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working women public leaders

blaze

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Blaze: Working Women, Public Leaders

Exhibition dates

26 April to 27 July 2018

Margaret Whitlam Galleries

Whitlam Institute within

Western Sydney University

Published by NSW State Archives

PO Box 516, Kingswood NSW 2747, Australia

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A catalogue record for this
book is available from the
National Library of Australia

Creator: Stannard, Penny, author.

Title: Blaze: Working Women, Public Leaders/
Penny Stannard (curator/author).

ISBN 9780648111016

(ebook)

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It is a pleasure to support *Blaze: Working Women, Public Leaders*. For three months, the exhibition will celebrate some of NSW's strongest and most important women, and share their feats with thousands of visitors.

Leadership is at the heart of *Blaze* and the women featured have all displayed exemplary leadership, during both difficult and prosperous times. Each are pioneers in their field and telling their stories acknowledges their outstanding contributions to their communities. *Blaze* highlights the impact of these women and many others, examining the legacies they left, or are creating, for future generations.

On behalf of the NSW Government, congratulations to NSW State Archives for curating *Blaze: Working Women, Public Leaders* so we can enjoy the variety and depth of the achievements of some of NSW's most impressive women.

Gladys Berejiklian MP
Premier

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Foreword

Blaze: Working Women, Public Leaders is a new exhibition project produced by NSW State Archives. The exhibition engages with the finding that a significant leadership gap continues to exist between women and men in public life. Through its thoughtfully curated study of a selection of women working in different policy fields from the 1860s to the present, *Blaze* sheds insights into the challenges and opportunities that women have faced building professional careers in the NSW public sphere.

Historical research within and beyond the State Archives Collection has uncovered stories of women whose achievements have, until now, been 'lost' to history. In other cases, new chapters have been written into the stories of well-known trailblazers. For these women who took on public sector roles that were seen to be the 'natural' domain of men, theirs is a story of courage and dogged persistence in the face of attitudes and beliefs that questioned their ability and right to a career.

Alongside stories of women from NSW's past, *Blaze* presents the perspectives of fourteen women working in the public sphere today. Their foundational experiences, career journeys and ideas about leadership are diverse and unique.

Blaze aims to contribute towards current discussions concerning women in leadership roles and to generate a greater awareness of the trail that women in NSW's past blazed for those who followed. This unique exhibition melds past and present, and in doing so, enables greater clarity in the future thinking about women, the public sphere and leadership.

I trust that you will enjoy *Blaze: Working Women, Public Leaders*, and in particular, the new insight that it provides in understanding the histories of women and the story of NSW.

Anne Henderson AM

Chair

NSW State Archives Board

Introduction

**She has accomplished
much of merit:**

Women, work and leadership
in the public sphere

Women have worked in the New South Wales (NSW) public sphere for well over a century, but as historian Kay Whitehead has observed, little is known about how their labour constituted the workings of the State. Today, women make up 62.5 per cent of the NSW public sector workforce, yet they represent just 36.1 per cent of leadership seniority and 41.2 percent of government board and committee appointments. What is known about the work of women in such leadership roles? And does a lack of knowledge and awareness about their work contribute to the underrepresentation of women as the statistics indicate? These questions lie at the heart of *Blaze: Working Women, Public Leaders*, an exhibition and publication produced by NSW State Archives.

Spanning a 150 year timeframe, *Blaze* looks to a selection of women from the past who were trailblazers in carving out roles for females in the NSW public sphere. They were the first women to hold positions that had been traditionally occupied by men. These ‘past’ *Blaze* women led the way for others to follow and they re-shaped the institutions of the State from within. As ‘firsts’, their leadership enabled future generations of women to pursue opportunities that they themselves might only have imagined.

Turning to the present, *Blaze* engages with the stories of fourteen women who currently hold senior positions in NSW government agencies, departments, boards and/or related initiatives. In their day-to-day work, they make a high-level contribution to the work of the State and the communities of NSW. For *Blaze*, each of these ‘present’ women have reflected on their careers, and in doing so, provided unique insights into their formative, professional and leadership experiences.

Blaze lays the stories of past and present women side by side within the policy areas through which they work: Education, Communities, Health, Sport, Planning, Architecture, Law, Justice, Finance, Regulation, Information and Science, Technology, Engineering, Arts, Mathematics— or STEAM. This policy-based approach provides a curatorial framework designed to link the work of the State Government as it has evolved over a century and a half. In practice, however, such divisions are less distinct. People move in and out of policy fields and in many cases, straddle several at once. This has certainly been the case for many of the present *Blaze* women: Professor The Honourable Dame Marie Bashir AD CVO, Jeannine Biviano, Margaret

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Crawford, Kim McKay AO, Mary Ann O'Loughlin AM, Jane Spring and Elizabeth Tydd. Others, Dr Teresa Anderson, Lea Armstrong, Dr Deborah Dearing, Dorothy Hoddinott AO, Alice Kang, Dr Marlene Kanga AM and Narelle Underwood have worked within a primary policy field flexing towards related areas when required.

The juxtaposing of women from the past and present in *Blaze* allows consideration to be given to diverse experiences over time. It opens up the space to reflect upon what has—and what hasn't—changed for working women. A number of themes become apparent: career and family; equal status/equal pay; gendered workplaces and the importance of education. 'Leadership' as a concept and practice weaves throughout *Blaze*. Courage, creativity, collaboration, authenticity, 'having a go', passion, persistence, resilience and 'being oneself' are words which not only describe how the *Blaze* women lead, but define their career journeys.

Career and family

The past *Blaze* women faced a stark choice: if they married, they gave up their professional careers. The 'breadwinner' mentality as Raewyn Connell has described it, which promoted the ideal of the male/husband/father as the sole family provider, underscored industrial regulation and the public sector for much of the 20th century. On this basis, wives were excluded from permanent employment in the public sector. Single women were forced to give up permanent employment once married. Re-engaged on a temporary basis if lucky, their chances of rising through the ranks of the public sector were severely restricted due to these terms. Of the twenty past women featured in *Blaze*, three married and gave up their professional careers. The majority remained unmarried, and of these, their careers extended up to forty years.

NSW Crown Solicitor, Lea Armstrong, has recalled her own family's experience in relation to the rules that governed women's choices:

My grandmother worked as a public servant in Western Australia for the Department of Treasury. That's where she met my grandfather in the '30s. They got married, but of course she had to give up work. I remember she went to work for Australia Post when married women were finally allowed to have Commonwealth Public Service jobs in the late '60s. She was 55 years old, and it was a junior level job, whereas she'd had a career in Treasury before she got married.

Dr Deborah Dearing, President of the NSW Architects Registration Board and District Commissioner (North) for the Greater Sydney Commission has similar recollections:

When I was at primary school, the head mistress at the school was not allowed to be married and similarly I think even in secondary school there were rules around what jobs you could do if you were single or married.



Phyllis Shillito, a pioneer in design education, had a 25 year career with the NSW Department of Technical Education. The never-married Shillito trained generations of students at the National Art School and the Shillito Design School.

National Art School Staff c. 1933

Front row: Edgar Walters (on stool), unidentified, Phyllis Shillito, Samuel Rowe, Rayner Hoff, Arthur D'Auvergne Boxall, John Moorfield. *Standing includes:* Douglas Dundas, Bob Gunter, Roy Davies, Ken Wood and Fred Leist.

Photographer unknown. National Art School Archive and Collection

For Holroyd High School Principal, Dorothy Hoddinott AO, this issue informed her career choice:

I became a teacher ... there are couple of reasons why. One was that it was a career where I didn't have to resign should I get married. And the other was it had equal pay—only just—that only happened in 1963, and I started teaching in 1965.

The NSW *Public Service (Amendment) Act, 1969* repealed restrictions concerning the employment of married women in the Public Service. Today, laws disallow employers to discriminate against people due to their marital or family status. No longer are women required to give up their careers once they marry and/or have a family. Rather, it is an individual decision based on personal circumstances. Perhaps it is Elizabeth Tydd, NSW Information Commissioner, Chief Executive of the Information and Privacy Commission of NSW and NSW Open Data Advocate, who best articulates how a combination of professional and family responsibilities can be an asset in the modern workplace:

Working mothers are more flexible. They are more able to work around problems than most people in the workforce. That agility, that flexibility, that responsiveness, that having to look to other people's needs while still keeping your eye on the end point is pretty unique to the working mothers scenario.

Equal status/Equal pay

Today in the NSW public sphere, pay levels based on seniority are largely consistent across gender lines. This was first brought about in 1958 with the introduction of the NSW *Industrial Arbitration (Female Rates) Amendment Act*. But such equity was not the case in earlier times. For Phyllis Shillito (1895–1980), Head of Design, and for many years the sole full-time female staff member at the National Art School, attaining seniority that truly reflected the responsibilities she was charged with and a salary to match, proved elusive despite making many submissions to her superiors to have this rectified.

The case for seniority and salary according to skills, knowledge and capabilities—not sex—was a prominent and consistent narrative in the career of the State’s first woman Mitchell Librarian, Ida Leeson (1885–1964). That she was a woman was the reason she was not able to progress to the level of seniority she desired and was qualified for. Lucy Garvin (1851–1938), the founding headmistress of Sydney Girls High School had status and responsibility equal to headmasters, but was paid one-third less. This inequity was also reflected in the situation of her female teachers, despite Garvin’s protests to the Department of Education. So, too, for Belle Golding (1864–1940), who was the first woman inspector appointed under the NSW *Early Closing Act, 1899*. As a Senior Inspector, her salary was £278. Men in the same position earned £320, and junior male inspectors up to £299.

Achieving status and pay equal to men at the same level of seniority in the public sphere is not an issue with the present *Blaze* women, as discrimination on the basis of sex has been removed from the laws and regulations that govern the public sector. However, unofficial or unconscious bias on the grounds of sex has been present in other ways.

Gendered workplaces

Architect Dr Dearing and Engineer, Dr Marlene Kanga AM, have each had distinguished careers spanning more than three decades. Working in the more traditionally male fields of STEAM, the bias that they experienced in their early careers was clearly visible.

Dr Dearing has recalled one particular experience:

I was involved in guiding a project in far north Queensland. My plane was late, and I came into the meeting after it had already started. I sat down at the table, and I listened to the discussion and I asked some questions. One of the engineers sitting next to me said, ‘You just be quiet, love. We’ll be bringing morning tea soon.’ And I was a bit surprised, so I then very quietly pulled out my business card and handed it to him and the tone changed pretty quickly.

Dr Kanga, who migrated to Australia from India in the late 1970s, faced a similar situation:

When I arrived in Australia the Anti-Discrimination Act had just been passed. But jobs were still being advertised for engineering under 'Men and Boys' in the Sydney Morning Herald. I was applying for these jobs and it was extraordinarily difficult. I had people say when I called them up, 'Are you somebody's secretary, are you somebody's sister?' I said 'No, I am applying for myself', and they said 'Oh, we never knew a woman could be an engineer.'

Surveyor-General of NSW, Narelle Underwood, has explained how the underrepresentation of women in some sectors of STEAM constitutes a form of gender-based bias:

There are just over 1000 registered surveyors in NSW at the moment. Twenty-eight or around 2.7 per cent are women, which is abysmal.

Mrs Underwood, however, believes that advancements in technology which have made the physical work of surveyors less arduous will result in greater numbers of women entering the field.

Director and CEO of the Australian Museum, Kim McKay AO has made similar observations:

When I went to my first meeting of the Council of Australian Museum Directors—twenty-two museums are members—there were four women at the table. Now what's wrong with that picture? That's why I set up the mentoring program with Rose Hiscock, who then ran the Powerhouse Museum, to actually shift the needle. We now have six women running museums across Australia, instead of four, but there's a long way to go.

For Sarah Hynes (1859–1938) the first women scientist—a botanist—employed by the NSW Government, discrimination on the grounds of sex was antagonistic and targeted. At the Sydney Technological (Powerhouse) Museum, her superiors described her as 'an experiment', and concluded that her position 'cannot be filled by a woman'. At the Botanic Gardens, where she was the sole female and only employee with qualifications in Botanical Science, she was accused of insubordination, querulous and quarrelsome conduct, neglect and incompetency and of being 'more trouble than a hundred men'. Director, Joseph Maiden, described her conduct as 'so notorious that she has done untold harm to the cause of the employment of women in the Public Service'. Hynes was eventually shifted to the Department of Public Instruction to teach botany, and her superiors found her to be highly competent.

Architect Marion Mahony Griffin (1871–1961) was for many years, invisible. Her husband, Walter Burley Griffin, was the public face to what is now considered to have been a creative partnership, which architecture historian Anna Rubbo has described as being 'nurtured by different but complementary personal, intellectual and creative strengths, and shared spiritual beliefs'.

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Law—practised in both the private and public sectors—as Ms Armstrong has observed, has normalised a culture of long work days in legal offices coupled with all-hours client demands. Women who are unable to conform to this due to carer responsibilities often miss out on opportunities for promotion. Ms Armstrong sees technology and its application towards work flexibility as key to driving cultural change and ultimately, ensuring that more women can participate in high level roles.

For Lillian Armfield (1884–1971), a pioneer in the criminal justice system and one of the first two NSW women police constables, discrimination on the grounds of sex ran deep. To become a police constable, female recruits had to waive any future claim to a departmental pension. Women were not allowed to make arrests or be armed. Armfield, however, was known to flaunt the rules. Such was the esteem in which she was held by some male peers that they loaned her their firearm so that she could arrest criminal suspects.

Paediatrician Dr Margaret Harper attended to thousands of children and infants throughout her four-decade career in the NSW public health sector. Mothers eagerly awaited her arrival at the Alexandria Baby Clinic, where she worked as an Honorary Physician.

***Waiting to see Doctor, Baby Health Centre,
Alexandria, 1914***

NRS 4481 ST 5640



The health sector—traditionally a female workforce—is well represented by women in senior leadership roles, as Dr Teresa Anderson, Chief Executive of Sydney Local Health District, has explained:

One of my surgeons said that everyone who surrounds him—who's senior to him—is female, and he doesn't have a problem with that. That went from the Governor, to the Minister, to the Secretary, to the Deputy Secretaries, to his Chief Executives and his General Managers.

Dr Anderson, however, concedes that the situation may be different outside the health sector:

It's not unusual for me to go to a meeting with other government agencies and be the only female in the room. This is a problem for society, I think, when there are twenty people in a room, and in that room, only one is female.

Former Governor of NSW, Professor The Honourable Dame Marie Bashir AD CVO, has had a distinguished career in the health sector as a medical practitioner. She has not experienced bias on the basis of her sex. The same is true for Alice Kang, Director of Marketing and Communications at Concord Hospital, in her 40 year career. She has noted the proliferation of women in senior leadership roles, and in the commitment that the NSW public sector makes towards embedding the principals of diversity and equal opportunity in the workplace.

Jeannine Biviano, Deputy Secretary of Government and Corporate Services, NSW Department of Finance, Services and Innovation, has spent a proportion of her career working in the health sector. When starting as the new Chief Executive of a rural Area Health Service, she was told by the Chairman of the Board: 'Jeannine, you do realise that this is a man's role.' He advised her that she should be at home looking after her children. Ms Biviano's experience was a one-off, and she believes that being a woman has had no impact on her career advancement.

Margaret Crawford, the Auditor-General of NSW, has worked across many policy fields and at all three levels of government in Australia. She has not experienced obvious gender bias, but reflects that in some situations when seeking roles in more traditionally male sectors such as transport, there have been undercurrents of that nature.

Bias on the grounds of sex was evident in the experiences of one of the State's pioneer women health administrators, Lucy Osburn (1836–1891). She experienced significant hostility as a woman in a position of authority at the Sydney Infirmary and Dispensary in the late 1800s. Male staff ignored her direction, and her superiors sought to undermine her. Osburn, according to Dr Alfred Roberts' testimony to the 1873 Royal Commission into Public Charities, possessed 'natural disqualifications of mind' that made her 'unfit' for duty. He wanted a 'lady with more quiet tact'.

Secondary education

The opportunity to complete a quality secondary education has been a common theme running through the stories of many *Blaze* women, past and present. The NSW *Public Instruction Act, 1880* reformed the education system and established single sex public secondary schooling with curricula oriented towards university admission and the professions. Through the Act, Sydney Girls High School was inaugurated in 1883, and this began a tradition of quality education for girls. Professor Bashir attended Sydney Girls High School in the 1940s, following in the footsteps of her mother who was a student during Lucy Garvin's tenure as headmistress:

I had the great benefit of going to a superb school. I always wanted to go to the school which my mother had attended, which was Sydney Girls High School. I had enormously inspirational teachers. They were superb, both in Latin, in French, in mathematics. And they were encouraging but also there to support you to strive for excellence.

Ms Hoddinott has also recalled her secondary school days:

I had the good fortune to have a strong public education. I went to North Sydney Girls High. I had teachers who understood that I wasn't a conventional sort of child and who were able to extend my education beyond the classroom.

Jane Spring, an Executive Director within the NSW Department of Industry, Skills and Regional Development, credits her all-girls school, Ravenswood, where she spent three 'pressure cooker' years, for enabling her to study Economics and Law at university. For Ms Armstrong, Methodist Ladies College (Melbourne) 'was a great learning environment. You were encouraged to do all sorts of things. You were taught there were no boundaries for women'. Dr Anderson credits her teachers at Taree High School with imbuing within her a love of learning.

Deputy Secretary, Social Policy at the NSW Department of Premier and Cabinet, Mary Ann O'Loughlin AM, and Dr Kanga each attended Catholic girls' schools. There, nuns encouraged academic achievement and female empowerment. Having been awarded an exchange scholarship, Dr Dearing completed her secondary schooling in Upstate New York and subsequently developed a keen interest in architecture at Syracuse University. For Ms Tydd, 'the discussion, the dynamic environment of new ideas and new thinking' that occurred in the 1970s during her time at a traditional Catholic secondary school, led to her lifelong interest and investment in education.

If formal schooling was a foundation stone to the success of many past and present *Blaze* women, the experience of Pearl Gibbs (1901–1983) differs. For Gibbs and other Aboriginal women, their childhoods were determined by government policies and

societal attitudes that largely denied them an education. For many girls outside the middle classes, educational opportunities were severely limited as they were often sent to work in their teens.

Tertiary education

The doors to tertiary education for women in NSW opened in 1882 when the University of Sydney granted admission through its Faculty of Arts. Sarah Hynes was one of its earliest women graduates (1891). Sydney Girls High School Headmistress, Lucy Garvin, employed one of the university's first two women graduates, Isola Thompson (1861–1915) as her deputy in 1889. The Faculty of Medicine accepted women in 1885 and Dagmar Berne (1866–1900) was the first woman student there. She was followed by Harriet Biffin (c.1867–1939). By 1900, there were fourteen women undergraduate students including Jessie Aspinall (1880–1953), Lucy Gullett (1876–1949), Margaret Harper (1879–1964), Susannah O'Reilly (1881–1960) and Constance D'Arcy (1879–1950). With 1911 graduate Emma Buckley (1879–1959), Biffin, Gullett, Harper, O'Reilly and D'Arcy founded The Rachel Forster Hospital for Women in 1921. Unable to gain employment as medical practitioners due to their sex, the women doctors founded their own hospital. The Rachel Forster Hospital served women, children and later, men, until 2000 when its services were transferred to Royal Prince Alfred Hospital.

Once given the opportunity, women thrived at university and embraced not only its learning, but its social and political environments. Ella Gormley (1885–1948), a pioneer of physical education, attended the University of Sydney from 1909–1912. She was elected founding president of the Women Evening Students' Association under the patronage of the prominent feminist, Maybanke Anderson (1845–1927).

While a number of the past *Blaze* women attended university, this was not the case for women more broadly. Maria Nugent has explained in her study of women's professionalism in Australia that such opportunities were generally available to middle class women only. Indeed, it was not until well into the 1960s and 1970s that greater numbers of people in general, and women in particular, had the opportunity to attend university. Ms O'Loughlin recalls a conversation she had with her mother during that time:

I would've been about seven, and I said to my mother, 'Mum, what's a university?' I'd heard someone talking about it, and I didn't know what it was. She explained to me what a university was, and she said to me, 'And you will go there one day.' She came from a family in which nobody had gone to university, and a time when not very many people did go to university, let alone women. That she gave me that high expectation and belief and commitment to that goal from the beginning, meant that I always knew I was going to university, and so I did.

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The situation was similar for Ms McKay:

My mother had left school at 14, and she was a great believer in education, and I think from age 5, if you'd asked me what I was going to do in life, I would've said I'm going to university.

