	2646.05	1125	590
Membership other		650	110	0	0
Admin & Service fees		1900	1133.65	569	618
Travel Reimbursement	****	5000	0		
Stripe service fee				72	
Other expenditure (Quantum Impact Bursary)					1497
<b>TOTAL</b>		<b>20696.05</b>	<b>11902.33</b>	<b>26407</b>	<b>12939</b>

<b>PROFIT / LOSS</b>		<b>5933.95</b>	<b>8427.67</b>	<b>-1617</b>	<b>7372</b>
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\*\* PBML pledges for 24/25 included in budget, outstanding pledges from previous year (\$2000) not included

\*\*\* MWIA affiliation fees were paid in advance to complete dues for Triennium 22/25 in FY 23/24 - average AU \$4250 per annum

\*\*\*\* Should set aside funds to support travel expenses - amount to be determined, \$5000 per annum? Accumulate if not spent?

Sub-account Status 2024/25						
		Carried over	Transfer	IN	OUT	TOTAL
General Operating account		5622		16550	6902.33	15269.67
BPML Bursary account		6906		3780	5000	5686
Travel reimbursement account	****	0				0
Investment account		43354				43354
<b>Overall position</b>						<b>64309.67</b>

**AUTRALIAN FEFERATION OF MEDICAL  
WOMEN INCORPORATED**  
ABN: 55 066 552 485

**Financial Statements  
FOR THE YEAR ENDED 30 JUNE 2024**



**Australian Federation of Medical Women Incorporated**

**ABN 55 066 552 485**

**Committee's Report**

**For the year ended 30 June 2024**

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Your committee members submit the financial accounts of the Australian Federation of Medical Women Incorporated for the financial year ended 30 June 2024.

### **Committee Members**

The responsible committee member at the date of this report is:

Dr. Desiree Yap

Dr. Evelyn Konstantopoulos

### **Principal Activities**

The principal activities of the Association during the financial year was to provide access to the collective knowledge and experiences of medical women to ensure equity and equality for women doctors to achieve their potential throughout all stages of their professional and personal lives.

### **Significant Changes**

No significant change in the nature of these activities occurred during the year, however our MWIA affiliation fees for the triennium 2022 / 2025 finalised in this financial year leading to a much larger than usual payment.

### **Operating Result**

The Association reported a net profit/ loss from ordinary activities totalling (\$1,617) (2023: \$7,372).

Signed in accordance with a resolution of the Members of the Committee:

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Dr. Desiree Yap

8 January 2025

**Trading As AUSTRALIAN FEDERATION OF MEDICAL WOMEN**

**Detailed Profit and Loss Statement**

**For the year ended 30 June 2024**

	2024	2023
	\$	\$
<b>Income</b>		
Affiliation/ State membership fees	16,350	14,864
Individual Membership Received	800	596
Donation Received	5,450	2,225
Other income		700
Change in net market value of BT	2,190	1,926
Total income	<u>24,790</u>	<u>20,311</u>
<b>Expenses</b>		
Admin & Office Expenses	569	618
Stripe fees & charges	72	
IT & Website Admin	8,228	6,734
Grants Paid		4,497
Bursary awards	4,000	
Insurance	1,125	590
MWIA affiliation fees	12,412	500
Total expenses	<u>26,407</u>	<u>12,939</u>
<b>Profit (Loss) from Ordinary Activities before income tax</b>	<u><b>(1,617)</b></u>	<u><b>7,372</b></u>

**Trading As AUSTRALIAN FEDERATION OF MEDICAL WOMEN**

**Profit and Loss Statement**

**For the year ended 30 June 2024**

	2024	2023
	\$	\$
Operating profit (deficit) before income tax	(1,617)	7,372
Income tax (credit) attributable to operating profit (loss)		
<b>Operating profit (deficit) after income tax</b>	<b>(1,617)</b>	<b>7,372</b>
Retained profits at the beginning of the financial year	57,216	49,844
Total available for appropriation	55,599	57,216
<b>Retained profits at the end of the financial year</b>	<b>55,599</b>	<b>57,216</b>

