



VANTAGE

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Enjoying dinner and a chat at the WPN linking with the regions dinner



THE NEWSLETTER OF THE WOMEN'S PLANNING NETWORK

Linking with the regions

The Women's Planning Network May event was a dinner to engage with rural and regional women in planning and linked industries. The dinner was held at the Palace Hotel in South Melbourne on the 27th of May and was a great success.

We had over 30 women attending from many rural and regional areas, which included a strong contingent from Geelong and some people who travelled more than three hours from areas such as Horsham and East Gippsland.

Due to more than expected numbers we had to transfer from the cosy surrounds of a private room inside to the somewhat chilly surrounds of a gazebo with gas heater. Still, groups of women huddled and compared notes on different experiences of rural and regional planning and enjoyed the good food and good company.

In particular the issue of how could the WPN better extend the network to embrace rural women was discussed. There were many good ideas about how to extend the network, which included:

- facilitating events for rural and regional WPN members
- establishing regional subgroups that meet separately eg. a southwest regional network
- overcoming distance through internet and direct email contact
- hosting a regional dinner again next year
- differentiating WPN from other professional groups through a more social approach and issues based forums – regionally or in Melbourne
- facilitating speakers on regional issues
- sharing skills, knowledge and expertise

Kellie Burns (WPN President) and Melinda Wealands (WPN Vice President) thanked people for travelling such a long way and highlighted the opportunity of broadening the WPN network as well as the particular benefits of the network and mentoring program.



Linking with the regions continued...

A clear message from the evening was that the decision to work outside of Melbourne was as much driven by lifestyle as professional opportunities and that the costs and benefits were sometimes different to working in Melbourne. Regional work often exposed people to a broader range of development types because often less staff worked across all planning issues. In addition, one woman noted that many of the issues were different to those issues that often dominate the media such as decisions linked to Melbourne 2030.

There are many committed women in 'provincial' Victoria ready to share skills and experience and make the huge effort of travelling to Melbourne to invest in the network and potentially extend the network events in their areas.

If you have any further thoughts or comments on how WPN can offer better support and resources to women in regional areas, please contact the office on admin@wpn.org.au. We'd love to hear from you!

The WPN committee is losing a couple of our hardworking members!

Jan Salmon, committee member for the past 2 years is having her own "sea change" and moving to Darwin, where she will be working with Connell Wagner as a planner on a variety of exciting projects. While we are very sad to see Jan go, we do wish her all the best with this exciting new move, and we hope that she keeps us in touch with all things 'planning' in the Northern Territory!

Also, our fantastic administration assistant, **Lucy Daniel** is leaving us to focus on her law studies. Lucy has been a fantastic help to the committee over the past year, and we wish her all the best with her future.



Farewells...



Jan Salmon



Lucy Daniel

A stunning autumn morning walk through Melbourne's Docklands

We could not have chosen a more perfect Melbourne autumn morning! On Wednesday 13th April, WPN hosted an urban design walk through Melbourne's emerging Docklands precinct. With the expert knowledge of Mark Allen and Mark Haycocks of VicUrban to lead us, we were impressed by the detailed planning and sustainable features of Melbourne's newest city precinct.

We approached Docklands with the sun on an early April morning. Following the boardwalk along the south side of the Yarra we could see the residential towers gleaming in the crisp clear air, the low sun angle accentuating their indented forms, balconies and fenestration. Mark Allen and Mark Haycocks from VicUrban briefed us on the unusual way that the precinct was being developed with a cooperative approach in designing the public realm and delivering infrastructure and services between developers and the authority.

Crossing over the new pedestrian bridge we walked through the park to Wharf 6 at the edge of the new NAB building before heading back to town and a new work day.

About 25 members and friends took the tour, munching on warm muffins and fruit juice, taking photos and chatting as we went. It was a great opportunity to hear first hand about the water sensitive design of the Docklands Park, the detailed urban design issues and the extensive contributions to public art. There is a great art trail with 14 pieces which is interpreted through a visitor map available at <http://www.docklands.com>.

We highly recommend that you get down there and see for yourself the extensive development which is creating unique new urban spaces for Melbourne, blending the existing historic structures with the shock of the new.



Mark Allen addresses the group at Yarra's Edge



Yarra's Edge



Pedestrian and cyclist friendly Docklands



Public art is a focus at Docklands - the Webb Bridge

Community Needs of Women in Victoria

1. INTRODUCTION

YWCA Victoria engaged Don Global to prepare demographic profiles of women and to review community programs available through YWCA Victoria in 2001, 2003 and 2004. Four major reports were prepared during this period based on Census data, discussions with YWCA staff, data on the internet and a review of published reports.

YWCA Victoria currently provides a range of community programs including Youth Services, Employment and Training Services, Women's Clubs, Health and Wellbeing information, Community Arts Programs, Housing Services and Advocacy. It has offices in Melbourne, Bendigo and Geelong.

The Community Programs target the needs of marginalised young women, with funding from Federal Government, State Government, YWCA internal resources and a small amount of private sector sponsorship and donations.