Many of the present *Blaze* women recall their experiences at university as being a defining point in their lives, opening up a world of ideas and new experiences.

When Ms Hoddinott attended university in the 1960s she 'got involved in lots and lots of clubs and societies' and through this learned new leadership skills. 'I loved being at university. It's just an amazing environment', remembers Dr Anderson, who was involved in the Student Union. Dr Dearing's lecturers inspired students as they navigated the challenging and multi-faceted discipline of architecture.

For Ms Spring, university gave her an opportunity to excel in sport and to participate in a wide range of activities:

I'd had that fabulous university experience that people had in the '80s. I joined every single club in Orientation Week. I joined the Anarchists, the Bushwalkers, and everything that you could find. University was the most fantastic experience, meeting really wonderful and diverse people, particularly my classmates at Women's College, and many of who are still very good friends.

For Ms O'Loughlin in the 1970s, university was a 'very engaging, exciting time':

Whitlam had been elected while I was at university. Whitlam got dismissed. It was all the Vietnam issues. But it was also women's liberation. Women's rights were coming much more to the fore. Gay liberation was on the agenda, as was also recognition of Indigenous rights. The issues I got involved with were very much around politics, which led naturally to a great interest in policy and in government.

A prominent voice in advancing the status of women during the 1970s was Margaret Whitlam (1919–2012). Employed by the NSW public health system as a social worker in the mid-1960s, Mrs Whitlam was well-attuned to the issues facing women and their dependents. The high profile she developed as her husband, Gough, pursued a political career enabled her to make a significant contribution to public discussions around women during the 1970s.

Rights movements and social activism had driven advancements for women's equality in the late 19th and early 20th centuries. Rose Scott (1847–1925), Kate Dwyer (1861–1949) and her sisters Belle (1864–1940) and Annie Golding (1855–1934) were prominent activists who agitated for social reforms during this time. The Golding sisters had founded the Women's Progressive Association of NSW in 1901. It diverged from the Womanhood Suffrage League which Rose Scott and Mary Windeyer (1836–1912) had



Suffrage Group

Back row standing left to right:

Mrs Jackson (President of the Redfern Branch); Mrs Wynn (President of the Annandale Branch); Miss Caldwell (Camperdown); Mrs T Parkes (President of the Toxteth League); Mrs Hansen (President of the Newtown Branch).

Middle row seated:

Mrs McDonald (President of the Glebe Branch); Miss Annie Golding (Organising Secretary of the United Branches); Mrs Chapman (Secretary of the Redfern Branch).

Front row seated:

Mrs C Martel (Recording Secretary of the Central League); Miss Belle Golding (Secretary of the Newtown Branch); Mrs Dickie (ex-President of the Newtown League); Mrs Dwyer (Secretary of the Camperdown Branch).

Freeman and Co, 1902, SLNSW, ON 219/96

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founded in 1891, and focused on the push for women to be appointed to public roles such as police, magistrates and Justices of the Peace. They and others including Annie Duncan (1858–1943) publicly criticised government inaction, lobbied for changes to the Law and made direct representations to government ministers. They were also employees of the NSW Government, a situation when considered through the lens of today, appears highly conflictual.

Firsts

Many of the past *Blaze* women were 'firsts'—Annie Duncan, Belle Golding, Sarah Hynes, Ida Leeson, Lillian Armfield, Pearl Gibbs, as well as Rosette Edmunds (1900–1956) and Caroline Kelly (1899–1989). They pioneered roles in workplaces that had previously been closed to women. As lone females in roles considered the 'natural' domain of men, each had to navigate the prevailing assumptions and attitudes that were held not only in their places of work, but within society about, their sex and their abilities. For Gibbs, the first female and sole Indigenous woman appointed to the NSW Aborigines Welfare Board, these extended also to race. By being the firsts, these women re-shaped the public sphere and paved the path for others to follow.

Caroline Kelly was a key figure in the post war metropolitan planning of Sydney as a social anthropologist with the State Planning Authority of NSW. She introduced the world famous anthropologist, Margaret Mead, to officials from the NSW Housing Commission, which was developing large estates in Campbelltown throughout the 1970s.

Untitled, photographer unknown, c. 1973

Jack Burke, Housing Commission Chairman (second from left), Caroline Kelly (centre), Margaret Mead (second from right).

Caroline Kelly Papers, 1909-1987, Fryer Library UQ, UQFL489



The notion of firsts however, should not be relegated to history. Indeed, it has only been in recent years that women have been appointed for the first time to some of the State's key senior leadership roles.

In 2017 Dr Deborah Dearing became President of the NSW Architects Registration Board: the first woman appointed to the role since the Board was inaugurated in 1923. In 2016 Narelle Underwood was appointed Surveyor-General of NSW: the first woman to hold the position which was established in 1787 (or 231 years ago), and the youngest Surveyor-General in 200 years. In 2016 Margaret Crawford became Auditor-General of NSW: the first woman appointed to the position in the 193 year history of the Audit Office of NSW. In 2015 Lea Armstrong was appointed NSW Crown Solicitor: the first woman since the position was established in 1817, more than 200 years ago. In 2014 Kim McKay AO became Director and CEO of the Australian Museum: the first woman and first non-scientist to hold the position in the Museum's 187 year history. In 2001, Professor The Honourable Dame Marie Bashir AD CVO, became the first woman Governor of NSW, 213 years after Arthur Phillip was appointed the Colony's first Governor.

The Parliament of NSW has also been a place of firsts. In recent times, Kristina Keneally was sworn in as the 42nd and first woman Premier of NSW (2009) and Carmel Tebbutt became the first woman Deputy Premier. Current and second woman Premier of NSW Gladys Berejiklian, was appointed first woman Treasurer in 2015 and that same year, Gabrielle Upton, first woman Attorney General. In 2011 Ronda Miller became the first woman Clerk of the Legislative Assembly, and in 2007, Lynn Lovelock, the first woman Clerk of the Legislative Council and Usher of the Black Rod. These and others, who pioneered roles for women in the Parliament of NSW since Millicent Preston Stanley first took her seat as a Member of the Legislative Assembly in 1925, have created a legacy that other women will grow.

Despite these achievements of women in the NSW public sphere, the story remains incomplete. In some cases, the firsts are yet to come and it is to the next generation of women leaders that we now look to take up the reins.

Penny Stannard

Curator

Blaze: Working Women, Public Leaders

education



Teachers, Girls High School, 1896 (detail)

Photographer unknown, 1896, SLNSW, PXD 1143, Item 1

Phyllis Shillito

1895–1980

Pioneer of design education



“Naturally gifted out of the common and very well trained ... she has a genius for imparting her knowledge that commends itself to all who have witnessed her work in the classroom.”

J. S. Macdonald, Director, (National) Art Gallery of NSW, 'Testimonial letter for P. Shillito', 30 April 1935 in Christopher Kent, *Phyllis Shillito: A review*, Thesis, University of Technology Sydney, 1995, pp. 14–5



In a 25 year career with the NSW Department of Technical Education, Phyllis Shillito trained generations of students in fashion, industrial and interior design. Many went on to have high profile design-related careers in Australia and overseas.

In 1925, UK-trained Shillito was appointed Teacher of Art at East Sydney Technical College, later the National Art School. In 1933 she founded a School of Applied Art and Industrial Design. By the 1940s, Shillito was Head of the Design School and had established the first Design Diploma in Australia. In 1948, Shillito became Head Teacher of Art, and in 1952, Senior Lecturer in Art. In the late 1950s, she played an instrumental role developing the College's Cell Block Theatre. Actor Katharine Hepburn and dancer, Robert Helpmann, lent their support whilst in Sydney, and in 1958, the Theatre was opened.

Shillito retired in 1960, aged 65. In 1962, she opened the Shillito Design School, which operated until her death in 1980.

Above left
Phyllis Shillito
National Art School Staff c.1933 (detail)

Photographer unknown, National Art School Archive and Collection

Left
National Art School exhibition stand, School of Design, unknown exhibition, c.1960s

Photographer unknown, National Art School Archive and Collection, gift of David Shillito 2017

Right
Phyllis Shillito interviewing prospective design students, School of Design, National Art School

Photographer unknown, c.1950s, National Art School Archive and Collection, gift of David Shillito 2017



Below
Phyllis Shillito, Katharine Hepburn, Robert Helpmann and Roy Davies: Visit to the former Women's Cell Block of Darlinghurst Gaol

Photographer unknown, 5 July 1955, National Art School Archive and Collection, gift of David Shillito 2017



Dorothy Hoddinott

Principal
Holroyd High School

“You need to be active in things, you need to put your hand up, you need to participate and you need to remember other people when you are being a leader because being a leader isn’t necessarily being an autocrat, it’s actually engaging other people to come along on that trip with you, on that journey.”

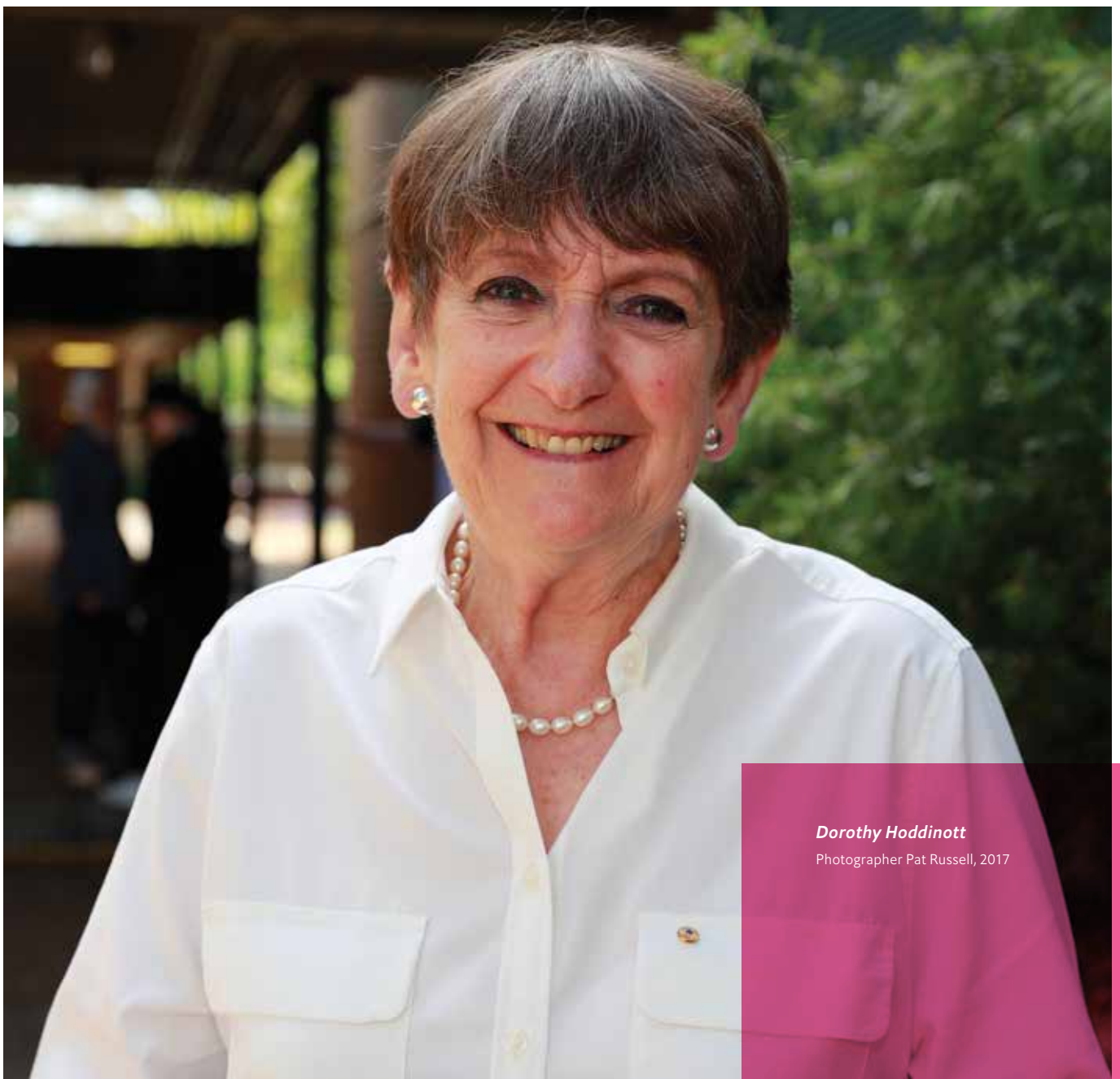
Human rights advocate

Dorothy Hoddinott AO began her teaching career in 1965. Following stints teaching in London, then Milan, she returned to Australia and began working as an English as a second language (ESL) teacher in 1975. She was promoted to Head Teacher, then Deputy Principal positions, before becoming Principal of Holroyd High School in 1995.

As President of the Association of the Teachers of English as a Foreign Language (NSW), Ms Hoddinott played a key role in establishing a national body to advocate for ESL education. In 2002, she established the Friends of Zainab scholarship trust to support young asylum seeker, Zainab Kaabi, to complete her schooling.

Ms Hoddinott was appointed Officer of the Order of Australia in 2008. She was awarded the Australian Human Rights Medal (2014), an Honorary Doctor of Letters from Western Sydney University (2014) and the Australian College of Educators’ Medal (2012)—the first practising school educator to receive the award. Between 2010 and 2017 Ms Hoddinott served two terms as a Fellow of the University of Sydney Senate and has been Pro-Chancellor since 2015.

When I established the Friends of Zainab in the school accounts it was something that any principal could have done. But no one had thought of that. I thought, how can I help this girl stay at school? I know what I'll do. I'll set up a trust fund in the school accounts and I'll get money into the account and we can pay her the special benefit she's not going to get by remaining at school full time. That's exactly what I did. And it's worked. It's been remarkably successful and it's now expanded to almost a national level. It has gone quite viral in the sense that a lot of young people have been helped.



Dorothy Hoddinott
Photographer Pat Russell, 2017

Lucy Garvin

1851–1938

First Headmistress
of Sydney Girls
High School



“A source of inspiration ...
to a large number of the
most highly educated
women in the State.”

NSW State Archives: Department of Education;
NRS 3829, School files, 1876–1939 [5/17746 Bundle B],
18/98826, enclosing 18/94672



Lucy Garvin had a 35 year career with the NSW Department of Public Instruction as the founding Headmistress of Sydney Girls High School.

Sydney High School was opened in 1883 under the NSW *Public Instruction Act, 1880* at a temporary site bordering Castlereagh and Elizabeth streets. Girls occupied the top floor of a 60 year old building, and boys, the bottom. By the late 1890s and with 300 students, Garvin urged the Department to provide more teachers. The boys had moved out and the site—surrounded by tramlines and traffic together with inadequate recreation space—was deemed ‘most unsuitable’ for a girls’ school.

Garvin keenly encouraged academic achievement and had high expectations of staff and students. Several went on to university and had prominent careers in health, law, science and education. She agitated (unsuccessfully) that the Department pay her staff salaries equal to the boys’ school. In December 1918, a petition was lodged to continue the 68 year old Garvin’s services but the Department did not endorse the application and Garvin was retired.

Above
**Old Sydney Girls High School,
Castlereagh St front, 1922**

NRS 4481 ST 7557

Right

Teachers, Girls High School, 1896

Standing left to right: Walter James Holmes MA; Ruth Bowmaker MA; Caroline Whitfeld; William Williams BA. Seated left to right: Isola Florence Thompson MA; Lucy Arabella Stocks Garvin; Mary Bruce BA. Isola Thompson was one of the first two women to attend and graduate from the University of Sydney.

Photographer unknown, 1896, SLNSW, PXD 1143, Item 1

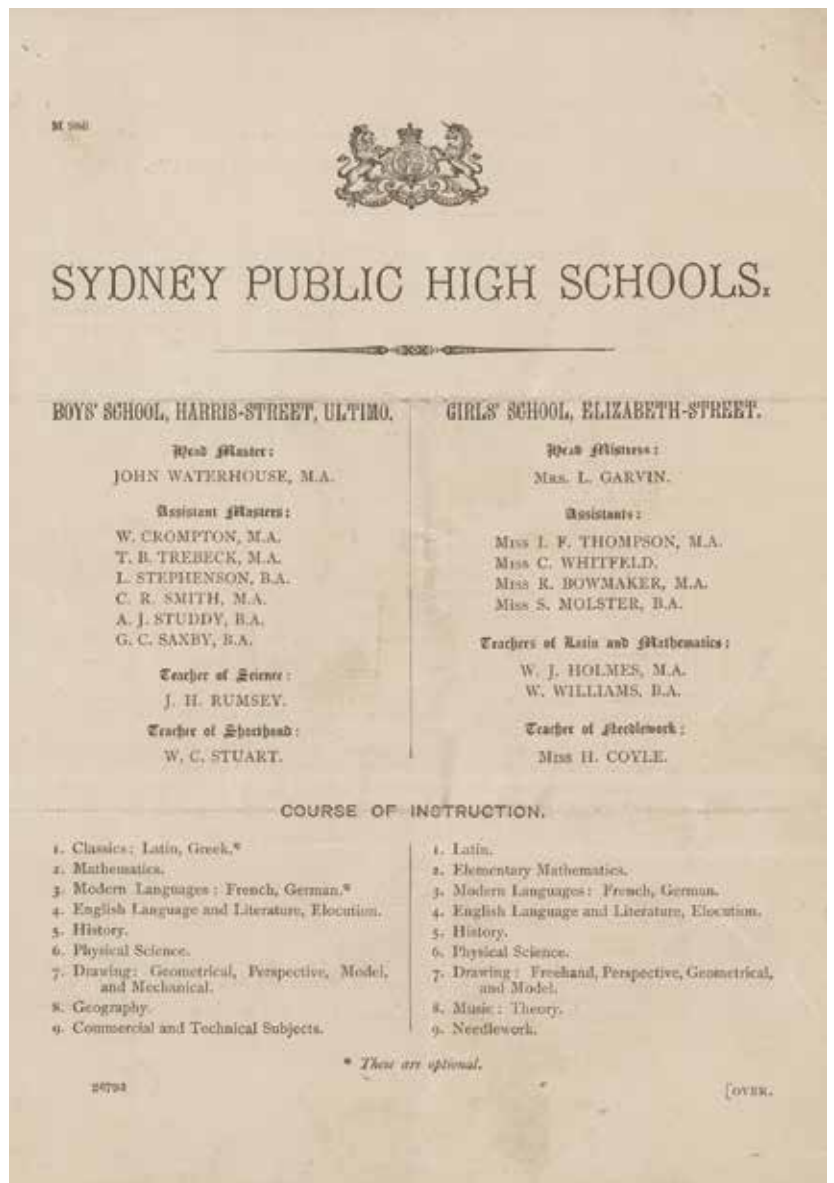


Right

Sydney Public High Schools: Prospectus, 1898

There were some differences in the courses of instruction that male and female students were required to undertake. Needlework and creative arts were mandatory for girls, whereas for boys, the focus leaned towards business and technical skills.