**Trading As AUSTRALIAN FEDERATION OF MEDICAL WOMEN**

**Detailed Balance Sheet as at 30 June 2024**

	Note	2024 \$	2023 \$
<b>Current Assets</b>			
<b>Cash Assets</b>			
Westpac Acct #13-2721		12,528	16,335
		<u>12,528</u>	<u>16,335</u>
<b>Total Current Assets</b>		<u><b>12,528</b></u>	<u><b>16,335</b></u>
<b>Non-Current Assets</b>			
<b>Other Financial Assets</b>			
BT Investor Choice Moderate Growth Fund		32,961	31,739
BT Investor Choice Balanced Growth Fund		10,393	9,425
		<u>43,354</u>	<u>41,164</u>
<b>Total Non-Current Assets</b>		<u><b>43,354</b></u>	<u><b>41,164</b></u>
<b>Total Assets</b>		<u><b>55,882</b></u>	<u><b>57,499</b></u>
<b>Current Liabilities</b>			
<b>Current Tax Liabilities</b>			
GST payable control account		283	283
		<u>283</u>	<u>283</u>
<b>Total Current Liabilities</b>		<u><b>283</b></u>	<u><b>283</b></u>
<b>Total Liabilities</b>		<u><b>283</b></u>	<u><b>283</b></u>
<b>Net Assets</b>		<u><u><b>55,599</b></u></u>	<u><u><b>57,216</b></u></u>

These financial statements are unaudited. They must be read in conjunction with the attached Accountant's Compilation Report and Notes which form part of these financial statements.

**Trading As AUSTRALIAN FEDERATION OF MEDICAL WOMEN**

**Detailed Balance Sheet as at 30 June 2024**

	Note	2024 \$	2023 \$
<hr/>			
<b>Equity</b>			
Retained profits / (accumulated losses)		<u>55,599</u>	<u>57,216</u>
<b>Total Equity</b>		<u><u>55,599</u></u>	<u><u>57,216</u></u>

**Australian Federation of Medical Women Incorporated**

**ABN 55 066 552 485**

**Notes to the Financial Statements**

**For the year ended 30 June 2024**

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**Note 1: Summary of Significant Accounting Policies**

**Basis of Preparation**

The financial statements have been prepared in accordance with the significant accounting policies disclosed below. It is prepared on a cash basis and is based on historical costs and does not take into account changing money values or, except where specifically stated, current valuation of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report:

**a) Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

**b) Revenue and Other Income**

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

All revenue is stated net of the amount of goods and services tax (GST).

**c) Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australia Taxation Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.



## Secretary and Membership report

**OFFICE BEARERS** .....K Harris  
**MEETING TOPIC** .....AFMW AGM  
**MEETING DATE** .....18 Jan 2025

### Secretary report:

2024 was a year with many changes, new faces and new ways of working - including quicker informal fortnightly meetings which meant quick turn arounds with agendas and minutes. Our executive used predominantly Whatsapp as a way of communication with less emails going back and forth.

As we move into 2025, I am hopeful that the new changes can improve the way we work as a team!

### Membership report:

- 5 new members from previous report (August 2024)
- 9 new members and 1 cancellation
- 8 members yet to approved, due to lack of information / or identifying
- New buttons (AHPRA OR student email) very useful in approving new emails.
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### To note: New members

- Mary Ade (student)
- Rosepreet Girn (student)
- Tess Poulouse (student)
- Astha Malik (student)
- Donya Sabet

	Signups	All Cancellations
Today	0	0
This Month	0	0
This Year	0	0
▼ All Time	141	72
- AFMW at large - Doctor	58	41
- AFMW at large - Student	54	26
- ACT, NSW, Qld and Victoria members requesting AFMW website access	28	3

[Details](#)

ACT Annual Report to AFMW Annual General Meeting January 2025

Elected representatives to AFMW:

Dr Brenda Masters, Dr Ruby Curtis, then Dr Melissa Robbie, and for 2025 Dr Betty Ge