Gathering accurate information on clients is the key to planning for any community programs. Comparing client profiles against the demographics and funding indicated under- or over-representation of a client group in particular programs. By investigating community program use and trends, it was possible to identify needs relevant to particular women's groups. The research suggested the need to change the way some community programs are delivered and where they should be delivered.

2. DEMOGRAPHIC CHANGES RELATED TO WOMEN & PROGRAMS

In planning for YWCA Victoria Community Programs, it is important to examine population growth, population projections and age structure for women in Victoria. Projections point to where new community programs may be needed.

Past population trends and projections by age group for women were analysed leading to the following conclusions:

- Women aged less than 20 years are predicted to decline.
- Women between 20 and 35 years are predicted to increase.
- Women aged 35 years and over are predicted to increase significantly.

FEMALES IN VICTORIA BY AGE GROUPS, 2001 - 2021



Source: Department of Sustainability & Environment, Victoria in Future data, 2004

Other changes affecting women are as follows:

- More women are working. The participation of women in the labour force has increased from 44% in 1976 to 57% in Australia in 2005.
- Marriages are changing and divorces are increasing. Divorces have increased from very few to nearly 3 per 1,000 people in Australia.
- Single mothers are increasing. The number of births outside marriage has increased from very few to 8.7% in Victoria in 2001.
- Women predominate in unpaid work.

- About 6 out of 10 jobs created in 2004 have gone to women. This increase in women working may be due to increasing debt.
- Women are becoming more educated but not necessarily promoted to higher positions.

More people are requiring income or other support so the need for community programs is increasing. This is partly due the following:

- The rate of homelessness is increasing.
- Crime is increasing, especially related to women.
- Dependence on drugs is increasing.
- Gambling is increasing. Gambling losses have been increasing in Victoria from \$260 million in 1992-93 to \$2,563 in 2001-02. Gaming losses in Victoria in 2003-2004 were nearly \$600 per adult.
- More people are requiring income or other support, especially the unemployed, the disabled and single mothers.
- Migration is increasing. Net overseas migration to Victoria was just over 28,000 in 2003-2004.

3. RECOMMENDATIONS FOR YWCA VICTORIA

a) Target: Young Women

- Identified areas of high disadvantage (eg Dandenong, Hume, Brimbank)
- Young women in child protection/corrections systems
- Drug and Alcohol prevention
- Family violence
- Young mothers
- Early school leavers

b) Target: Women in their communities

- New and emerging Immigrant & Refugee communities
- Relationship counseling
- Leadership training programs
- Women as community leaders

4. CONCLUSIONS

The various reports to YWCA Victoria by Don Global are strategic planning tools to assist YWCA Victoria in reviewing its own programs and to determine whether it is meeting individual client and program objectives, as well as the overall YWCA's mission and goals. It is intended that the reports be used by YWCA Victoria to determine the way forward based on the assessment of women's needs in Victoria. The information provided through the research analyses have already contributed significantly to the YWCA Victoria's success in initiating new programs.



Birute Don (Don Global) and Sue Tait (YWCA Victoria)

Share with us what you are doing.....

Like Birute and Sue's study described above, we are always looking for your contributions to Vantage. If you have completed some interesting work or research, or would like to share some of your experiences with other WPN members, contact the WPN office on admin@wpn.org.au or our Vantage editor, Melinda Wealands directly on melinda.wealands@earthtech.com.au.

We look forward to hearing from you and publishing your articles!

Breaking through the glass ceiling – a leadership development program for women in planning

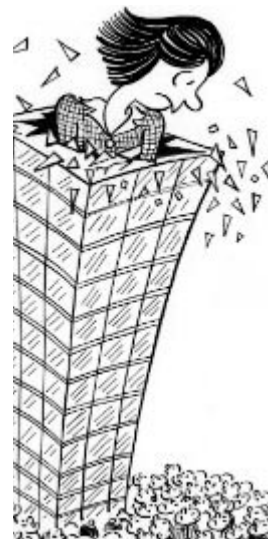
Following suggestions and interest raised during our 10th anniversary celebrations last year, we have been investigating the potential for expanding the successful WPN/PIA Mentoring program to provide a Leadership program to assist women in the planning industry. Here's an update!

Building on the success of the Mentoring Program established by the Women's Planning Network, WPN is keen to offer a Leadership Program for Women in the Planning industry. To assist WPN in the structure, content and delivery of this program the Network held a 2 hour evening workshop on 19 July with Christina Bell from People Matters. Christina is an experienced consultant in organizational and leadership development who has been the mentoring program facilitator for seven years. Our next issue of Vantage will report on the findings of the workshop, and 'where to from here' with the program.

If you are interested in this program, please call or email the WPN office on 9347 4622 or admin@wpn.org.au for further information.

'On Becoming a Leader is based on the assumption that leaders are people who are able to express themselves fully. By this I mean that they know who they are, what their strengths and weaknesses are, and how to fully deploy their strengths and compensate for their weaknesses. They also know what they want, why they want it, and how to communicate what they want to others, in order to gain their cooperation and support. Finally they know how to achieve their goals.'