NRS 3829 [5/17743] Bundle B, Sydney Girls High School

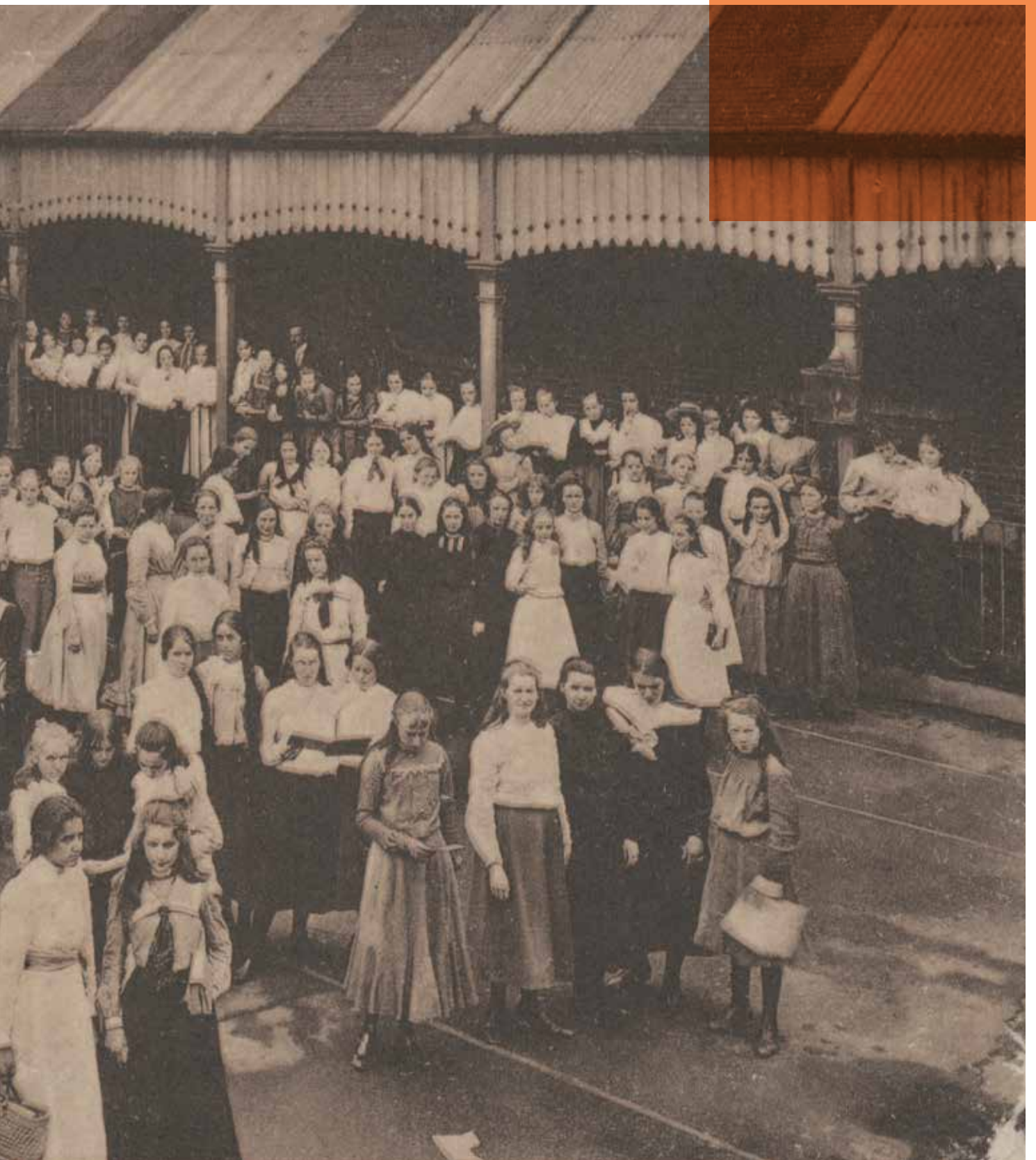




In 1892 the boys section of Sydney High School moved from Elizabeth Street to Harris Street, Ultimo. The number of female students increased, and by 1897 Garvin was urging the Department of Education to provide more teachers.

***Girls High School – Elizabeth St,
Sydney, c.1898***

NRS 15051, Sydney Girls High, photo 141



sport



Sydney Ladies' Swimming Club
Left to right: Jessie Evans, Fanny Durack,
Ella Gormley, Mina Wylie, Ettie Robinson.
Photographer unknown, c.1914, SLNSW, PXA 1323,
Item 3

Ella Gormley

1885–1948

Pioneer of women's
sport and physical
education



“There is no more capable and enthusiastic exponent of the Art amongst women teachers than Miss Gormley.”

NSW State Archives: Department of Education; NRS 3830 [20/13258], Memo to Under Secretary, 'Miss EM Gormley B.A.: Instructress in swimming, Status and Salary', 10 February 1916

In 18 years with the NSW Department of Public Instruction, Ella Gormley became the State's most senior swimming instructor and pioneered physical education.

In 1909, student teacher Gormley set out to make swimming tuition available to all children, not just boys as was the status quo. She introduced swimming instruction at Sydney-wide baths, pioneered life-saving and resuscitation programs for school students in regional NSW and founded Christmas vacation swimming programs.

In 1917, the Department accepted Gormley's proposal to design physical training—sport—for female teachers and girls, making her responsible for all seven Sydney girls' high schools, minus any pay increase. During 1919–1920, it funded Gormley to attend Columbia University, and tour England and Europe to study physical education. Returning in 1921, she was appointed Supervisor of Girls' Physical Education tasked with developing syllabi incorporating teacher training. Her request for remuneration parallel to US counterparts was 'disallowed'. Approached by Prime Minister Billy Hughes to direct a national physical culture course for women teachers, she was too busy to accept. In April 1922, aged 37, Gormley resigned from the Department.



Left

Female swimming instructors, Domain Baths

Ella Gormley (standing centre above steps) trained women teachers in swimming instruction, ensuring that swimming lessons were extended to girls.

NRS 4481 MS 5618, no date

Below

Teachers Training College, physical drill, women, 1923

Gormley introduced and oversaw physical education for girls in NSW public schools.

NRS 4481 ST 8682



Jane Spring

**Executive Director,
Regional Development**
NSW Department of Industry

“One of the biggest gifts that you can have as a leader—as a person—is when someone comes back later and says, ‘You really helped me, you didn’t let me stop, you made me work really hard. You encouraged me to push beyond my boundaries and I saw a lot more potential in myself.’”

Sports administrator and coach

Jane Spring’s career in the NSW public sector commenced with the Sydney Organising Committee for the Olympic Games (SOCOG), 1994–2000. Between 2001 and 2013 Ms Spring held various NSW Government executive and governance roles with the Department of Sport and Recreation, Sydney Olympic Park Authority, Transport Infrastructure Development Corporation and NSW Businesslink. She was Acting CEO, NSW Institute of Sport (2013) and Director, NSW Centenary of Anzac Program (2013–2015).

Parallel to her professional career, Ms Spring has enjoyed outstanding success as a sports administrator and coach, most notably through her 30 year association with the University of Sydney Women’s Rowing Club—serving 24 years as its President. Formerly an elite rower, Ms Spring has trained many young women who reached the highest levels of the sport.

Ms Spring is a member of the Western Sydney Local Health District Board, and was a Fellow of the University of Sydney Senate (2009–2013). In 2013, she was made a National Fellow of the Institute of Public Administration Australia.

As the Olympic Games got closer and things got more complicated, I learnt a lot about public administration, and event management, and we were working to a deadline. You know, you can't fail with the Games. You don't get an extension. Everything has to be perfect. It was a privilege to have 6 years at SOCOG because the organisation changed over that time. I was staff member number 22, and by the end there were thousands.



Jane Spring
Photographer Felix Warmuth, 2018

STEAM



Mitchell Library (interior), 1942 (detail)

NRS 4481 ST 25424



Ida Leeson

1885–1964

First woman
Mitchell Librarian



“She is the smartest cataloguer here. She has had a very good education. She is very obliging, and is exceedingly well read. She is a very good worker. There is no shirking about her.”

NSW State Archives: Public Service Board, NRS 1238,
Reports of interviews with departmental boards,
[8/1215], p. 792

In a 30 year career, Ida Leeson rose through the ranks to become one of the first women to hold a senior leadership position in an Australian cultural institution.

Leeson commenced working at the Public Library of NSW in 1907 and two years later transferred to the Mitchell Library. Instrumental in cataloguing the Mitchell collection, she sought ‘more rapid promotion’ than regulations allowed. In 1927 in Britain, Leeson achieved a coup, securing the missing third volume of Matthew Flinders’ 1801–1808 log.

By 1932, Leeson’s seniority placed her in line to replace retiring Mitchell Librarian, Hugh Wright. His replacement would eventually succeed Principal Librarian, Willam Ifould. The Public Library Trustees recommended Leeson for Mitchell Librarian, but Ifould and his political masters disallowed it. The Principal Librarian, they insisted, must be a man. A new deputy position to Ifould was created, and a male colleague appointed. He, not Leeson, would become future Principal Librarian.

Leeson made many appeals throughout her career for remuneration equal to her male peers. Her last appeal in 1939 was overshadowed by the outbreak of war.

Above left

Ida Leeson

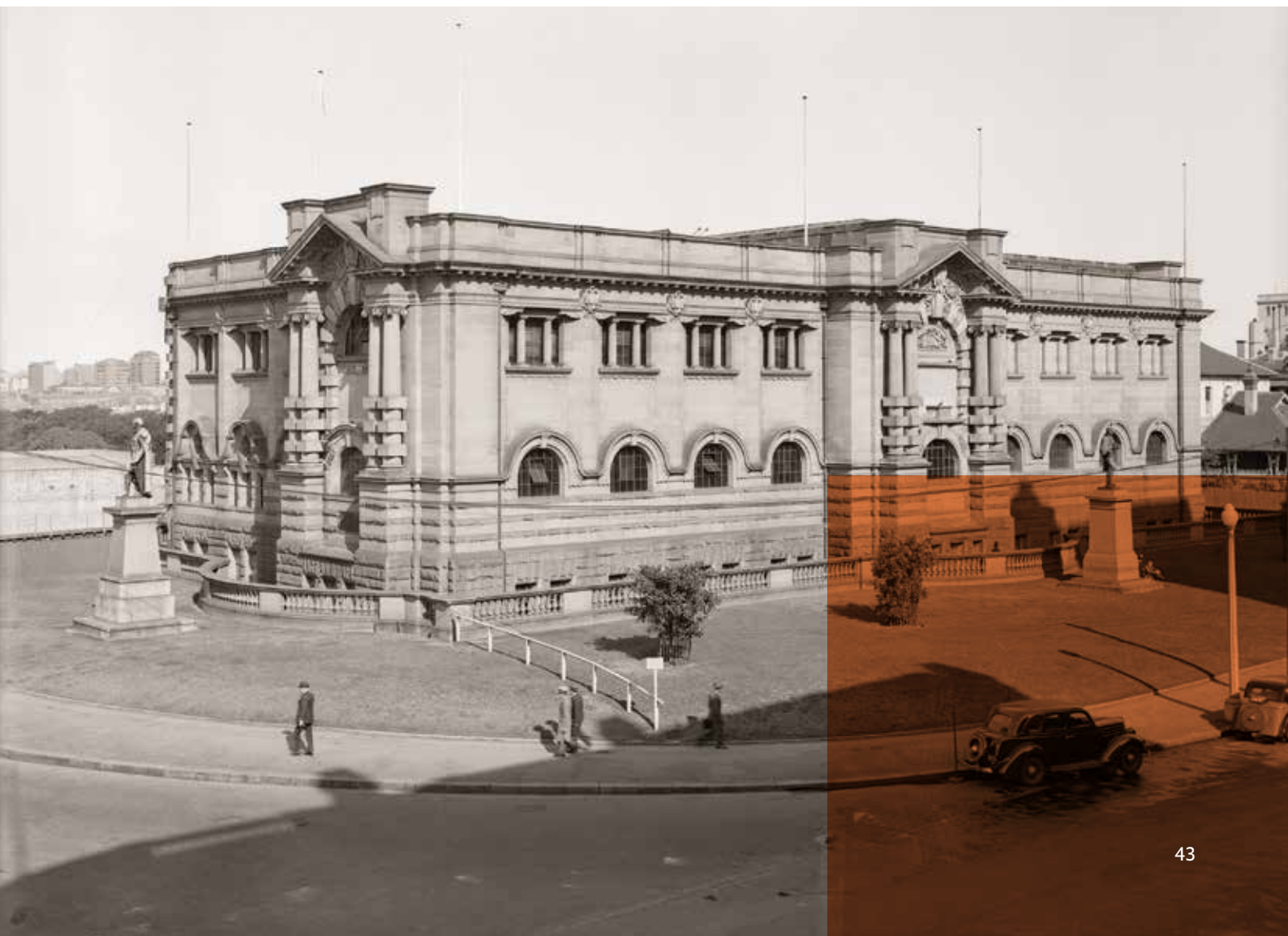
Photographer unknown, 1933, SLNSW, P1/977



Left
Mitchell Library
(interior), 1942
NRS 4481 ST 25424

Opened in 1910, the Mitchell Library was built to house 60,000 volumes and thousands of prints, maps and charts and other items bequeathed to the NSW Government by David Scott Mitchell.

Below
Exterior of Mitchell
Library, 1936
NRS 4481 ST 19890



Kim McKay

First woman Director
and CEO of the
Australian Museum

“Leadership is not something that’s a performance. It’s instilled within you. It’s a very authentic thing. And if people know that you’re taking on that responsibility for the greater good of the group—and you give other people the opportunity to try and develop their skills—then you get great support around you.”

Kim McKay AO was appointed Director and CEO of the Australian Museum in 2014. She is the first woman and first non-scientist to hold the position in the Museum’s 190 year history.

Ms McKay’s achievements while leading and overseeing the Museum’s custodianship of 18.5 million cultural and scientific objects, and its dual role of research and education, have been transformative, including enshrining into government policy, free general admission for children.

She has previously held senior roles with National Geographic and the Discovery Channel in the USA, and in 2005, established Momentum2, consulting in social and sustainability marketing and communications. She was the co-founder and key driver in the success of Clean Up Australia and Clean Up the World. In 2008, Ms McKay was made an Officer of the Order of Australia for distinguished service to the environment and the community. In 2013, she received *Australian Geographic’s* Lifetime Achievement in Conservation award and was named one of the *Australian Financial Review’s* 100 Women of Influence. In 2010 she received the University of Technology Sydney (UTS) Chancellor’s Award for Excellence, and was named a UTS Luminary.

Ms McKay is a board member of several not-for-profit organisations including the Sydney Institute of Marine Science Foundation. She is a member of The Geographic Project Legacy Fund and an advisory board member and ambassador for the 1 Million Women campaign. Ms McKay is known to be a strong supporter of women in leadership and actively promotes senior leadership opportunities for women within her own organisation.

My background was originally in communications and marketing, and then creating large international projects and programs like Clean Up The World—working out how to put those projects together. A lot of my experience dovetails into what I’m doing today at the Australian Museum. Apart from being the first museum in Australia, we have a Science Research Institute and a world leading DNA wildlife genomics laboratory. DNA gives us new insights into specimens in our collection—more than 18.5 million specimens and objects—and it’s DNA which tells us more about extinct species, more about what’s happened through the impacts of climate change in Australia.



Kim McKay
Photographer Brendan Vella, 2018

Sarah Hynes

1859–1938

First government woman scientist



“Though only a tiny handful of a woman, there is not a vacant spot in her cosmography—all is packed with energy.”

Edith Wills, ‘Sarah Hynes, J.P., B.A., M.B.E: Great Botanist has other strings to her bow’, *Sun*, 7 January 1934, p. 27

Sarah Hynes faced overt hostility and antagonism as the State’s first woman scientist.

Hynes was appointed Botanical Assistant, Sydney Technological (Powerhouse) Museum (1897). Soon instigating an inquiry ‘on the grounds that she could not obtain the status she desired in her position’, her superiors—detractors—concluded that ‘the position of Botanical Assistant cannot be filled by a woman’. A transfer to the Botanic Gardens followed, and Hynes became deputy to Chief Botanical Assistant, Ernst Betche, and the sole woman on staff.

Two inquiries—1905 and 1910—saw Hynes on charges of insubordination, querulous and quarrelsome conduct, neglect and incompetency, and described as ‘more trouble than a hundred men’. Gardens Director, Joseph Maiden, described her as ‘so notorious that she has done untold harm to the cause of the employment of women in the Public Service’. Hynes’ qualifications were attacked, despite her being the only Botanic Gardens employee with a university degree in botany. Hynes was transferred to the Department of Public Instruction as a Special Instructor in botany, and continued in this role until retirement in 1923.

Above left
Sarah Hynes

Photographer unknown, n.d., University of Sydney Archives, Series 167/1, Item 1404



Above

***Interior of Botanic Gardens Herbarium
Sydney***

Sarah Hynes (seated) working at the Botanic
Gardens Herbarium classifying plant species.

Photographer unknown, n.d., Daniel Solander Library,
Royal Botanic Gardens Sydney

Left

***Botanical Gardens Herbarium Museum
and offices, 1906***

NRS 4481 ST 3120



Marlene Kanga

Non-Executive Director

Sydney Water Corporation

President World Federation
of Engineering Organisations

“As a leader the most important thing you’ve got to be able to do is to walk away, to set things up and leave it to others to carry your vision. I think if you are able to do that you are a successful leader. So it’s not about you, it’s about the outcomes.”

Throughout her 40 year career, Dr Marlene Kanga AM has promoted the power of engineering to change lives, and has been a strong advocate for women in the STEAM fields. As President of Engineers Australia (2013), Dr Kanga was the second woman in 97 years to hold the position. As President, World Federation of Engineering Organisations, she represents 30 million engineers from 100 national and international professional engineering institutions. Non-executive director at Air Services Australia, Business Events Sydney and the Hearing Co-operative Research Centre, Dr Kanga is Board Advisor to Innovation Science Australia, and Chair of the Department of Industry Innovation and Science R&D Incentive Committee. She is also a director of iOmniscient Pty Ltd., a leader of intelligent video analytic technologies.

Dr Kanga was the first Australian to be made an Honorary Fellow of the Institution of Chemical Engineers (UK) as well as an Honorary Fellow of Engineers Australia, and the first Australian and first woman to be made a Foreign Fellow of the ASEAN Academy of Engineering and Technology. She is a Fellow of the Australian Institute of Company Directors. Dr Kanga was named a Top 100 Women of Influence by the *Australian Financial Review* (2013) and the Federation of Engineers in Asia and the Pacific’s Professional Engineer of the Year (2014), the first woman so awarded. She was appointed a Member of the Order of Australia in 2014.

In my early career, I made a change that has had huge impact across Australia in my specialisation, which is process safety—the management of hazardous risks, and location of hazardous industry. When I arrived in Australia it was unheard of. I worked with the NSW Government to develop some early ideas about public safety criteria. The documents I wrote came out in 1989 and they informed policy and legislation in four Australian states. They were adopted in New Zealand (2016) and Singapore (2017). I feel very proud of that contribution, and I think it’s an example of how working in the public sphere can have such long-ranging impact.



Marlene Kanga
Photographer Brendan Vella, 2018

architecture & planning

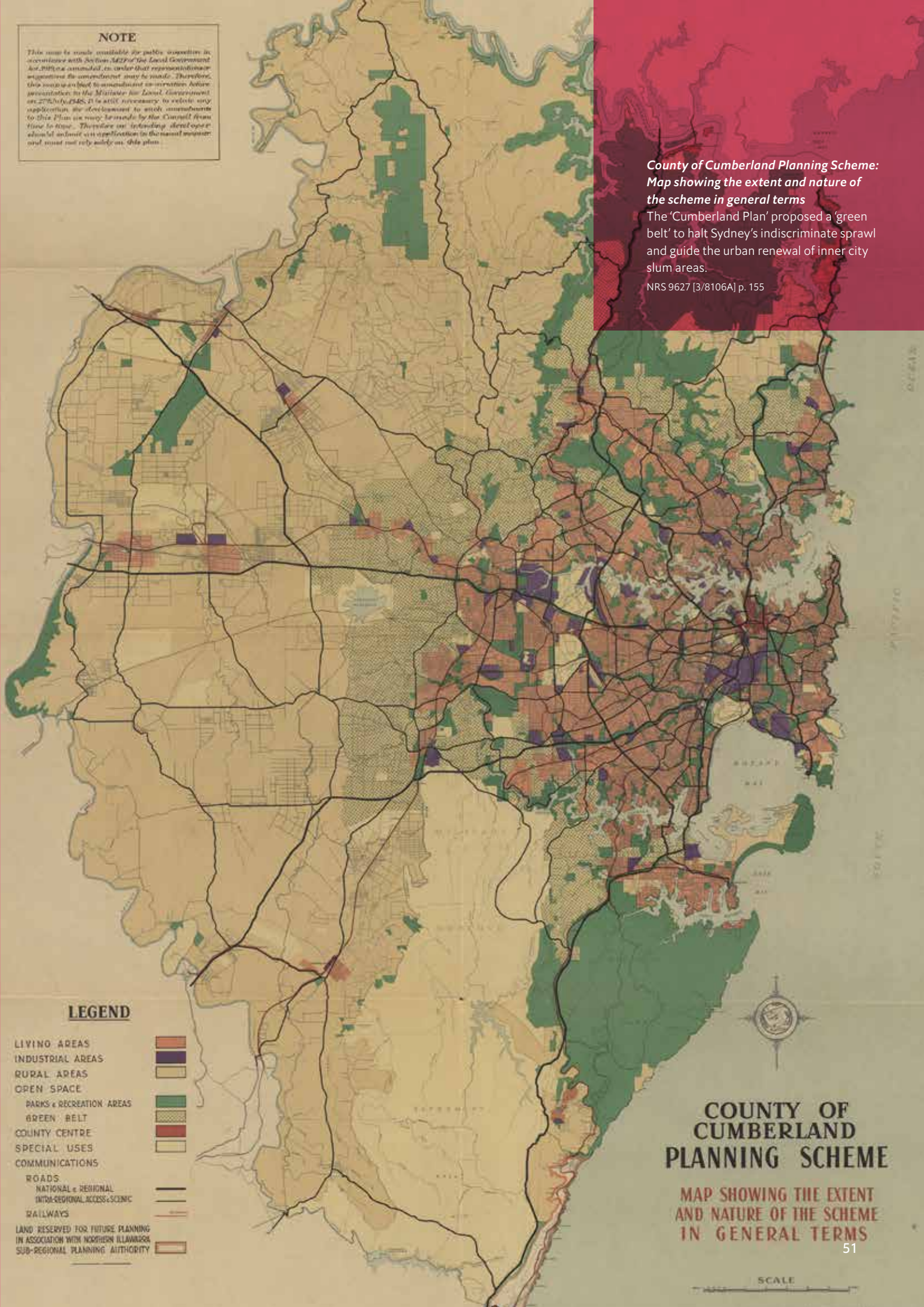
NOTE

This map is made available for public inspection in accordance with section 42(2) of the Local Government Act, 1971 as amended, in order that representations or suggestions for amendment may be made. Therefore, this map is subject to amendment in respect of any amendments by the Minister for Local Government on 27th July, 1968. It is still necessary to submit any application for development to such amendments to this Plan as may be made by the Council from time to time. Therefore no intending developer should submit an application to the Council on the basis of this plan.