Membership: 71 plus 24 student members

**Executive:**

Pres: Dr Anita Hutchison

VP: Dr Brenda Masters, for 2025 this will be Dr Ruby Curtis

Secretary: Dr Linda Wellberry

Treasurer: Dr Kristi Bateman, for 2025 position is currently vacant

**Events for members in 2024:**

**The Cocktail Party** opened our year.

**The Fundraising dinner:** held at the Royal Canberra golf club, very successful in raising funds for our charities.

**Ski Trip:** August: A good time was had by all.

**Education / Presentation Dinner:**

on 12 September by Dr Barbara Orchard, distinguished historian and retired Public Health Physician, entitled " The Invisible Enemy : The Impacts of Malaria on the War in PNG". A very well attended dinner

**The Juggle** for ANU female medical students: Our annual event was held Oct 23, this very popular event sees female doctors discussing with the students the realities they faced in forging a career path, struggles and obstacles overcome or bypassed along the way.

**Annual Celebration Dinner:** this was held on 31 October. The key speaker was Dr Clara Tuck Meng Soo who shared aspects of her gender journey. We also heard from two medical students who were assisted in their medical electives by our bursary program.

**Christmas party combined with AGM** was on 28 November.

**Other activities**

**Oral Histories** – an ongoing project where distinguished female doctors from the region are interviewed about their life and career. Most recently a history/obituary for Dr Val Hill has been compiled by Dr Denise Kraus, with help from her family. Dr Barbara Orchard has also agreed to do an interview.



**Survey re Censorship of Womens Health on Social Media-** a survey was sent out via AFMW. No reports came in from the survey of censorship affecting Australian women's health information.

It was noted that Survey Monkey is no longer a good option for anything but the simplest and shortest of surveys with only limited number of replies (free version) and the paid version costs \$\$\$.

**Charities** – This year we continue to support Kitchen of Hope in Cambodia, Companion House in Canberra, and Resources to help the work of a gynaecologist visiting the Solomon Islands.

We also received a request from Kitchen of Hope to help support a tetanus vaccination push. This followed a preventable death in their community. We have given some funding to support their public education efforts.

We also contributed towards the costs of publishing Dr Louise Stone's book on Sexual Harassment in Medicine.

**Student Bursaries:** Awarded for female medical students with the best elective proposal involving rural/ or pacific regional health. We have upped the bursaries from 2 to 3 this year.

**Membership drive:**

We have sent out a request to members to 'bring a friend' to the next function they attend. We have also composed a short article on the Society which is to go into the next issue of the Canberra Doctor magazine early 2025, which has a broad readership. We are also seeking to make a presentation about MWS at the Intern orientation event at Canberra Hospital in the new year.

**Finances:** We are in good financial health with good reserves, allowing us to guarantee future support for the Essay Prize, Bursaries and Charities and to pre-pay to guarantee bookings for future functions.

### MSW NSW Report

**OFFICE BEARERS** ..... MWS NSW Council members A Basu, S Miskell and G Casper  
**MEETING TOPIC** ..... AFMW AGM  
**MEETING DATE** ..... 18 Jan 2025

The Medical Women’s Society of NSW continues to grow, with a steady flow of new members over the last year! During 2024, we undertook the following activities:

#### Events and Activities

- UN CSW Parallel Event; a great range of speakers from across NSW
- CV and professional development workshop; always a popular event
- Job share registry continues to operate, and we met with a major College to talk about how they could implement a similar initiative - promising!

#### Collaboration

- MWS welcomed international yMWIA members who visited Sydney from Switzerland and the UK!
- Education and research; MWS NSW collaborated with tertiary institutions in NSW and internationally to offer support to medical students, speakers and teaching assistance.

Ashna Basu, Past President, MWS NSW and Chair of yMWIA, moderated a panel in the ECOSOC chamber of the United Nations on Closing the Gender Gap in Education, co-hosted by the President of the General Assembly and UN Women. She has been named a Global Youth Fellow by the NGO Committee on the Status of Women.

Our new exec has been appointed, and we look forward to the momentum progressing! Our outgoing exec had a range of amazing life events this year - from awards to engagements to weddings to babies, and we celebrated together as an MWS NSW community.