(Warren Bennis, On Becoming a Leader)



While talking about mentoring, our 2005 program has been off to a flying start!

Our five mentor / mentee pairs have been busy with the program, and there will be a more detailed report and update on their progress in the next issue of Vantage.

New Arrivals.....

Melissa Permezel, WPN Committee member last year, gave birth to a beautiful little girl, **Meiba** Diene Sietchiping (Meiba is pronounced like 'Neighbour') on the 23rd January (she is now 5 months old!).

Judging by the photos, she is a gorgeous little girl, and Melissa is thoroughly enjoying motherhood although admits it is certainly a big change! Congratulations Melissa and we look forward to seeing you and your beautiful daughter soon!



Women and Housing: A progress report on WPN research



Once again, after the inspiration gathered at our 10th anniversary celebrations last year, and discussions on the impacts of Melbourne 2030 on housing choice and affordability, the WPN committee felt that there was a key research area that seemed uncovered - women and housing. As such, we commissioned AHURI (Australian Housing and Urban Research Institute) to prepare a scoping paper to outline what research has been completed, where there are gaps in research, and provide some suggested areas that WPN may be interested in exploring in more detail. The following is an outline of what the scoping paper found.

The scoping paper *Women and Housing Policy and Research* was prepared by Anitra Nelson and Alice Stokes from AHURI to inform members of the Women's Planning Network on furthering research into contemporary housing policy as it impacts on women. The paper offers an overview of challenges related to the lack of provision of housing for women, particularly single women and female headed households. The focus is on metropolitan Melbourne, in terms of the emerging and unmet needs of women for safe and affordable housing located close to employment and to key services, such as education and health.

The paper provides:

- A summary of the current policy context of the provision of housing, which neglects women.
- An overview of relevant and accessible data, including local spatial and temporal patterns of housing tenure, affordability and safety.
- Suggestions for research opportunities where gaps exist, specifically research to inform interventions into housing policy on behalf of single women and female headed households.

The paper looks at the state of research into women and housing and the historical context of housing policy in Australia. Much of the recent research literature focuses on the structural disadvantages women face, especially economic and social

constraints which limit women's access to owner-occupation and private rental housing, as well as emergency housing needs of women escaping situations such as domestic violence. There is a clear lack in recent times of attention to women and housing issues, which reflects a decline in broader interest in housing as a significant and worthy policy issue in Australia. Australian policy is still firmly entrenched in the nuclear family headed by a male breadwinner.

In general, current housing policies and the structure of housing provision ignore the special needs and disadvantages suffered by women, and tend to reinforce their dependence on male partners. It seems clear that commissioning strategic research which will support specific interventions into housing policy would be of most benefit to women.

An outline of further research possibilities that could be pursued to fill in some of the 'gaps' in research is also provided.

The paper concludes that there is a strong need for further research into women and housing, especially research that is designed to assist in strategic interventions into housing policy discourses on behalf of single women and women headed households. For interest, at least in the short-term, it would appear that developing and advocating for 'women friendly' policy options would have strategic advantages. This strategy would enable a broad coalition of women in a variety of circumstances to engage in discussion and assist in formulating a strong platform of demands to support basic standards for housing and women across the broad range of social and economic situations.

WPN plans to hold a forum in October to further discuss the outcomes of this paper and pursuing some research. In the meantime, if you would like to read more of the paper, contact the office on 9347 4622 or admin@wpn.org.au.



WPN Membership - it's renewal time!

It's that time of the year - renewal of your membership to the Women's Planning Network is due.

Benefits of being a WPN member include:

- Discount rates to attend WPN events
- Networking opportunities
- Up to 40 % discount on professional development courses
- Priority to attend PD courses
- Vantage Newsletter printed version by postal mail
- Updates/Bulletin sent by email
- Eligible to vote at AGM
- Entitled to join WPN general committee of management
- Eligible for WPN Award nomination (dependant on fulfilling other selection criteria as set by Committee)
- Eligible to be nominated for representation on non-government boards/committees.

Memberships are valid for the financial year (1 July 2005 - 30 June 2006)

Membership Category

Full time students/concession card holders	\$33.00
Individual	\$75.00
Company: Less than 8 employees	\$150.00
Company: More than 8 employees	\$280.00

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Calendar of Upcoming Events

July

• Leadership Mentoring Program

Workshop to discuss proposed new leadership program with interested parties.

August

• Conversations on leadership and mentoring

With Genevieve Overell, *Deputy Secretary of the Built Environment*, and Kathy Mitchell from *Planning Panels Victoria*.

September

• Our Annual General Meeting

If you are interested in joining our dynamic committee for next year, contact the WPN office!

October

• Research Project Forum

A discussion on the issues of women and housing being investigated by WPN for the current research project.

November

• Planning Week Breakfast

One of our most popular events each year - not to be missed!

December

- Christmas Cocktails
- Mentoring celebration

Keep an eye on our website and email updates for further details.....