**County of Cumberland Planning Scheme:
Map showing the extent and nature of
the scheme in general terms**

The 'Cumberland Plan' proposed a 'green belt' to halt Sydney's indiscriminate sprawl and guide the urban renewal of inner city slum areas.

NRS 9627 [3/8106A] p. 155



LEGEND

- LIVING AREAS
- INDUSTRIAL AREAS
- RURAL AREAS
- OPEN SPACE
- PARKS & RECREATION AREAS
- GREEN BELT
- COUNTY CENTRE
- SPECIAL USES
- COMMUNICATIONS
- ROADS
 - NATIONAL & REGIONAL
 - INTRI-REGIONAL ACCESS & SCENIC
- RAILWAYS
- LAND RESERVED FOR FUTURE PLANNING
IN ASSOCIATION WITH NORTHERN ILLAWARRA
SUB-REGIONAL PLANNING AUTHORITY

**COUNTY OF
CUMBERLAND
PLANNING SCHEME**

**MAP SHOWING THE EXTENT
AND NATURE OF THE SCHEME
IN GENERAL TERMS**

SCALE

Rosette Edmunds

1900–1956

First professional
woman planner



“She had a distinguished academic and professional career and held important public posts besides practising privately.”

‘Distinguished Woman Architect Dies’,
The Catholic Weekly, 10 May 1956, p. 6

Right

You...and the County Plan

Information booklet, Cumberland County Council, 1946

City of Sydney Archives

Left

Miss Rosette Edmunds, new Civic Survey Officer for the County of Cumberland Council (detail)

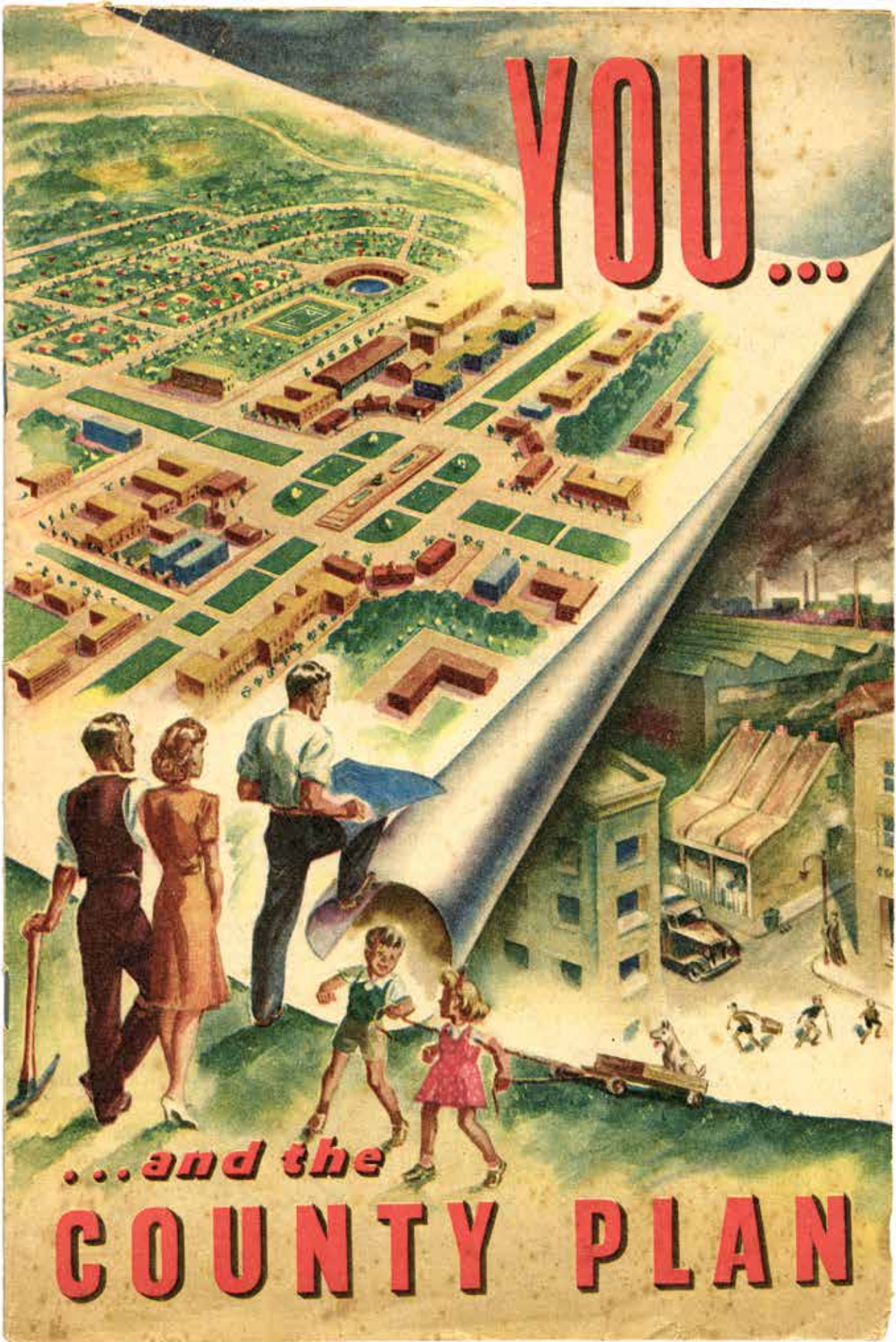
Frank Burke, *Sydney Morning Herald*, 29 April 1946

In 4 years with the Cumberland County Council (CCC), Rosette Edmunds played a key role in the post war planning of Sydney.

Inaugurated under the NSW *Local Government (Town and Country Planning) Amendment Act, 1945* during a period of post war idealism and reconstruction, CCC’s purpose was to create a city plan to manage Sydney’s growth. Edmunds was appointed Civic Survey Officer in 1946 and was the sole woman in such a role. She focused on the plan’s demolition of inner city slum areas where 40,000 substandard homes needed replacing. To her, they were poorly designed environments—built in haste during the Industrial Revolution—which by the 20th century had left entire communities mired in neglect and disease.

Edmunds had earlier worked in private practice and during WWII, for the Department of the Interior, planning naval defences. The first woman in Australia to write a book on architecture and the first woman in NSW to be made a Fellow of the Royal Australian Institute of Architects, Edmunds relocated to Canberra, where she died suddenly in 1956.

YOU...



...and the
COUNTY PLAN

Narelle Underwood

“A successful leader is somebody who listens. They have their own vision but at the same time take on the opinions and the thoughts of other people around them, which helps to bring everybody else along. Sometimes you have to make hard decisions, but most of the time you can encourage people to contribute and give them some courage and ownership.”

First woman Surveyor-General of NSW

Narelle Underwood was appointed 25th Surveyor-General of NSW (est. in 1787) in 2016. She is the youngest person in 200 years to hold the position. She is also Director of Survey Operations (Spatial Services), NSW Department of Finance, Services and Innovation. Hers is a major role within the State, responsible for the leadership and regulation of the land and mining surveying profession.

Mrs Underwood has been a member of numerous boards and committees that represent surveying and spatial information. She chairs the NSW Geographical Names Board, the NSW Surveying Taskforce and the NSW Surveying and Mapping Industry Council. Mrs Underwood is President, Board of Surveying and Spatial Information of NSW, and is a member of the UNSW School of Civil and Environmental Engineering Industry Advisory Committee.

Mrs Underwood is a strong advocate within the surveying and spatial information field, particularly for its future development as it intersects with innovation and emerging technologies. She is also an energetic mentor for young men and women entering the profession.

From an historical context, surveying was never a female profession. Surveyors had to camp away in large groups for long periods of time. There was a lot of physical work—a lot of chopping down trees through the bush. Surveying combines the challenges of maths and sciences, and for a long time females weren't encouraged in these pursuits. But with the emergence of technology, a lot of things have changed. Technology has made it a lot easier. The number of women in the field is increasing, although quite slowly.



Narelle Underwood

Photographer Brendan Vella, 2017

Caroline Kelly

1899–1989

Lead figure in metropolitan planning



“Mrs Kelly has a life time of experience in the way in which human beings react in society and interact with their physical environment ... it is of great importance in keeping the planning work on the right lines and acceptability by the community.”

State Planning Authority of NSW: Minute Paper, Peter Kacirek, Chief Planner, to Secretary, 'Retirement and Future Employment of Mrs Caroline Kelly', 21 March 1974, p. 1, Caroline Kelly Papers, 1909–1987, Fryer Library UQ, UQFL489



During her career with the State Planning Authority of NSW in the 1960s and 1970s, Caroline Kelly was the only full-time social anthropologist employed in any planning authority in Australia.

In the post WWII era, Kelly—former theatre producer and anthropologist—turned her career towards Sydney's rapid population growth and expansion. In 1968, the NSW Government introduced the *Sydney Region Outline Plan 1970–2000AD* to release 'on a major scale as rapidly as possible', new areas for development. Four metropolitan growth centres were proposed. The largest incorporated Campbelltown, Camden and Appin—'The New Cities'—and Kelly was appointed to study its impact on communities. Working alone from an office in Campbelltown, Kelly advocated that women, children and young people—groups not in the 'mindset' of town planners nor private developers—be considered in the planning. She faced criticism from her city-based superiors as to her usefulness.

In 1975, The New Cities plan was incorporated into the Macarthur Growth Centre project under a State-Commonwealth agreement. Kelly continued in her role at Campbelltown, until 1981, when she retired, aged 82.

Above left
Caroline Kelly

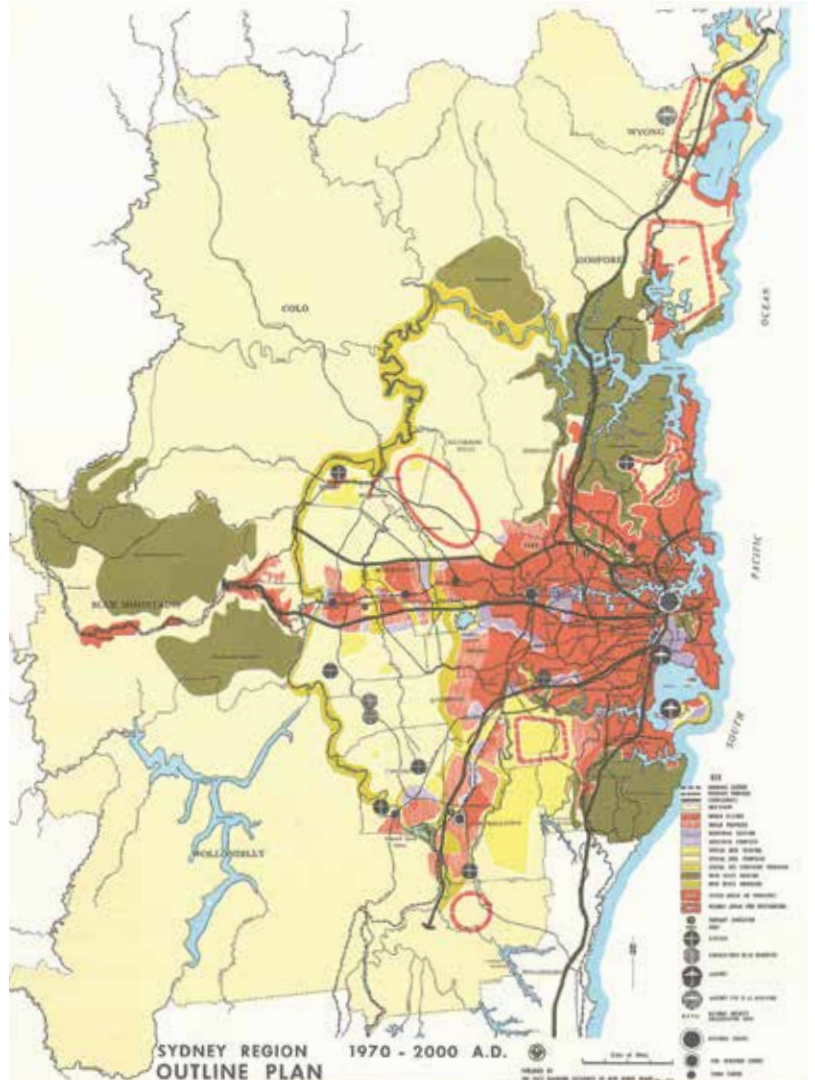
Photographer unknown, c.1973, Caroline Kelly Papers, 1909–1987, Fryer Library UQ, UQFL489, (detail)

Left

Caroline Kelly's office at 286 Queen Street, Campbelltown

Kelly's office in Queen Street, Campbelltown, was in one of the city's Georgian-era villas.

Photographer unknown, n.d., Caroline Kelly Papers, 1909–1987, Fryer Library UQ, UQFL489



Right

Sydney Region Outline Plan

State Planning Authority of NSW, 1968, ML, Q711.409911/2A1

Below

Cities and towns – New housing estate at Campbelltown, New South Wales, 1975

During Kelly's time at the State Planning Authority, the suburbanisation of Campbelltown was vast and rapid.

NAA: A6180, 13/11/75/65



Deborah Dearing

District Commissioner (North)
Greater Sydney Commission

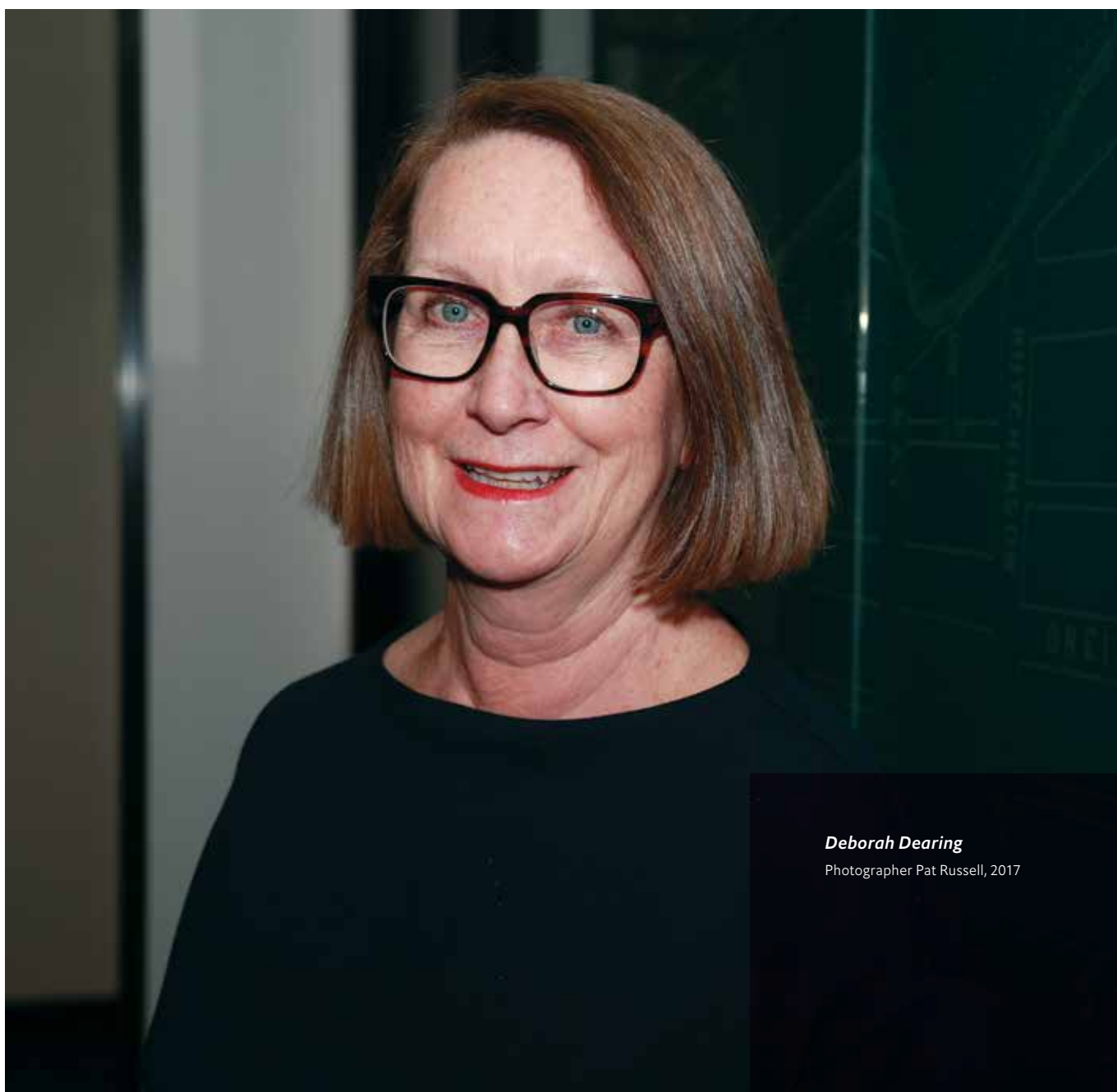
“Leadership is about how you work with a group of people and actually take the initiative. Don’t just sit back and wait for a thing to happen around you. Take the initiative, enjoy the energy and the opportunity, and be as passionate as you want to be.”

First woman President of the NSW Architects Registration Board

In her 30 year career, Deborah Dearing has held senior executive roles within the public sector including with the Sydney Harbour Foreshore Authority (2013–2015) and the NSW Department of Urban Affairs and Planning (1996–2001). In the private sector, she has held senior leadership roles with Stockland (2003–2012) and Architectus (2001–2003). As well the many board positions that Dearing has held, she has been a juror in a number of Australian and international design competitions.

The collaboration, engagement, team work, passion and embracing of new opportunities that have underscored Dearing’s career are evident in the numerous awards she has received, including the Life Fellowship of the Australian Institute of Architects (2010) and National Association of Women in Construction Rider Hunt Award for leadership in the construction and development industry (2006).

While at the Department of Urban Affairs and Planning, I chaired a committee to improve the design of residential flat buildings in NSW—many of which were substandard and certainly not designed as a long term housing choice. It was a multi-pronged approach. We provided guidelines and publications on best practice case studies and set up a code for how to design residential apartment buildings better. We interacted and worked very closely with industry and councils. And I think we succeeded, although it's still not perfect.



Deborah Dearing

Photographer Pat Russell, 2017

Marion Mahony Griffin

1871–1961
Architect



“She has accomplished much of merit without subscribing to the doctrines of ‘Tradition’.”

Building, Vol. 14, No. 82, 12 June 1914, p. 180

Chicago-born Marion Mahony Griffin played an instrumental role in designing Griffith and Leeton in south western NSW.

Marion Mahony was the second woman to obtain an architecture degree from Massachusetts Institute of Technology, and Frank Lloyd Wright’s first employee (1895). In 1911, she married architect Walter Burley Griffin, beginning a 25 year partnership ‘nurtured by different but complementary personal, intellectual and creative strengths, and shared spiritual beliefs’.