# REPORT



Ashna Basu 3184418\_MTG-ECOSOC Closing the gender gap in education Ashna Basu 12 Mar 2024.mp4



# Queensland Medical Women's Society

## Annual Report for AFMW

**The Queensland Medical Women's Society is a not for profit organisation, uniting a group of passionate and dedicated women who work together to support each other and create professional development opportunities for women in the medical workforce. Membership is open to female medical students and practitioners in Queensland.**

### **Our Aims**

- To support, and further the professional development of women in the medical workforce, including medical students
- Promote the health and wellbeing of all Australians, in particular, women and children

### **Our Affiliations**

We are affiliated with the Australian Federation of Medical Women which is in turn affiliated with Medical Women's International Association. We have members on multiple national Women's lobby groups, particularly those related to women's health.

## QMWS Activities and Events in 2024

### Dinner meetings:

1. 'Connection - the key to better care in a system under pressure'

- Associate Professor Catherine McDougall,
- Chief Medical Officer of Queensland Health



2. 'Perinatal mental health in a changing world: You are the bow from which your children as living arrows are sent forth' Kahlil Gibran (The Prophet)'

- Dr. Susan Roberts
- Perinatal psychiatrist at Gold Coast University Hospital.



3. Medical Women: Balancing Career and Fertility'

- Dr Clare Boothroyd
- Internal medicine (Endocrinology), Obstetrics and Gynaecology, & subspecialty Certificate of Reproductive Endocrinology and Infertility (CREI)



4. Christmas celebration

- This year's event was held at the beautiful Medley, a riverside venue that offers a perfect blend of elegance and charm, providing the ideal backdrop for our end-of-year celebration.



## **Mentor Mixers:**

### **1. 'Mentoring with a View'**

- The first of our mentor mixers was held at Lovewell Cafe, located at a picturesque lookout at Mount Gravatt.

### **2. 'Sunset Tea Mentor Mixer'**

- Our 'Sunset Tea' was held at the Collective in Palm Beach.



During the mixers, mentees had the opportunity for meaningful one-on-one discussions with all the mentors as they rotated around the tables during the course of the events. These conversations provided valuable insights into career paths, balancing professional and personal lives, research opportunities, and concerns for students and early career doctors.

The overwhelmingly positive feedback from our mentees highlighted the importance of these mixers. As medicine can be a difficult career to navigate, our mentor mixers hope to foster strong connections between mentors and mentees.

## **2024 NCWQ Bursary Presentation and President's Lunch:**

The 2024 NCWQ Bursary Presentation and President's Lunch was more than just an award ceremony; it was a celebration of inspiration, empowerment, and the collective strength of women. The stories and achievements of the bursary recipients left a lasting impact on everyone in attendance, reaffirming the importance of supporting and nurturing future leaders.

Congratulations to the recipients of the 2024 QMWS Bursaries. We would like to express our gratitude to the NCWQ and sponsors: AMA Queensland and Mater Health.

## **2024 NCWQ Bursary recipients are:**

- Anna Duan – QMWS Bursary
- Ava Allen – QMWS & AMA Queensland Professor Tess Cramond Memorial bursary
- Clancy Morgan – QMWS Mater Health Aboriginal and Torres Strait Islander Bursary



## Presidents' Chats:

### Dr Helena Franco

Congratulations to Dr Helena Franco for being selected for the 2025 Orthopaedic Surgery training program! A previous QMWS committee member and guest speaker, Helena has won a NCWQ bursary and several scholarships to help complete a Master of Medical Sciences in Global Health Delivery at Harvard Medical School. And if that is not enough, she has also been named on the Forbes 30 under 30 for Healthcare list.



### Udani Liyanage

Udani Liyanage, a final-year medical student at Bond University with a strong passion for healthcare, research, and community service. Udani is an active member of our QMWS committee as our Student Representative Coordinator and she is the organiser of our very successful mentor mixers. Whilst studying, Udani has co-founded The Noble Dawn Foundation, a not-for-profit organisation that makes a positive impact with very diverse projects in Sri Lanka.