In 1911, the Griffins collaborated to design Australia’s new federal capital, Canberra. At the same time, the NSW Government was advancing an ambitious scheme to dam the Murrumbidgee River for irrigation to transform the state’s dry interior into its agricultural heart. New towns supported by large-scale infrastructure would be needed to service the scheme. Impressed by the Griffin-designed Canberra, NSW Commissioner for Water Conservation and Irrigation, Leslie Wade commissioned the Griffins to prepare two urban designs, one for Leeton, and the other for Griffith. But the upheaval caused by the WWI and Commissioner Wade’s death in 1915, meant that the Griffin-designed towns never fully materialised.

Above left

Marion Mahony Griffin

Portrait of Marion Mahony Griffin, seated (detail)

Stella Miles Franklin, c.1915, ML, PXD 250/3, No. 42



Top
Griffith, New South Wales, Australia
 Marion Mahony Griffin, c.1914, Watercolour on silk
 NSWSA, Water Resources, Doc 225, Artist's impressions of the designs for Leeton and Griffith

Above
Leeton, New South Wales, Australia
 Marion Mahony Griffin, c.1914, Watercolour on silk
 NSWSA, Water Resources, Doc 224, Artist's impressions of the designs for Leeton and Griffith

Right
Walter Burley Griffin and Marion Mahony Griffin, Castlecrag, Sydney, 27 July 1930
 Jorma Pohjanpalo, NLA



communities



*Far West Aboriginal children's
summer camp* (detail)

NSW GPO, 15 January 1957, SLNSW,
Government Printing Office 2-08330, first
published in *Dawn Magazine*, Vol. 6, No. 5, p. 3

Pearl Gibbs

1901–1983

First woman elected to the NSW Aborigines Welfare Board



“Pearl was amongst the most politically astute in the Aboriginal community. She lived and breathed, ached and bled Aboriginal affairs.”

Kevin Gilbert, ‘Pearl Gibbs: Aboriginal Patriot’ in Heather Goodhall, ‘Three Tributes to Pearl Gibbs (1901–1983)’, *Aboriginal History*, 1983, Vol 7. No. 1, p. 6



Pearl (Gambanyi) Gibbs was a life-long campaigner for the rights of Aboriginal people. A young Gibbs had witnessed first-hand the NSW Aborigines Welfare Board’s control over Aboriginal people. In 1938, she joined the Aborigines Progressive Association and called for the Premier of NSW to abolish the Board, claiming it persecuted rather than protected Aboriginal people. In 1943, the Board’s composition was changed to include two Aboriginal members, and Gibbs was elected in 1954.

She requested a school bus and telephone for Talbragar Aboriginal Reserve; became involved in a scheme to house local families; took the cause of Betty Zooch—an Aboriginal girl committed to Parramatta Industrial School for Girls—to the NSW Legislative Assembly and secured her release; advocated for people living on the Brewarrina Aboriginal Station, and strove (unsuccessfully) to have Section 9 of the *Aborigines Protection Act, 1909*—which prevented Aboriginal people from purchasing alcoholic liquor—repealed. After three years, Gibbs declined Board re-nomination. She had hoped to further the cause of Aboriginal people from within the Government system, but her voice was often ignored.

Above left
Pearl Gibbs
Mrs Gibbs, Aborigines Welfare Board (detail)

NSW GPO, 1955, SLNSW, Government Printing Office 2 – 06644

Left

Far West Aboriginal children's summer camp

During her time on the Board, Gibbs sought to visit as many Aboriginal reserves as possible, including La Perouse.

Left to right: Eva Hall of Brewarrina; Mrs Pearl Gibbs; Linda McKellar of Bourke; Kay Harris of Murrin Bridge; Lorraine Johnson of Murrin Bridge; Blanche Ferguson and Maud McHugh, both of Brewarrina.

NSW GPO, 15 January 1957, SLNSW, Government Printing Office 2-08330, first published in *Dawn Magazine*, Vol. 6, No. 5, p. 3

Right

Letter from William (Bill) Ferguson, President of the Aborigines Progressive Association, to Mr Tonkin, Chief Secretary, calling for full citizenship rights for the Aborigines of Australia, October 1939

Gibbs was active in the Aborigines Progressive Association, which urged the NSW Government to appoint Aboriginal people to the Protection Board.

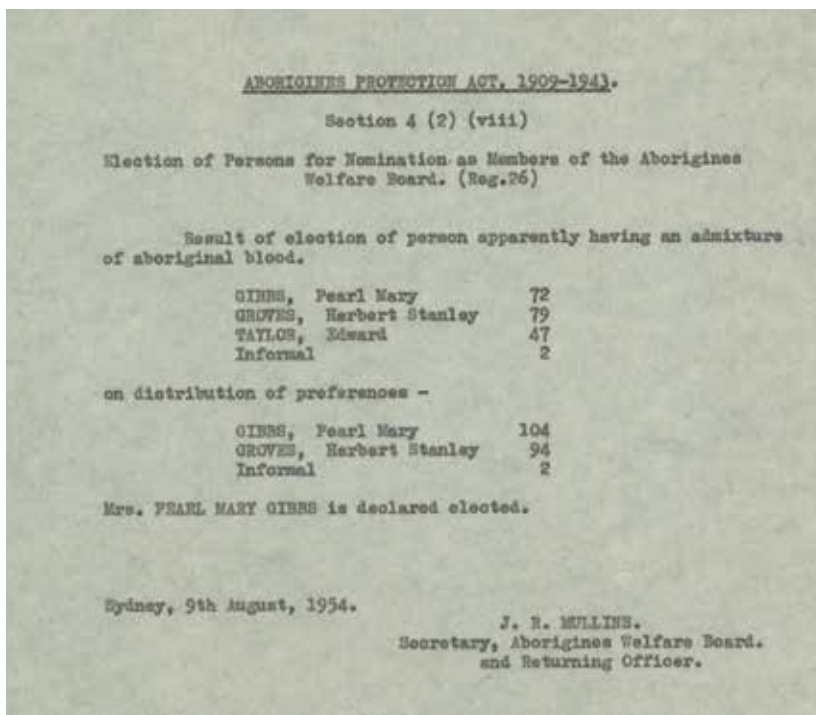
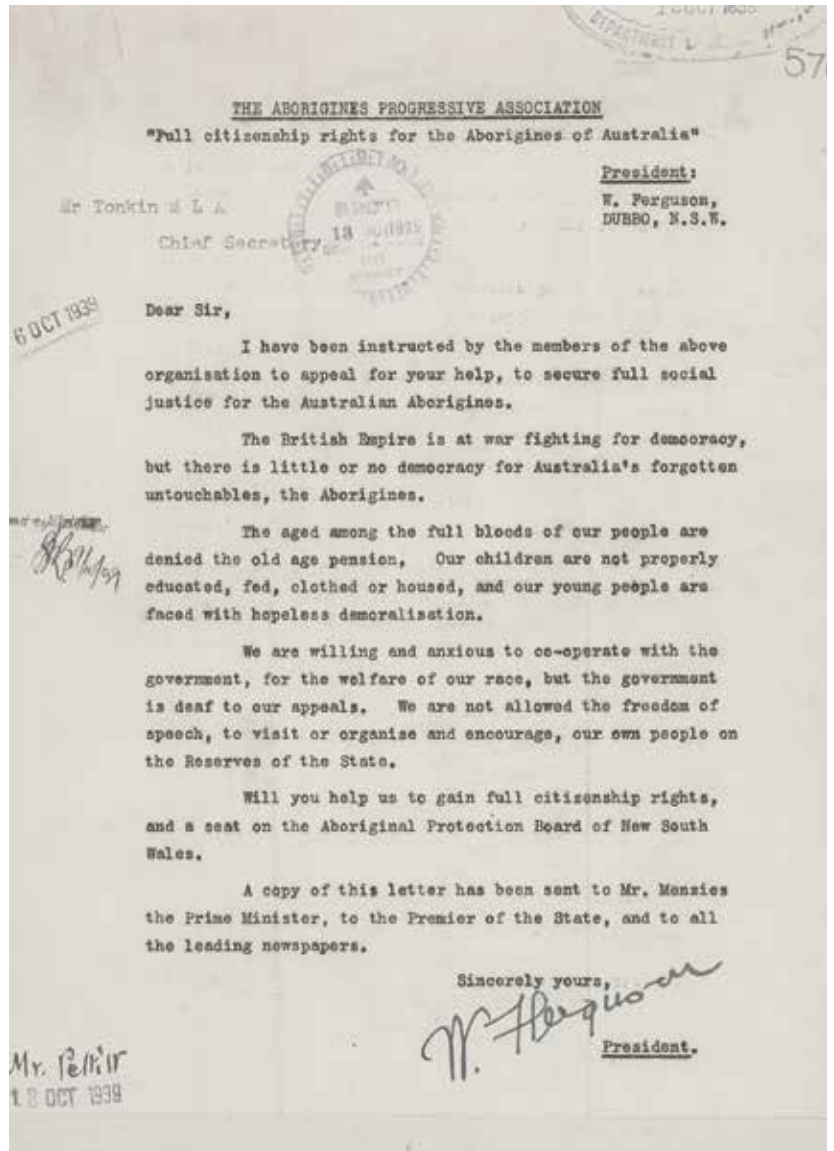
NRS 905 [12/7632.1] p. 576

Below

Result of the election of Aboriginal members to the Aborigines Welfare Board, 9 August 1954

Gibbs was successful in her 1954 campaign to be elected to the Aborigines Welfare Board, receiving the majority of votes after the distribution of preferences.

NRS 9 [8/2835] Item C7664, p. 9





Op-Spare Park
Victoria Street
West Dubbo
28. 6. 54

To
The Secretary
Aboriginal Welfare Board
Dear Sir.

Find enclosed my nomination
form, as a candidate for the election
of persons of Aboriginal blood to
The Aboriginal Welfare Board to take
place on the 9th August, please send
me receipt for same I understand
from Mr Shelton that I can be present
on the 9th August let me know if this
is so.

Yours Faithfully
Pearl Gibbs

Top left
Summer camp for Far West Aboriginal children, La Perouse
 Members of the Aborigines Welfare Board.
 Standing left to right: Mr J R Mullins, Secretary; Professor A P Elkin; Superintendent J D McAuley; Mrs Pearl Gibbs; Mr M H Saxby, Superintendent of Aborigines Welfare; Dr G J Cummins.
 Front left to right: Mr Stan Wyatt, MLA; Hon E G Wright.

NSW GPO, 18 January 1955, SLNSW, Government Printing Office 2 - 6066

Bottom left
Letter from Pearl Gibbs submitting her nomination as a candidate for election to the Aborigines Welfare Board, 28 June 1954

NRS 9 [8/2835] Item C7664, p. 97

Right
Nomination of Pearl Gibbs as a candidate for election to the Aborigines Welfare Board, 28 June 1954

In 1954 Gibbs submitted her nomination for candidacy to the Board for the position of a person having an 'admixture' of Aboriginal blood. Nomination forms had to be signed by at least six endorsees who were entitled to vote in the Board elections. Gibbs' form was signed by ten Dubbo locals.

NRS 9 [8/2835] Item C7664, p. 95

5

FORM 6.
 ABORIGINES PROTECTION ACT, 1909-1943.

Nomination of a candidate for election under Regulation 25 (1).

I, the undersigned, being aborigine, or persons apparently having an admixture of aboriginal blood, do hereby nominate:-

Pearl Mary Gibbs (Hone Dutton)
96 Hare Ponds, Victoria St Dubbo
 (here state name in full, occupation and full postal address of person nominated) for election under paragraph (1) of Regulation 25.

Dated this Twenty eighth (28) day of June 1954.

Signature of nominators.	Place of residence.
✓ T. T. Lee	112 Myall St Dubbo
✓ Daisy Carmey	142 Myall St Dubbo
✓ A. J. Harrington	142 Myall St Dubbo
✓ R. J. Puckham	100y Crossing Dubbo
✓ L. D. Puckham	96 Dubbo
✓ A. W. A. Fuller	Victoria St. West Dubbo
✓ J. J. Fuller	Victoria St West Dubbo
Richard Murray	Victoria St West Dubbo
R. Smith	10 Harrington Ave Dubbo
M. M. Latham	99 Bonka St. Kitharra

I, the above named Pearl Mary Gibbs hereby declare that I am a full-blooded aborigine, or person apparently having an admixture of aboriginal blood, and consent to my nomination as above.

Dated this Twenty eighth (28) day of June 1954.

Signature Pearl Gibbs

Mary Ann O'Loughlin

Deputy Secretary, Social Policy

NSW Department
of Premier and Cabinet

“The first thing you need for leadership is clarity. What your objectives are, what you're trying to achieve, where you're going. The second is capability. Do the people have the capabilities, the right attitudes, the right skills, the right behaviours? Thirdly, do we create an environment as leaders that support people so they can do their job?”

Throughout her 30 year career, Mary Ann O'Loughlin AM, has applied and innovated the principles of economics and behavioural science towards achieving social policy outcomes. She has held a number of senior executive positions in the public sector including: Executive Councillor and Head of Secretariat, COAG Reform Council; First Assistant Secretary, Social Policy Division, Department of Prime Minister and Cabinet, and Deputy Secretary, Commonwealth Department of Employment, Education and Training. She was also Senior Adviser (Social Policy) to Prime Minister Paul Keating. In the private sector, Ms O'Loughlin's positions have included Executive Director, Management Consulting, KPMG, and Director, Allen Consulting Group. As Deputy Secretary, Social Policy, NSW Department of Premier and Cabinet, Ms O'Loughlin's responsibilities include advising on health, education, community services, justice and counter terrorism.

In 2010, Ms O'Loughlin was made a National Fellow of the Institute of Public Administration Australia, and in 2013, was appointed a Member of the Order of Australia for significant service to public administration and social policy.

The most challenging thing I've done in my career is the area of child protection. In the early 2000s, I was a consultant working with government. I'd never done very much work in child protection, and it's a very confronting space. We wanted to change the way that child protection was being done—more child-focused; understanding what happened with children when they were in the child protection system; how the system itself can do quite a bit of damage—but not with intent—because people and children in the system bounce around, in and out of families. And we looked at the data around their lives and their trajectories through life. It was the first time that had been done. And it really changed the way people thought about what we were doing. It was very hard because very, very good people had been working in that space for a long time, and they had very established practices and ways of doing things.



Mary Ann O'Loughlin

Photographer Pat Russell, 2017

Margaret Whitlam

1919–2012
Social worker



“She was unmistakably someone who exemplified the idea of having a go and, having set herself to have a go, was not about to have any truck with half-measures.”

The Hon John Faulkner, ‘Whitlam, Mrs Margaret Elaine, AO’, speech, *The Senate Proof Condolences*, Commonwealth of Australia: Parliamentary Debates, 19 March 2012, p. 50

In 1943 Margaret Whitlam graduated from the University of Sydney with a Diploma of Social Studies. She accepted a role as social worker for the Family Welfare Bureau. Prior to the birth of her first child, and with her husband, Gough, away in military service, Whitlam ceased professional work.

In 1964 Whitlam accompanied Gough—Deputy Leader of the Opposition—to the USA. Whitlam cashed in an insurance policy to raise the money for her trip. Determined never to be in a similar situation again, Whitlam resumed her professional career and was appointed to Parramatta District Hospital as its sole social worker.

It was a very good job because I was able to name my hours. I didn’t work full time. I worked three days a week and I chose the days. I just made a program ahead of time for interviews and things. I circulated the wards saying I’d be available on certain days between certain hours and it all worked very well.

In 1967, Gough became Leader of the Opposition and ‘required my presence more frequently in Canberra and other places, so I really couldn’t keep it on. I had to leave’. When Gough became the 21st Prime Minister of Australia in December 1972, Whitlam’s public commitments multiplied and her profile intensified. She did not resume social work but maintained an active and ongoing dedication over many years to causes that sought to improve opportunities for women, young people, and the Australian community more generally.

Above left
Margaret Whitlam
Liverpool Post Office Official Opening in 1964 (detail)
Postmaster General’s Office, Whitlam Institute, Item 9253 [Box 0015]

IN SIMPLE PLEASANT STYLE
No. _____
CORRESPONDENCE SHOULD BE
ADDRESSED TO THE DIRECTOR,
CHILD WELFARE DEPT.,
BOX 18A, G.P.O., SYDNEY.
TELEPHONE 222 EXTENSION 7225
J.B. - M.S.

CHILD WELFARE DEPARTMENT,
EDUCATION BUILDING, BRIDGE ST.
(BOX 18A, G.P.O.),
SYDNEY. 5th February, 1943.

Mrs. M. Whitlam,
54 Hovetoun Avenue
VAUGHAN.

Dear Mrs. Whitlam,

This Department is endeavouring to enlist the services of persons, who have undergone special training, for work in departmental establishments, and, with that object in view, representations were made to the Board of Social Studies, Sydney University, so that the names of suitable persons could be made available to this Department.

As your name has been given by the Board of Social Studies as one who might be prepared to accept employment, I shall be glad to ascertain from you if that is so.

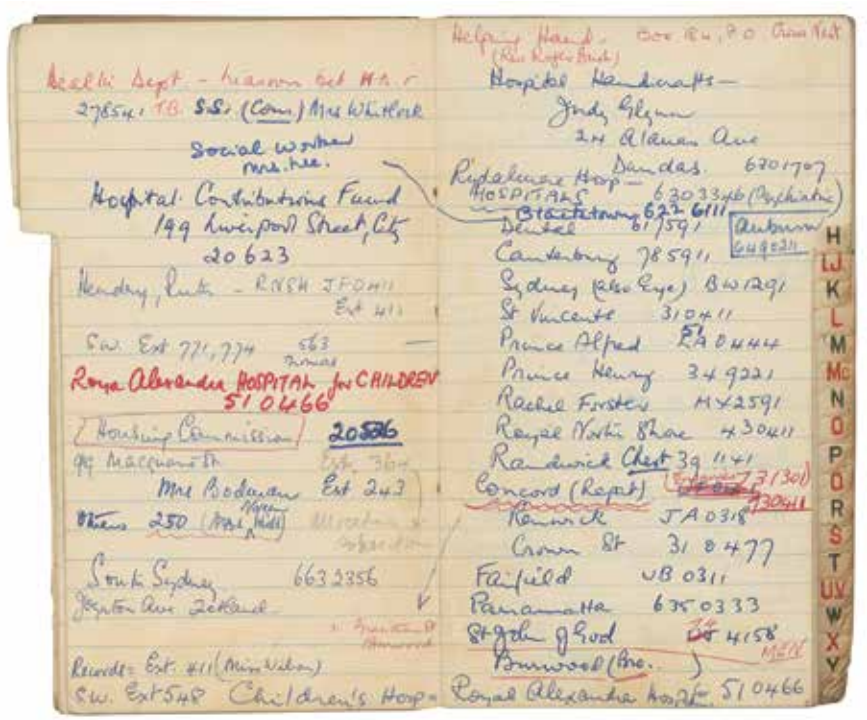
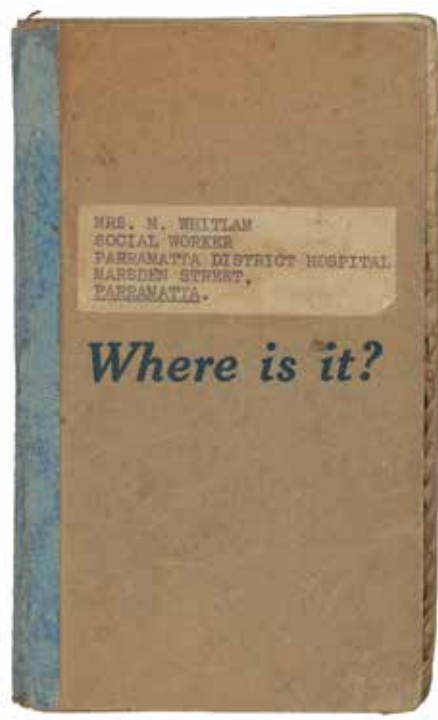
If you are prepared to accept employment in an establishment controlled by this Department, I shall be glad to see you at any time, so that the position available, the salary and the conditions of employment may be discussed with you.

Yours faithfully,

G. D. Martin
DIRECTOR

Left
Letter to Margaret Whitlam with an offer of work for the Child Welfare Department, 1943
Whitlam Institute, Item 45270 [Box 0231]

Below
1960s Address Book for Parramatta District Hospital for Social Worker, Mrs Margaret Whitlam
Whitlam Institute, Item 45275 [Box 0231]



Marie Bashir

Medical Practitioner
(Psychiatry)

“If I was talking to young people about leadership, I would tell them that above all, being a good listener to others is critical. Hear what others are saying. And listen both to the words they’re using and how they look. Be open and honourable yourself. If they ask you a question, answer it in the most supportive but honourable and honest way that you can. And in terms of visible leadership, be honourable, be honest, be seen to be doing what you should be doing.”

First woman Governor of NSW (2001–2014)

As Governor of NSW, Professor The Honourable Dame Marie Bashir AD CVO exemplified her personal and professional commitment to social justice and to the people of NSW—whatever their background, walk of life or place of residence.

Prior to becoming Governor of NSW, Prof Bashir had a distinguished career in the NSW public health system, specialising in psychiatry. She was Director of the Rivendell Child, Adolescent and Family Service; Director of the Community Health Services, Central Sydney Area Health Service; Clinical Professor of Psychiatry, University of Sydney, and Clinical Director of Mental Health Services for the Central Sydney Area. She has played an instrumental role in developing Aboriginal health services, and more broadly, services for infants, children and young people, migrants and the elderly.

Prof Bashir has served on the NSW Women’s Advisory Council and chaired the University of NSW Third World Health Group. In 1988 she was made an Officer of the Order of Australia ‘in recognition of service to medicine, particularly in the field of adolescent mental health’. In 2001 she was awarded the Centenary Medal and was appointed a Companion of the Order of Australia. In 2006 Prof Bashir was appointed Commander of the Royal Victorian Order, and in 2014, Dame of the Order of Australia. Prof Bashir holds honorary doctoral degrees from seven NSW universities.

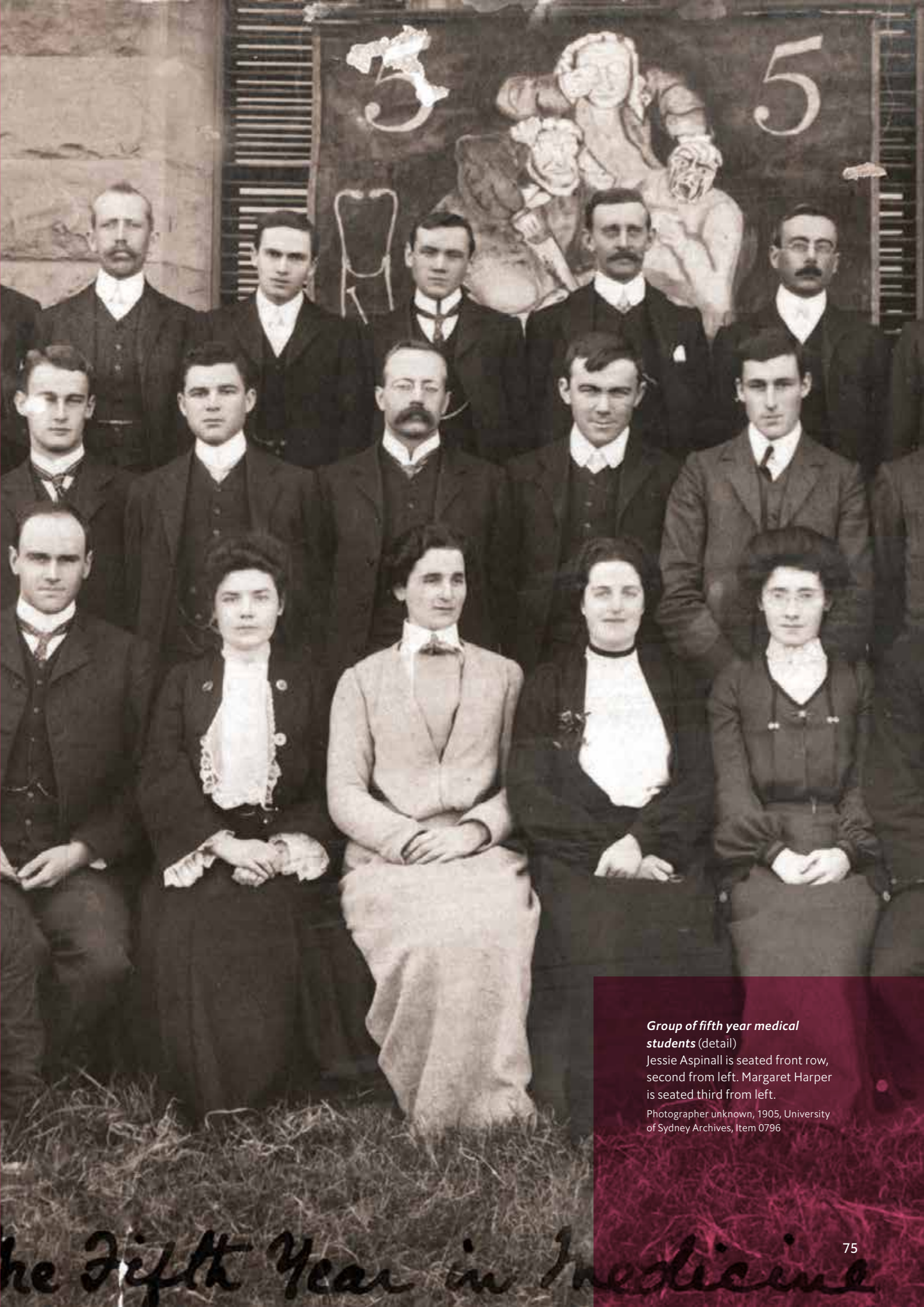
I saw night after night—working in casualty, accident, and emergency—homeless people. And we used to secretly hide them in the back of the casualty ward, let them have a shower, and give them some food, a bit of our own money, even, and try and ring around and find a place for them the next morning. And this was 1957. Imagine that, '56-'57. And the difficulty of homelessness still confronts us. The administration knew we were doing it, but they turned a blind eye. It wasn't supposed to be happening. But that was very formative in my experience.



Marie Bashir

Photographer Felix Warmuth, 2017

health



Group of fifth year medical students (detail)

Jessie Aspinall is seated front row, second from left. Margaret Harper is seated third from left.

Photographer unknown, 1905, University of Sydney Archives, Item 0796

Margaret Harper

1879–1964

Paediatrician and
infant health pioneer



“Dr Harper must have saved the lives of millions of babies by her discoveries and methods. She ought to be a national heroine.”

‘Australian women doctors fought through to recognition’, *Tribune*, 14 January 1959, p. 6

Dr Margaret Harper held a number of lead NSW Government public health appointments in a career that spanned four decades.

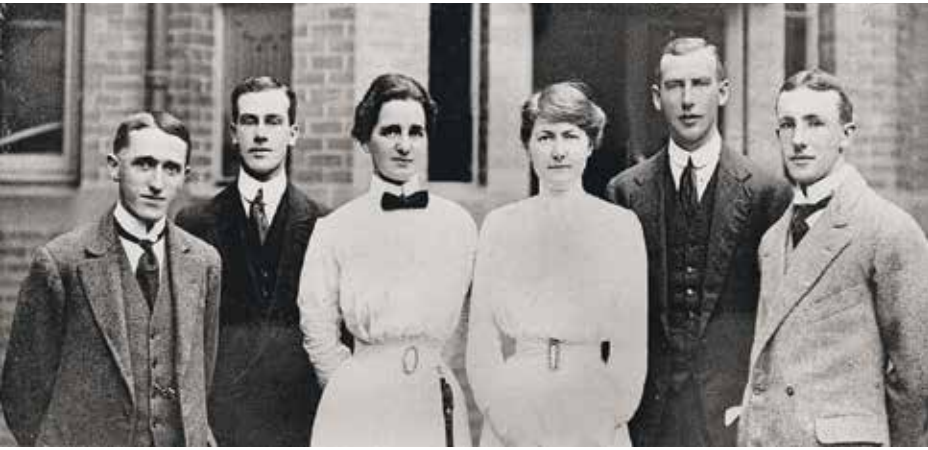
She was appointed Honorary Physician at Alexandria Baby Health Clinic—the first Government-run clinic opened during WWI to reduce infant mortality. In 1918, the NSW Government established the Royal Society for the Welfare of Mothers and Babies. It later opened the first Infant Welfare Training School and the first Baby Health Centre, ‘Tresillian’, in Petersham. Harper was Honorary Director until 1949.

Harper was the first woman appointed Chief Resident Medical Officer, and first woman Honorary Physician, at Royal Alexandra Hospital for Children (1914). She was the first woman on the Adulterated Food and Drug Committee (1929), and the first mothercraft university lecturer in the British Empire. One of six women doctors to found The Rachel Forster Hospital for Women (1921), and one of four women foundation Fellows of the Royal Australasian College of Physicians (1938), Harper retired in 1947, undertaking numerous honorary roles until her death in 1964.

Above left

Margaret Harper


The Swiss Studios Sydney, n.d. NRS 9873, R292



Left
**Staff of the Royal Alexandra Hospital
 for Children**

Left to right: Dr Herbert Gordon Humphries,
 Dr Frank Couper Wooster, Dr Margaret Harper,
 Dr Enid Craig MacDonald, Dr John Ebenezer
 Donaldson, Dr Leslie Gordon Tait (also known
 as Dr L Gordon Tait).

Photographer unknown, 1912, University
 of Sydney Archives


 OFFICE OF MINISTER OF PUBLIC HEALTH,
 SYDNEY, 28th December 1914.

*16/1761
29 Dec*

MINUTE

Subject: BABY CLINICS:

Alexandria Clinic, 22, Henderson Road, Alexandria. Opened by Baby
 Clinics Board 24th August 1914. - 2 nurses employed -
Nurse Pike, head-nurse, at a salary of £135 per annum; commenced
 duties ~~September~~ **August 24**. Nurse Pike was Nurse-in-charge of
 the Alice Rawson School for Mothers in Botany Road for 6 months
 previous to the time when the School ~~was~~ taken over by the Baby
 Clinics Board.
Nurse Williams, second nurse, appointed by Dr. Clabbe at a salary
 of £130 per annum, and began duties on August 24.
 The nurses' duties begin at 9 a.m. and end at 5 p.m. with an
 hour for lunch.
 Dr. Margaret Harper is the honorary physician and began duties
 on September 12. The doctor attends each Wednesday from 2 to 4 p.m.
 Dr. Ludoxici is the honorary Obstetric physician and attends
 each Tuesday from 2 to 4 p.m.
 The premises used as the Baby Clinic and the house adjoining
 have been taken on a 5 years' lease at a rental of 17/6d per week.
 The second house being sub-let - the outgoing tenants were each
 paid £5 compensation for vacating the premises. The use of the
 right-of-way was established at a rental of £3 per annum. *This has been
 paid in advance. (Receipt attached relating to same) from Nov 16th 1914
 for 12 months.*
 Lease of houses attached.
 Formal application of nurses attached.

*Nurses hired
29 Dec 1914*

16/1761



Above
**'Our Best National Asset: What the State
 Baby Clinics are doing to develop it',
 illustrated poster, 1921**

NRS 905 [5/8256] letter 21/39441

Left
**Minute paper detailing the establishment
 of the Alexandria Baby Clinic and the
 appointment of Margaret Harper
 as honorary physician, Office of Minister
 of Public Health, 28 December 1914**

NRS 4867 [2/8564.3] letter 14/1761

Jessie Aspinall

1880–1953

First woman Medical
Resident Officer



“She fought brilliantly with the men students, and it is to the very leading position she achieved in her medical examinations that she owes the enjoyment of being the first lady doctor to be admitted on the residential staff of the big public hospitals of this State.”

‘Distinguished woman doctor’, *The World’s News*,
20 January 1906, p. 8

Dr Jessie Aspinall’s short career with the NSW Department of Health blazed a trail for women to obtain positions as physicians within public hospitals.

Aspinall received a Bachelor of Medicine and Master of Surgery, University of Sydney (1906). She was recommended by the Royal Prince Alfred Hospital Medical Board for appointment as Resident Medical Officer. However, the Conjoint Board—comprising the University of Sydney Senate and Hospital Board—refused to employ a woman doctor. Aspinall’s situation gained wide publicity. The Board changed its mind but maintained that Aspinall’s appointment ‘not be taken as a precedent’, and barred her from dealing with certain ‘sex’ diseases. Aspinall’s five male colleagues gladly shared consulting rooms and helped secure hospital accommodation for her.

Aspinall was appointed Junior House Surgeon, Hobart General Hospital (1907), and then Resident Medical Officer, Women’s Hospital, Crown Street, Sydney (1908). Later that year she was elected Secretary of the University of Sydney Senate Appointment Committee. Aspinall married in 1915 and from that time, the responsibilities of family overtook her professional career.

Above left
Jessie Aspinall

The Swiss Studios Sydney, n.d., NRS 9873, R2589



Above
Sydney University, Medical School Dissecting Room

The University of Sydney Medical School was established in 1856. Dagmar Berne was the first woman student accepted to the faculty in 1885. By 1900, there were fourteen women undergraduate students including Jessie Aspinall. NSW GPO, n.d., NRS 4481, Digital id: 4481_a026_000383

Left
Royal Prince Alfred Hospital

Only two years after opening in 1882, Royal Prince Alfred Hospital accepted its first students from the University of Sydney Medical School. NSW GPO, n.d., NRS 4481, Digital id: 4481_a026_000739



Alice Kang

**Director, Marketing
and Communications**
Concord Hospital

“I think it’s important for any leader to have self-confidence, and your confidence is garnered from your past experience. Knowing your community and how they think and how they feel about certain topics is important too. And resilience—because it’s okay to fail. If you can pick yourself up, dust off, and continue, that’s how we learn.”

Alice Kang’s 40 year career at Concord Hospital commenced in 1974, when she came to Australia from Malaysia to train as a nurse. She was appointed Charge Nurse, Accident and Emergency Department (1982–1984); Assistant Nursing Director, Critical Care Unit (1984–1988) and Executive Officer, General Manager’s Unit (1993–1996).

In 1993, Concord—which had been administered by the Commonwealth since its establishment as a military hospital in 1941 to provide health services for returned servicemen and women—was re-incorporated as part of the NSW public health system. Ms Kang’s responsibilities soon turned towards working with veterans communities to ensure that they, and the hospital’s legacy, remained interconnected. She became deeply involved in the establishment of a new memorial to honour WWII veterans. Ms Kang worked closely with the then President of the Returned and Services League, the late Rusty Priest, to build the Kokoda Track Memorial Walkway. Since then, much of her work has focused on commemoration activities, ensuring that veterans from all campaigns are honoured and remembered.

In those early days as a young nurse you were thrown into running a ward with men—many had served in New Guinea—who used to shoot guys that looked like me. That was a personal challenge to actually overcome. But I've learned so much from these men, and the story couldn't be more different now. I never thought I would be involved in building a memorial or even have a life that's so endeared with the veterans' community. That they accepted me with open arms is something I will cherish forever.



Alice Kang

Photographer Felix Warmuth, 2017

Teresa Anderson

Chief Executive

Sydney Local Health District

“As a leader I think you need to make sure that you surround yourself with the very best people—of all genders, cultural groups and backgrounds. You need to be always looking at how you can develop the people who are around you; to give them the best opportunities to develop their skills to really be able to achieve the goals that they have, as well as the goals that you have for them.”

Dr Teresa Anderson has more than 35 years' experience as a clinician and manager in the NSW public health system. She is responsible for the strategic and operational management of Sydney Local Health District, which consists of Royal Prince Alfred Hospital—Australia's premier quaternary hospital; Concord Hospital—a leading tertiary hospital; Canterbury and Balmain Hospitals; Sydney Dental Hospital, and Community Health, Mental Health, Drug Health and Population Health services. The District employs 12,000 staff who care for the health and wellbeing of around 700,000 people.

Dr Anderson started her career as the sole speech pathologist at Liverpool Hospital in south western Sydney. There, she gained a range of clinical and management experiences. She was appointed General Manager of Liverpool Hospital in 2003 and then Director of Clinical Operations, the former South West Area Health Service.

Dr Anderson is a member of numerous specialist medical, research and health boards including the Anzac Research Institute, Heart Research Institute, Centenary Institute and the Australian Institute of Health Services Management Advisory Board. She is Chair of the Sydney Research Council—a partnership between the University of Sydney, Sydney Local Health District and the Medical Research Institutes—and member of the Governing Council of Sydney Health Partners, one of the first Advanced Health Research Translation Centres in Australia.

I developed an intervention package called Learning to Communicate, to help parents learn how to set up an environment that fosters early communication development. It required working not just with speech pathologists, but with occupational therapists and physiotherapists, nursing and medical staff as well as the parents—making all of them feel like they were equal contributors to the intervention. It took a while to get everybody on board. That intervention package became incorporated into the Miller Early Sustained Home-Visiting Program, the first randomised, controlled, trial of sustained home visiting in Australia. I'm very pleased that it's now used not only in Australia, but in Korea and in other countries. It's a great privilege to have been part of something that started with an observation of mothers and babies.



Teresa Anderson

Photographer Pat Russell, 2017

Lucy Osburn

1836–1891

Pioneer health administrator



“The duties of the nursing staff are in our opinion discharged in a highly satisfactory manner, under the efficient management of Miss Osburn.”

NSW Legislative Assembly, *Votes and Proceedings, 1873–74*,
'First Report of the Royal Commission into Public Charities, 1873',
Vol. 6, p. 80



Lucy Osburn pioneered advancements in patient care, reformed nursing practices and set a path for women to hold senior administration positions in the NSW public health system.

In 1868, Colonial Secretary for the Colony of NSW, Henry Parkes, recruited Osburn as Lady Superintendent for the Sydney Infirmary and Dispensary on the recommendation of Florence Nightingale. Arriving from London, Osburn was confronted with disarray. The 1815-built Infirmary was crumbling. It had no proper facilities for nurses, stinking underground sewers, inadequate running water and vermin infestations. Osburn's authority was also unclear. After numerous appeals, Osburn had the hospital thoroughly cleaned, and secured new patient gowns, bed linen and uniforms for staff.

Despite Osburn's success, there were detractors who claimed that she favoured Catholics, and they questioned her nurses' behaviour. The 1873 Royal Commission into Public Charities heard that Osburn had ambitions—and for her fellow nurses too! One physician wanted a 'lady with more quiet tact'. Osburn's critics were rejected outright and her authority, reinforced. In 1884, Osburn resigned from the Infirmary and returned to England.

Above

Lucy Osburn (detail)

J H Newman, c.1870-1890, SLNSW, PXA 345, Item 17

Left

Sydney Infirmary, 1870

During Osburn's time, the Sydney Infirmary and Dispensary occupied the central wing of the Rum Hospital located on Macquarie Street.

Charles Percy Pickering, 1870, SLNSW, SPF/176

Right and overleaf

The Twenty-Fifth Annual Report of the Sydney Infirmary and Dispensary

In 1869, the Sydney Infirmary and Dispensary treated 842 patients for a wide range of ailments. Of these, one sixth died.

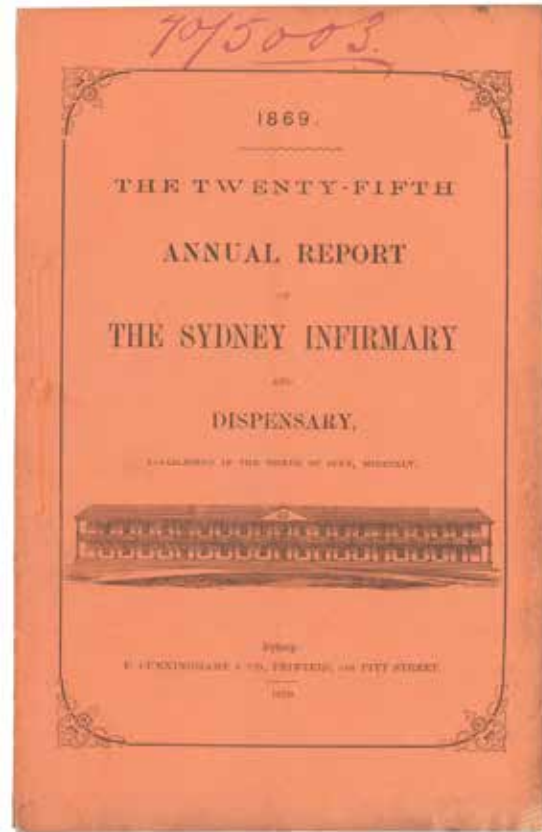
NRS 905 [4/698] letter 70/5441, pp. 16–17

Below

Lucy Osburn and Sydney Hospital nurses

As Osburn cemented her authority at the Sydney Infirmary and Dispensary, she increased the number of Nightingale-trained nurses. Here, she is pictured in black with nurses outside the Nightingale wing which was built in 1869 to house female staff.