### Dr Catherine Jones

Professor Jones practises general radiology with a strong interest in cardiothoracic imaging, including occupational lung disease imaging, particularly in dust-exposed workers. She advises several governments and clinical task forces on appropriate imaging in dust disease and is Associate Professor at the School of Public and Preventive Health at Monash University.



## QMWS100: Counting down to 100 years



The QMWS Centennial Working Group held its final 2024 meeting, reflecting on key progress including plans for a Dr. Lilian Cooper sculpture, archival preservation of records, and a travelling exhibition to celebrate the organisation's rich history. The group is exploring the idea of creating a QMWS Centennial Book and an accompanying unique quilt featuring 100 tiles with 100 stories. Each tile can commemorate significant milestones achieved by medical women, to celebrate the accomplishments of prominent figures from the past and highlight current medical women who are shaping the future of medicine. With heartfelt gratitude to members and supporters, the group looks ahead to 2025 to continue preparations for a momentous centennial celebration in 2029.

## Mother's Day Classic



The Queensland Medical Women's Society was excited to have a team in this year's Mother's Day Classic. At the Mother's Day Classic, we walk or run to raise funds for breast and ovarian cancer research. Fundraising for cancer research plays a pivotal role in advancing scientific discoveries, developing innovative treatments, and ultimately improving the lives of individuals affected by cancer.



## GOVERNANCE WORKING GROUP REPORT

As the Council will be aware, the current Constitution was prepared in 2020 and endorsed at the Triennial General Meeting in December of that year. When it became apparent during the adverse events of 2022 that adjustments were required, a working group was established to examine ways to develop a new Constitution structure.

The group was recruited and commenced meetings by zoom to discuss the various aspects of the AFMW structure looking at its history, and the strengths and weaknesses of the 2020 revised Constitution.

### Session 1 - discussing Mission Statement / AIMS AND Objects

- a) To define the purpose of AFMW. The longstanding aims have always been dual: supporting the careers and professional development of medical women AND advocating for women's and children's health.
- b) To address our longstanding and ongoing MWIA membership,
- c) Our status as a not-for-profit **incorporated** association.

### Session 2 – discussed Membership.

a) The longstanding structure of Member Organisations (state-based and largely capital-city oriented), and the more recent introduction of electronically and geographically more flexible individual memberships. This also included re-assessment of the workability of the federated structure.

b) eligibility and the definition of 'medical woman' with respect to qualifications and AHPRA registration.

c) qualifications and structure of existing Member Organisations and the potential for future additional organisations to be admitted

### Session 3 –Governance of the organisation

- a) The current **governing** body of AFMW is the Council. Between Council meetings the affairs of the Federation are **administered** by the Executive.
- b) Under the current structure, the Council is made up of Member Organisation representatives who are selected/appointed by their organisations. Selection (appointment and/or election) to the positions representing Individual, Rural, Recent Graduate and Young Forum

members has until now, been by application to Council and put to a vote by Council members.

- c) Election and/or appointment of the Executive currently takes place at the Triennial meeting and voting is **by Council members**.
- d) As an incorporated association (including not-for-profit) AFMW is required to hold an annual general meeting open to all members. Financial commitment to membership carries with it an entitlement to equitable representation and should carry voting rights at General Meetings.
- e) It is also noted that ours is a volunteer organisation with substantial demands on the time and commitment of the Council members.

Session 4 – was planned to consider **dispute resolution, mediation, and disciplinary provisions**, however the working group gradually formed the opinion that there are limited ways in which the existing infrastructure of the AFMW can be adapted (or stretched) to incorporate all the current and ongoing changes in the medical profession.

It was resolved at the 2023 AGM that we seek external assistance with legal and professional administrative advice before going further.

A 'briefing' paper was drawn up (attached) which looks at the important and historical features of AFMW which should be retained as well as the parameters of the current environment which need to be considered for the future.

Unfortunately little progress was made to take this further during the following year. I take responsibility for the lack of progress and, as I feel that I have not met the standard I would expect of myself I offer my resignation as Chair of Governance. I will speak to the AGM at greater length to discuss these issues.