Photographer unknown, 1870, Museum of Applied Arts and Sciences, Object no. 96/168/1



REPORT OF MEDICAL PATIENTS ADMITTED INTO THE INFIRMARY DURING THE YEAR 1869. ARRANGED ACCORDING TO DR. FARR'S NOSOLOGICAL INDEX.

MEDICAL CASES :

CLASS I.—ZYMOTIC DISEASES.

Order.	Disease.	No.	Death.
1. Miasmatic Diseases	Chicken Pox	1	..
	Scarletina	1	1
	Quinsy	3	..
	Typhoid Fever	63	14
	Erysipelas	2	..
	Carbuncle	1	..
	Dysentery	31	8
	Diarrhoea	10	3
	Cholera	2	..
	Ague	8	..
	Gastric Fever.. .. .	7	1
	Remittent Fever	3	1
	Rheumatism	125	2
	2. Eñthetic Diseases	{ Syphilis	16
{ Gonorrhoea & Stricture.. .. .		1	..
3. Dietic Diseases	{ Delirium Tremens.. .. .	2	1
	{ Alcoholismus	3	..
4. Parasitic Diseases	{ Worms.. .. .	3	..
	{ Hydatid	1	..

CLASS II.—CONSTITUTIONAL DISEASES.

1. Diathetic Diseases	{ Gout.. .. .	1	..
	{ Dropsy	21	6
	{ Cancer	12	6
2. Tubercular Diseases	{ Tumour	3	..
	{ Scrofula	6	..
	{ Tabes Mesenterica.. .. .	3	1
	{ Phthisis	98	18
	{ Hæmoptysis	4	..

CLASS III.—LOCAL DISEASES.

1. Diseases of the Nervous System	Cephalitis	5	..
	Apoplexy	6	5
	Paralysis	29	4
	Insanity	11	..
	Chorea	4	..
	Epilepsy	19	..
	Convulsions	5	..
	Neuralgia	8	..
2. Diseases of the Organs of the Circulation	Brain Disease.. .. .	22	5
	Pericarditis	7	4
	Aneurism	14	10
	Heart Disease	38	5

Order.	Diseases.	No.	Death.
3. Diseases of the Respiratory System	Laryngitis	2	1
	Bronchitis	23	3
	Pleurisy	5	2
	Pneumonia	25	10
	Pulmonary Apoplexy	3	2
	Apoplexy	4	3
	Asthma	2	..
	Lung Disease	6	..
	Gastritis	4	..
4. Diseases of the Digestive Organs.	Enteritis	4	..
	Peritonitis	9	5
	Ascites	6	1
	Ulceration of Intestines	1	..
	Ileus	6	..
	Stomach Disease	25	..
	Hepatitis	5	3
	Jaundice	7	1
	Liver Disease	9	3
	5. Diseases of the Urinary Organs.	Nephritis	3
Nephria		2	2
Diabetes		3	..
Stone		1	..
Cystitis		2	..
Kidney Disease		10	5
6. Diseases of the Organs of Generation.	Disease of the Uterus	7	1
	Arthritis	3	..
7. Diseases of the Joints.	Joint Disease	3	..
8. Diseases of the Integumentary System.	Ulcer	3	..
	Skin Disease	16	..

CLASS IV.—DEVELOPMENTAL DISEASES.

2. Developmental Diseases of Adults	Paramenia	4	..
4. Developmental Diseases of Nutrition	Atrophy and Debility	7	1

CLASS V.—VIOLENCE.

1. Accident or Negligence	Fractures, Contusions, &c.	1	..
	Poison	1	..
	Drowning	3	..
	Suffocation	1	1
	Other Accidents	1	..
4. Suicide	Poison	3	..
	Drowning	2	..
	Brought in Dead or Moribund	5	5
	Cases not specified	9	..
	Others	6	6

842 147

The Rachel Forster Hospital

1921–2000

Pioneered health care for women and children, and career opportunities for women doctors

“The work already done has demonstrated that a hospital staffed by women doctors is in the public interest and serves a definite purpose in the community.”

NSW State Archives: Department of Public Health; NRS 4832 [10/43027], 36/264, 'Dr Biffin's Committee Report', 26 November 1925

In 1921, doctors Harriet Biffin, Lucy Gullett, Susannah O'Reilly, Constance D'Arcy, Margaret Harper and Emma Buckley, secured a two-storey terrace house in Landsdowne Street, Surry Hills, with their own money to establish a new hospital for women run by women. Opening its doors on 3 January 1922, the hospital treated general diseases of local women and children, and provided training and clinical experience for women medical students. Twenty-three honorary women doctors were employed, and there was a venereal diseases (VD) clinic for women.

In 1924, over 10,000 patients were treated at the hospital. Needing bigger premises, the committee purchased Clyde House in Redfern as a temporary facility. On 22 August 1925, a new purpose built hospital—The Rachel Forster Hospital for Women and Children—was opened with Dr Julia Amphlett its first Resident Medical Officer. In March 1928, a new, larger VD clinic built by the NSW Board of Health opened under the direction of Dr Elsie Dalyell.

In 1930, the Hospital was gazetted under the *Public Hospitals Act, 1929*. This was the start of a new era for The Rachel Forster Hospital for Women, which continued to operate until 7 September 2000 when its doors were closed for the last time and services transferred to Royal Prince Alfred Hospital.



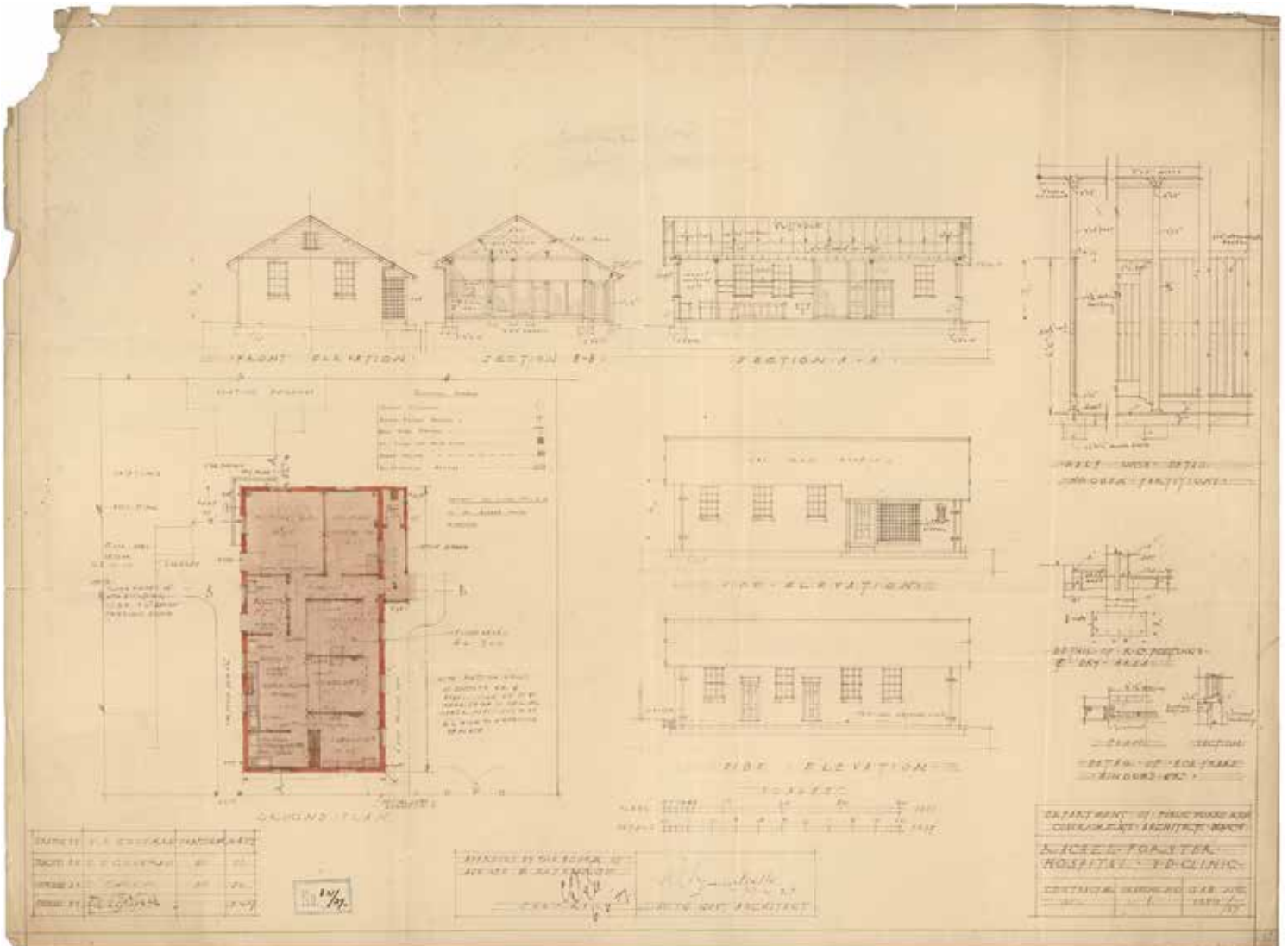
Left
Margaret Harper

The Swiss Studios Sydney, n.d.,
 NRS 9873, R292

Below
Rachel Forster Hospital VD Clinic

In 1925 the NSW Board of Health agreed to build and equip a new venereal diseases treatment clinic for The Rachel Forster Hospital. The clinic opened in March 1928 and operated five days a week under the direction of Dr Elsie Dalyell. By 1932, some 48 per cent of women suffering from VD in NSW had been treated at the clinic.

Department of Public Works NSW, Government Architect's Branch, 19 April 1927. NRS 4832 [10/43027] letter 36/264



The **Rachel Forster** Hospital



Una Fielding (detail)

Photographer unknown, n.d.,
NRS 9873, R4175



Hilda Willcocks [nee Richards] (detail)

Photographer unknown, n.d.,
NRS 9873, R4242

The Rachel Forster Hospital enabled generations of women to pursue successful careers in medicine and health science. Registration with the NSW Medical Board required doctors to provide proof of their qualifications and a portrait photograph.



Elsie Dalyell

The Swiss Studios Sydney, n.d.,
NRS 9873, [52]



Susannah O'Reilly

Freeman & Co Ltd, 1903,
NRS 9873, [671]



Kate Knowles (detail)
Photographer unknown, n.d.,
NRS 9873, R3764



Frances Brett (detail)
Photographer unknown, n.d.,
NRS 9873, R3781



Constance D'Arcy
Crown Studios, n.d.,
NRS 9873, [54]



Olive O'Reilly [O'Reilly]
Photographer unknown, n.d.,
NRS 9873, R3498



Helen Braye
C & B Macfarlane, n.d.,
NRS 9873, R3711



Mona Ross

Photographer unknown, n.d.,
NRS 9873, R3749



Laira Asher-Smith

Photographer unknown, n.d.,
NRS 9873, R3779



Lorna Beveridge

The Swiss Studios Sydney, n.d.,
NRS 9873, R3960



Myrtle Bromley

The Swiss Studios Sydney, n.d.,
NRS 9873, R4080



Kathleen Clouston

The Swiss Studios Sydney, n.d.,
NRS 9873, R4091



Julia Amphlett

Katherine Elder, Mosman, n.d.,
NRS 9873, R4478

ALL-WOMEN HOSPITAL NOW OPEN FOR MEN

● When a famous women's hospital opens its first all-male ward, that's news. When the hospital is Sydney's Rachel Forster Hospital for Women and Children, it's a little bit of history.

It happened on July 19 this year, nearly half a century after a young woman doctor named Lucy Gullett paid a very important visit to Melbourne.

The year was 1921, and women doctors like Lucy were feeling the pinch of prejudice against their sex. No matter how highly they were qualified, they found it almost impossible to win hospital appointments, wherein to practise and perfect their craft.

In Melbourne, however, there was a fine and well-established hospital, the Queen Victoria Memorial, run and staffed by women. Dr. Lucy had gone down from Sydney to attend its annual meeting.

She came back full of fire. "If Victoria can do it," she told her friends, "so can we."

Her friend, Dr. Harriet Biffin, was instantly enthused. The pair called a meeting. Four young women (whose names were to acquire great distinction with the years) attended.

They were Drs. Constance D'Arcy, Susie O'Reilly, Margaret Harper, and Emma Buckley.

The six daring pioneers made up their minds to found a hospital of their own, to be called, symbolically, the New Hospital.

They had absolutely no money (except their own personal means, if any). But their hearts, and their plans, were very big, indeed.

Their hospital, they planned, would be run and staffed by women for the care of women and children. From now on there would be one centre in the State of N.S.W. where women doctors could prove to the world what women can do.

Within weeks, canvassing among other friends, they managed to muster the sum of £1000.

They bought a broken-down terrace house in Surry Hills. It was a very sad-looking object, but the young doctors bucked in and cleaned it up, scrubbing and painting and enaying repairs.

The second-storey floor was so feeble that they had

By KAY KEAVNEY

to move about on it gingerly. But there was no money to put in a new, strong floor. Very well, then, heavy patients would be treated on the ground floor, and the second be reserved for the typhs.

Nor was there cash to buy beds. Still, the young doctors reasoned, if you can't do all you want at first, do what you can.

The new hospital proudly opened its doors in January, 1922. In a way, it was really not much more than an out-patient clinic.

Whatever it was, it fulfilled a need, and not only for the women doctors. By the end of the first year, 2421 patients, including 700 children,

had come flooding into the little terrace house.

Already, these remarkable young women were bent on expansion. They held an annual general meeting, presided over by the Governor-General's wife, Rachel, Lady Forster. World War I had bereft her of all three of her sons, leaving her without "posterity." Within two years she was to have a lasting memorial.

At that first annual meeting a committee of able women was formed to work for the tiny hospital and relieve its young founders of anything but medical work.

It also determined to help find money and another aim for a real hospital, to be called the Rachel Forster.

Fittingly, a house and grounds were found in Redfern, once part of a grant to the famous emancipist Dr. Redfern, the first real doctor to receive his degree in Australia.

It was bought for the then formidable sum of £3500. It had 13 rooms, but everyone was too busy to bother about superintention. And the upper floors were sound.

Public hospital

It was named the Rachel Forster Hospital for Women and Children.

In 1926, a six-bed ward for in-patients was opened, and the hospital was a hospital, indeed. Now, too, there was accommodation for the nursing and domestic staff.

Under its own momentum, the brave venture was taking wing. Outpatients swelled to nearly 20,000 a year.

In 1931, the Rachel Forster was officially recognised as a public hospital under the Hospitals' Act of 1929.

And already it was bursting at the seams. A ward-unit of 20 beds was added. So was an operating theatre.

Working in a necessitous area, the women soon saw a need for a Social Services department. Thanks to the generosity of one exceptional woman, Miss F. M. Gillespie (still president of the all-women board), another outstanding personality, Miss Kate Ogilvie (the hospital's first secretary), was sent abroad to study, and came back to found an Almoers' Department.

In 1942, the whole enterprise moved to its present site in Pitt St. Redfern, aided by a loan from the AMP Society of £140,000. The State Government guaranteed this loan, and its faith in the women of the Rachel Forster was well justified. The loan has long since been repaid in full.

The new site had exciting associations. Here, Dr. Redfern actually owned a house.



SPACIOUS, modern Rachel Forster Hospital, above, grew from the tiny, shaky, two-storey terrace house, right. It stands on ground once owned by famous emancipist Dr. Redfern.

The hospital grew round a beautiful camphor laurel tree which he himself planted. You can still sit under its shade, in a green-lawned and color-splashed garden.

After 1942, the story is one of constant expansion.

From the beginning, bands of voluntary workers combined to raise funds for the hospital. Self-help was always a byword at the Rachel Forster. By fetes and other ventures, women helpers have raised sums well in excess of \$200,000.

To an unusual degree, too, the Rachel Forster captured public imagination. Bequests have swelled the funds which made development and expansion possible.

Dr. Freda Bonner, who took over as Medical Superintendent on the retirement (after 22 years at the helm) of eminent Dr. Mary Puckey, M.B.E., said: "In a modest way we're leaders and pioneers in certain specialisations—in our breast-clinics, for instance, in mammography, a work pioneered by Dr. Marjorie Dalgarno."

(Mammography, the radiological examination of the breast for disease, especially cancer, can detect breast-cancer long before any other means. More Australian women die of breast-cancer than from any other kind, but the disease is curable if caught early.)

Dr. Bonner went on, "We have many clinics, among them gynaecological, diabetic, psychiatric, orthopaedic, urology, neurosurgery, paediatric, and venereal disease."

"But our latest are the two clinics we opened recently, one for the treatment of adolescent girls, in all their many problems, the other for the treatment of middle-aged women."

"These are fields in which women doctors can play a special part. Mothers often



prefer women to treat their teenage girls. And often middle-aged women will talk more freely to a woman doctor."

Dr. Bonner is petite, with dark hair and very blue Irish eyes. Her voice has an Irish lilt, as well it might. Irish born and bred, trained at Trinity College, Dublin, and at Harvard, she was a secretary before qualifying as a doctor.

Very real need

During the war, as a WRNS officer (once her ship was torpedoed), she first came to Australia, and was very glad to come back here in 1962 to become one of the very few women chief executive officers in an Australian hospital.

"There's a very real need," she told me, "for a general hospital in this area, and that's what we are becoming. We've acquired a good deal of land, partly through bequests, ready for the future. 'We'll serve the whole

area, though, of course, we also have patients from all over Sydney, indeed all over N.S.W.; sometimes generations of them."

"Then, of course, for the first time in our history we now have a male ward of 18 beds. This will help give wider experience to our nurses and to the medical students we expect in the future, when we become a training hospital for medical students again. To qualify, we'll have to extend our present 160-bed capacity by another 140."

"Yes, it's a very big program, but it's already well under way."

Dr. Bonner smiled and her blue eyes twinkled.

"These days, the medical staff includes quite a few males. We've always had male honoraries, but the resident staff were always women until the past few years."

"Now we're taking men, and very fine ones, for a very simple reason. We can't get enough women!"



MEDICAL Superintendent of the Rachel Forster, Dr. Freda Bonner, trained in Dublin and Harvard.

Above

All-Women Hospital Now Open for Men

By the 1960s, nearly five decades after first opening its doors to women, The Rachel Forster Hospital established its first ward for male patients.

The Australian Women's Weekly, 16 August 1967, p. 31

law & justice



*NSW policewomen working in the
Criminal Investigation Branch,
Sydney, 1938 (detail)*

Lillian Armfield is seated left at back.

Photographer unknown, 1938, Historic Houses
Trust, HHT 46540

Rose Scott

1847–1925

Social reformer
and penal reformer



“Her life was dominated by the ideal of human service. She made her furrow, and followed it to the end with a singleness of purpose that is an inspiration to women of today.”

Millicent Preston Stanley in 'Triumphs for Women: One's achievements', *Sun*, 12 April 1921, p. 7

Rose Scott's high profile role in the social, cultural and political circles of the state's elite, and her leading role in the NSW suffrage movement, gave her almost celebrity status.

In 1898, Scott toured Biloela and Darlinghurst gaols. Her report was a 'scathing, stinging indictment of the current system as far as women were concerned'. She recommended the NSW Government establish a separate women's prison run by female warders. Women would live in a protected environment with opportunities to better themselves and provide for their material support once released. Her recommendations were not enacted, so she and other like-minded women founded the Ladies Committee of the Prisoners' Aid Association in 1902. Committee members regularly visited Darlinghurst Gaol reading to female prisoners, giving educational talks and arranging employment and accommodation for soon-to-be released women.

Scott's proposed reforms were eventually adopted with the opening of the State Reformatory for Women, Long Bay, in August 1909. Disillusioned with the slow pace of women's progress since enfranchisement in 1902, Scott retired from public life in 1922.

Above left
Rose Scott

T Humphrey & Co, Melbourne, c.1900, SLNSW, P1/1489

Australian Women : Workers in the Prisoners' Aid Movement. [By M.S.]