With Respect

Dr Kate Duncan AM

**Australian Women’s Coalition (AWC)**

**OFFICE BEARERS** ..... Australian Women’s Coalition (AWC) G Casper  
**MEETING TOPIC** ..... AFMW AGM  
**MEETING DATE** ..... 18 Jan 2025

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The Australian Women’s Coalition (AWC) was founded in 2002.

The AWC is currently reviewing its structure, aims and activities.

The following are some recent highlights of AWC and its affiliated members’ activities:

- The Australian Women’s Coalition, she wrote to the Minister for Health and Aged Care, the Hon Mark Butler MP, regarding subsidised access to Romosozumab for osteoporosis
- AWC continues to support Anti-Slavery Australia - “Justice for All” and its efforts for the establishment of a national compensation scheme for victims and survivors of modern slavery in Australia. Sponsored by Prof Jennifer Burn
- AWC supports ShareLife (*an initiative of Outcomes Australia*) is a not-for-profit organisation that aims to raise awareness about organ donation and transplantation in Australia. for many, this is a matter of life and death.
- Our member, Sharyl Scott District 24 gave her Conference update on 6 August 2023 – Build Better world for women and girls.
- Our member representing Soroptimist International, Leigh Elwood-Brown, attended CSW68 11-22 2024. She reported that delegates were charged with making Impact at every event to create a “Global Voice” in “Addressing Gendered Poverty: Best Practices and Lessons Learned.”
- Soroptimists International has been involved in collaboration with Every Women Treaty (EWT) with the objective to have an International legally binding treaty for Member states to ratify and implement programs to Stop Violence Against Women.

## Past President MWIA Report 2024

**OFFICE BEARERS** ..... Prof Gabrielle Casper  
**MEETING TOPIC** ..... AFMW AGM  
**MEETING DATE** ..... 18 Jan 2025

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It is with great pleasure that I present this report.

### 1) MWIA Past President’s Advisory Committee

I am Chair of the MWIA Past President’s Advisory Committee which includes Florence Manguyu, Shelley Ross, Afua Hesse, Kyung Ah Park and Clarissa Fabre.

We are **regularly briefed** about MWIA Executive activities as we mentor several members of the Executive and ii) the Committee Terms of Reference include “ Past Presidents, as a reservoir of the institutional memory of MWIA, will serve as an Advisory body to ExCo for issues identified either by the ExCo or brought up by the Past Presidents”.

Recently we have been briefed and given advice on issues such as incorporation, banking and the advice of the MWIA auditor and the MWIA Statutes and Bylaws. For the Advisory Committee to function our **knowledge about MWIA affairs must be current** and I am happy to share this with AFMW members.

### 2) Advocacy and the United Nations Commission on the Status of Women (UN CSW)

I have attended UN meetings representing MWIA or International Health Awareness Network (IHAN) since 1998 and am in regular contact with Liz Broderick so have continued to support her advocacy projects.

During March 2024 I was on the organizing committee and presented at the MWIA and IHAN “in person” parallel event at the UN CSW in New York and I also presented at the Medical Women’s Association of Nigeria CSW parallel event.

Currently I am on the organizing committee for the MWIA, IHAN and Soroptimist International “in person” parallel event at the UN CSW in New York, March, 2025.

### 3) MWIA Western Pacific Regional Conference

It was a privilege to attend the MWIA Western Pacific Regional Conference 2024 and the 73rd PMWA Annual Convention Empowering Women in Medical Education & Leadership in Cebu. It truly was a well-organized and impactful event.

### 4)The Korean Medical Women's Association

July 2024 I was honoured to receive the **The Korean Medical Women's Association** Kyung Ah Park Award.

Nov 2024 I was invited by Drs Soon Won Hong, Bong Ok Kim and Kung Ah Park to speak at the Korean Medical Women's Association Young Doctors Literary award night. The title of event was "Our Changed Lives, Our Thoughts Amid the Turmoil and Crisis of the 2024 Medical Affairs Situation." The winning poem by Dr. Lee A-yeon explored the value of perseverance through suffering. It revealed how the ability to endure despite life's trials is in itself valuable.

### 5) The Medical Women's Association of Nigeria (MWAN)

I work closely with MWAN.

- a) Two MWAN members presented at the 2024 IHAN virtual UNCSW parallel
  - Prof Rosemary OGU- Improving maternal health in Nigeria
  - Dr Zainab Yero Musa- Women's health in Internally Displaced Persons (IDP) Camps in Maiduguri, North East Nigeria.
- b) I was invited speaker at the MWAN UN CSW parallel event, New York, March 2024
- c) I continue to provide surgical equipment and ultrasounds MWAN

### 6) Humanitarian Aid

Our colleagues in low income countries need equipment to improve the outcome for their patients. During 2024 with the assistance of the Mater Hospital and Dave, Kerrie and Marnie Richard's DAK Foundation I have provided surgical instruments and an ultrasound machine to members of the Members of the **Medical Women's Association of Nigeria**. Also I assisted Dr Iris Wang to donate gynaecology examination beds, colposcope, instruments even her waiting rooms chairs to an Obstetric and Gynaecology clinic in Tonga.

### 7) Academic medicine

**Currently** I am a member of an **international taskforce developing a core curriculum in Obstetrics and Gynaecology for medical students globally**. I involved members of MWIA in the development of the curriculum and will share it with our members when it is finalized. I hope this will enable our members to use their expertise and influence to protect and advance the health and wellbeing of women as individual patients, communities and populations.

### 8) Advocating for human rights issues for our patients including Violence Against Women.

In addition to presenting at the UN CSW in **Australia** I advocate strongly about Violence Against Women (VAW) at every opportunity-

- 1) annually I present a lecture on VAW including as a weapon of war and cultural violence and organise two hour workshops on caring for survivors of sexual violence as part of the medical student core curriculum at the Sydney School of Medicine, The University of Notre Dame Australia
- 2) included VAW in the RANZCOG Medical Schools Curriculum in Obstetrics & Gynaecology
- 3) lecture on VAW to RANZCOG trainees
- 4) lecture on VAW to doctors and nurses
- 5) research VAW
  - a) Lee W, Renner L, Akombi-Inyang B, Michelle L, Nattabi B, Hyslop R, Bartlett A, **Casper G**, Richmond R. Perceptions of **domestic and family violence** and improvements to services among Sub-

Saharan African women and key stakeholders living in Australia: a qualitative study Submitted to Journal of Family Violence 21 March 2024.

b) Grant application in preparation for NHMRC Partnership Scheme Richmond R, Hartz D, Eapen, V, Casper G, Freund S, Farrell K, Smith M, Anderson C, Perry A, Dobbins T. The resilience for Women Study Implementing an innovative intervention of integrated care to reduce domestic and family violence among women refugees, migrants and asylum seekers living in NSW

## 7) Mentoring

I continue to mentor both senior members of MWIA, consultants and young doctors to help them overcome adversity and achieve their career, MWIA, MSW NSW and life goals. It is a great honour and privilege to mentor these women.

Young doctors also need to be provided with academic opportunities and mentoring during the early phase of their medical career and thus I have assisted some members of MSW NSW to coauthor chapters in books with authors from Fordham University in New York including:

- 1) A Jacobs, M Thomas, G Casper (2024) Maternal and Perinatal Health and the Impact on Children. In: Children Around the World: Risks and Interventions. (E Congress N Rygaard, U Gielen, J Larock Eds). Chapter 5 International Age Publishing Inc CIP 9798887305806
- 2) A Basu, P Dooley, G Casper (2024) Gender and Health. In: Gender Around the World. (E Congress U Gielen, J Gibbons, M Malley Eds). Chapter 7 International Age Publishing Inc In Press.

Most recently I mentored **Dr Ashna Basu**, Chair of yMWIA, who in March 2024 moderated a panel in the ECOSOC chamber on Closing the Gender Gap in Education, co-hosted by the President of the General Assembly and UN Women. She has been named a Global Youth Fellow by the NGO Committee on the Status of Women.

I care for my mentees with compassion and understanding and hope one day they will intern mentor the next generation of doctors.



Dr Rosemary Ogu, President MWAN with the donated Ultrasound.



Presenting at the MWAN UN CSW parallel event 2024