OF the various phases of work for the needy done in New South Wales by women none stands higher than that of the committee of the Prisoners' Aid Association. There is, in our modern methods of dealing with those who have fallen into crime and who are suffering the consequences of their misdeeds, a general desire to make the work of their dealing an elevating period in their lives, when, being away from evil influences, they may

work should be done by a crown, and, therefore, they co-operated with the officials of the general Prisoners' Aid Association in order to have experienced advice, so that charity might not be unapplied and sympathy merely unhelped. The official members of the association are the Attorney-General and the Minister of Justice, the Inspector-General of Prisons, the Comptroller-General of Prisons, the governor and visiting officers of Dar-

to administer just the right help that is required; and he thinks that a very much better tone throughout the women's departments both of Darlinghurst and Macquarie has resulted from their weekly visits. They have shown an earnest and unflagging interest in attending to female applicants for help from the association, and though the material work which they have had to do has not been heavy in some instances, still the careful judg-

ment has lately given two very instructive addresses to the women on matters relating to health, which were very attentively listened to and highly appreciated. Many of the ladies have either taken into their own service women who have served a term, or have been instrumental in getting them into employment in the country.

The name of Miss Rose Scott, as president of the ladies' committee appears a



MISS ROSE SCOTT



MISS MACCALLUM



MISS O'BRIEN



MISS BROWNFIELD

make efforts to reform and be reinstated as respectable members of the community. The ladies of the committee find that personal influence must be exerted if there is to come about, and have undertaken to visit the gaols and talk with or read to the female prisoners, inviting their suggestions regarding their lives, so that by knowing their stories they may lend a helping hand to their erring sisters. It was soon how necessary it was that the

highest goal, the visiting chaplain, and the metropolitan bench of alderman magistrates. Thus it will be seen that the work is under proper control, and that the ladies are backed up by very respectable and influential men.

Captain Nettleton, Comptroller of Prisons, speaks very highly of the work done by the ladies of the committee, to whom he says great praise is due for their disinterested and practical efforts

which they have brought to bear has resulted in only three out of 21 sentenced being again in gaol.

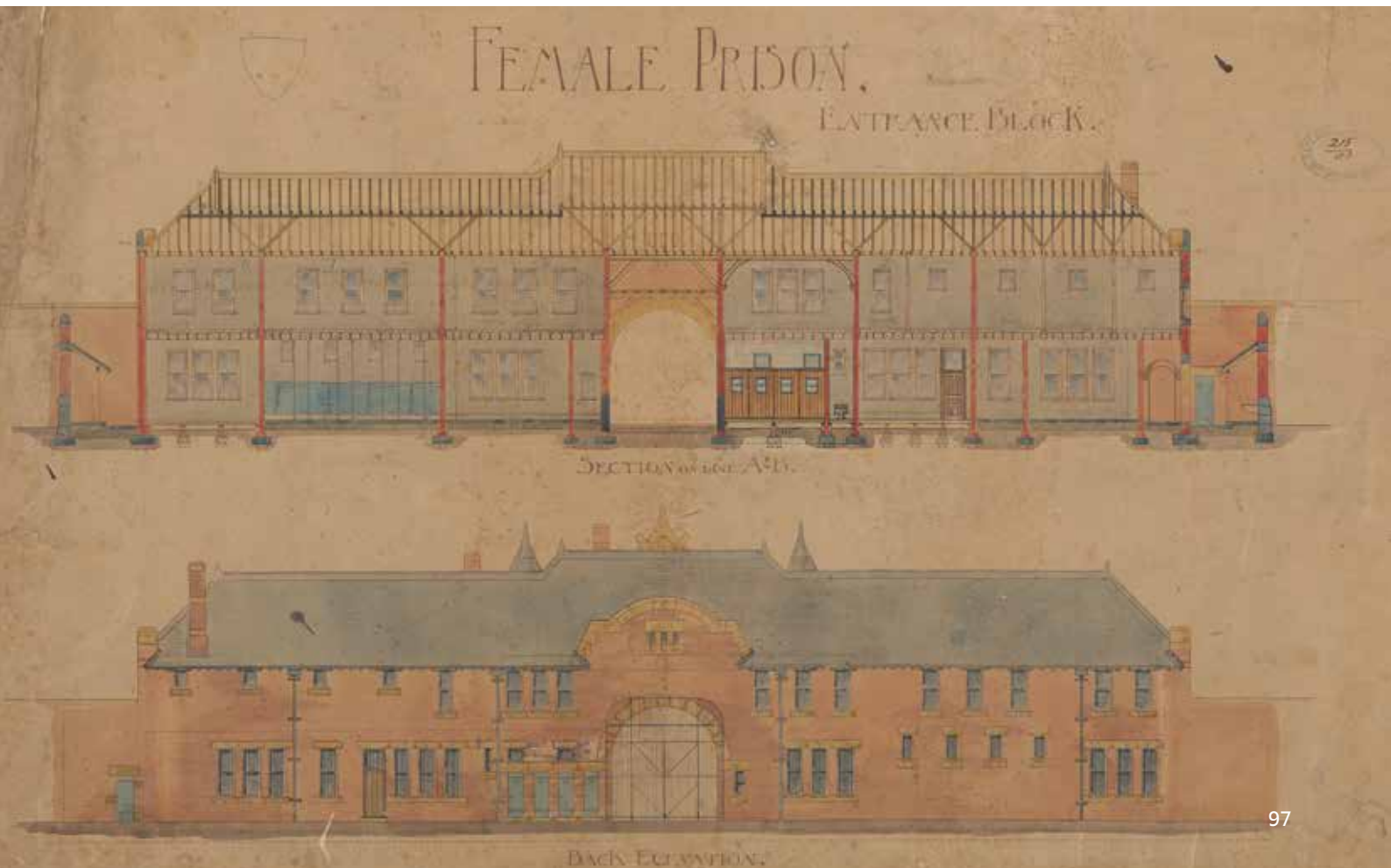
Whilst every week members of the committee visit the women in Darlinghurst Gaol, and by careful inquiry endeavor to make provision for them on their release, others spend one hour in each week reading healthy literature to the inmates. And it is surprising how eagerly their voices are heeded by the

large-hearted, wide-minded way of viewing the problems that dealing with women of this type met with in such briefs before them. The other ladies of the committee are Mrs. T. Herbert Clark, Mrs. Allen Taylor, Mrs. M. W. MacCallum, Mrs. F. J. Flannery, Mrs. A. Lambert, Dr. Grace Smith, Miss Mary Scott, Miss E. B. Cox, Mrs. Brownfield, Mrs. Goode, and Miss O'Brien.

(To be Continued.)

Above
Australian Women: Workers in the Prisoners' Aid Movement
 Sydney Mail, 18 December 1907, p. 1596

Below
Long Bay Female Prison Entrance Block, elevation and sections, 1903
 NRS 4335, Plan 1871



Annie Golding

Kate Dwyer

1861–1949

1855–1934

First women Justices
of the Peace

“The time has arrived when women in New South Wales should be admitted to the legal profession.”

State Archives NSW: Attorney General; NRS 302/333, Letters received – Special bundles [3/3165], Papers re shoplifting, the *First Offenders (Women) Act*, and the *Women's Legal Status Bill 1905–1939*, 05/12652



The three Golding sisters Annie, Catherine (Kate) and Belle, joined the Womanhood Suffrage League of NSW led by Rose Scott. In 1901, they formed the Women's Progressive Association. It advocated appointing women to public roles such as inspectors and police, and to the law and parliament.

In 1906, school teacher Annie, representing the Public School Teachers' Association, drew attention to the 'great discrepancies' between male and female teacher salaries. Outside teaching, she served on the State Children's Relief Board and the Babies Hospital Board. Kate—whose career as a teacher ended when she married in 1887—was heavily involved in the labour movement and the rights and conditions of female workers. She was a University of Sydney Senate Fellow (1916-1924), and served on numerous boards, including the Royal Hospital for Women and the Renwick Hospital for Infants. In 1925, she stood (unsuccessfully) for election to the NSW Legislative Assembly.

Annie and Kate led a string of delegations to advance equality and opportunities for women. Their efforts contributed to the introduction of the *Women's Legal Status Act, 1918*, which granted women the right to practice law, to be appointed Justices of the Peace and to sit for election to the NSW Legislative Assembly. Along with Millicent Preston Stanley, they were among the first sixty women appointed NSW Justices of the Peace in 1921.

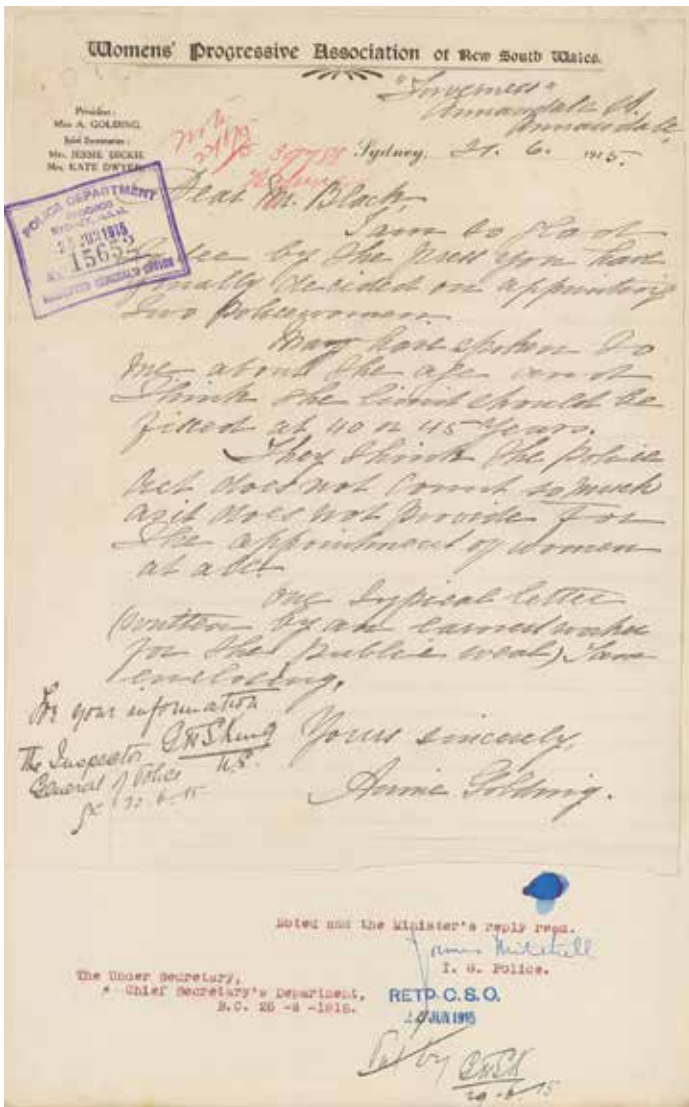
Left
Annie Golding and Kate Dwyer
Suffrage Group (detail)

Freeman and Co, 1902, SLNSW, ON 219/96

Below
Letter from Annie Golding on behalf of the
Women's Progressive Association of New
South Wales regarding the appointment
of the first two policewomen in NSW

Annie Golding wrote to Chief Secretary, George Black, on 21 June 1915, expressing her approval at the decision to 'finally' appoint two women to the police force. She submitted, however, that the age limit for female recruits be lifted from 40 to 45 years. A month later, Lillian Armfield, aged 31, and Maude Rhodes, aged 37, were appointed the first women police constables in NSW.

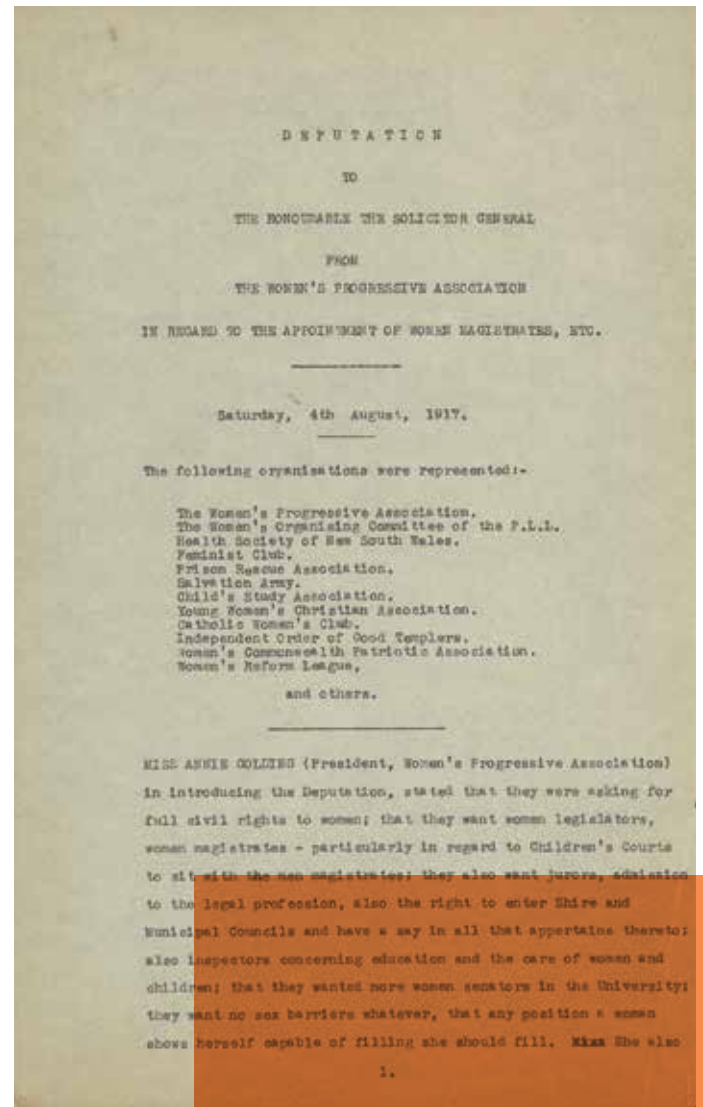
NRS 905 [5/7358] letter 15/39788



Below
Deputation to the Honourable Solicitor
General from the Women's Progressive
Association in regard to the appointment
of women magistrates, etc

A coalition of groups, led by Annie Golding as President of the Women's Progressive Association, introduced a deputation to the NSW Solicitor General on 4 August 1917 requesting 'full civil rights to women'.

NRS 302/333 [3/3165] Papers re shoplifting, the *First Offenders (Women) Act*, and the *Women's Legal Status Bill*



Lillian Armfield

1884–1971

First woman
police officer



“Because of her integrity, even the women of the underworld respect and admire her, sworn enemy though she is.”

*‘They’re proud of Lillian down at Police H.Q.’,
The World’s News, 2 March 1946, p. 3*

Right

**Photographic description sheets,
State Penitentiary, William Brauner (left)
and Neville Harris (right)**

In 1926 Armfield singlehandedly apprehended two men—Neville Harris and William Brauner—whose ‘mouths gaped with surprise when they found themselves confronted by a stern faced woman who was levelling a loaded revolver straight at them and inviting them in cold metallic terms to put up their hands—and to do it smartly’.

NRS 2467 [3/6118] photo no. 21967; 21963

Serving in the NSW Police Force for 34 years, Lillian Armfield was a trailblazer for women in the State’s law enforcement agency.

In 1915, the NSW Police Force appointed its first women, Lillian Armfield and Maude Rhodes, as special constables. In 1919, it established the Women’s Branch. Women police patrolled railway stations, parks, wharves and slum neighbourhoods. They kept truants and child beggars off the streets, looked after drunken women and their neglected children, and monitored hotels, wine shops and houses of ill-repute to protect women from ‘moral’ danger.

Women police were not meant to be physically involved in arrests, but this didn’t deter a sometimes armed Armfield from apprehending suspects.


By 1947, the Women’s Branch numbered thirty-six and Armfield became the first Australian woman to receive the King’s Police and Fire Service Medal. At the age of 65, Armfield retired and was awarded the Imperial Service Medal (1949). With no police pension, Armfield was supported in retirement by a special fund established by the Lord Mayor of Sydney.

Above

Lillian Armfield

Photographer unknown, c.1930s, image courtesy of Norm and Eva O’Brien

No. 21767
 Name *William Trauner*
 Date when Portrait was taken *1. 18. 1906*
 Birth Place *Sankt Petersburg*
 Year of Birth *19. 3. 98*
 Arrived in State (Year) *B.S.*
 Trade or occupation previous to conviction *Agent*
 Religion *R.C.*
 Education, degree of *High Sch.*
 Height, with or without shoes *5. 8. 1/2*
 Weight in lbs. *154*
 Color of hair *Brown*
 Color of eyes *Hazel*
 Marks or special features *Widow's peak, slight tooth decay*




(Nos. of previous Portraits)

Connected with, William Trauner

Where and When	Offense	Sentence
<i>Kansas Mo. 23 1 8</i>	<i>Innocent lang</i>	<i>18f 01 30 days</i>
<i>" 23 7 18</i>	<i>do.</i>	<i>18f 01 30 days</i>
<i>" 10 1 21</i>	<i>Offensive names</i>	<i>10f 07 days</i>
<i>" " "</i>	<i>Innocent lang</i>	<i>13 01 21 days</i>
<i>" 20 2 78</i>	<i>Innocent behavior</i>	<i>20f 07 days</i>
<i>Readington Mo. 26 8 2</i>	<i>Drive motor car</i>	<i>18 01 2 months</i>
<i>" " " "</i>	<i>in dangerous manner</i>	
<i>Conamata Mo. 29 2 26</i>	<i>No floor light</i>	<i>11 4 months</i>
<i>" " " "</i>	<i>No rear light</i>	<i>11 4 months</i>
<i>Chicago Ill. 20 9 26</i>	<i>Illegal driver</i>	<i>1 month 100 fine 100 be.</i>
<i>" " " "</i>	<i>Child in motor car</i>	
<i>General Criminals 27 0 26</i>	<i>Assault with intent to commit rape</i>	<i>10 years 14</i>
	<i>Attempted battery</i>	<i>5 years 14</i>
	<i>Assault with intent to commit rape</i>	<i>5 years 14</i>
	<i>1 conviction at all courts of record</i>	

No. 21763
 Name *Erville Harris*
 Date when Portrait was taken *30. 11. 1906*
 Birth Place *Illinois*
 Year of Birth *30. 9. 1906*
 Arrived in State (Year) *1901*
 Trade or occupation previous to conviction *Agent*
 Religion *Methodist*
 Education, degree of *High Sch.*
 Height, with or without shoes *5. 7. 1/2*
 Weight in lbs. *152*
 Color of hair *Dark Brown*
 Color of eyes *Hazel*
 Marks or special features *Widow's peak, faint scar on right side of face*



(Nos. of previous Portraits)

Connected with, William Trauner

Where and When	Offense	Sentence
<i>Kansas Mo. 27 8 21</i>	<i>Drive motor car</i>	<i>13 01 21 days 14 fine</i>
<i>" " " "</i>	<i>dangerous</i>	
<i>Kansas Mo. 27 11 26</i>	<i>Assault with intent to commit rape</i>	<i>10 years 14</i>
<i>" " " "</i>	<i>Attempted battery</i>	<i>5 years 14</i>
<i>" " " "</i>	<i>Assault with intent to commit rape</i>	<i>5 years 14</i>
<i>" " " "</i>	<i>1 conviction at all courts of record</i>	

Below
Registers of Police
 Registration of Lillian Armfield and Maude Rhodes
 as women police with the NSW Police Force.
 NRS 10945 [8/3259] p. 49 (detail)

Registered No.	Name	Month of Foot.	Year of Birth	Height.				Eyes	Hair	Complexion	A Native of	Married or Single.	Previous Calling.
				Feet	Inches	Stones	Lbs.						
<i>64</i>	<i>Rhodes, Maude Marion</i>	<i>7</i>	<i>21 10 1885</i>	<i>5</i>	<i>10</i>	<i>12</i>	<i>12</i>	<i>Green</i>	<i>Brown</i>	<i>Fair</i>	<i>Worcestershire England</i>	<i>1</i>	<i>London & Dept. of Police</i>
<i>65</i>	<i>Armfield, Lillian Mary</i>	<i>7</i>	<i>30 12 1885</i>	<i>5</i>	<i>7</i>	<i>12</i>	<i>10</i>	<i>Light Blue</i>	<i>Brown</i>	<i>Fair</i>	<i>Warrington N.S.W.</i>	<i>1</i>	<i>Police Inspector & Clerk</i>

Lea Armstrong

“Leadership comes in all sizes and shapes and all different personality types. You don’t have to be like an ‘alpha male’. You don’t have to dominate the room. You don’t have to be overconfident. You can be yourself and still develop into a very fine leader.”

First woman NSW Crown Solicitor

Lea Armstrong was appointed NSW Crown Solicitor in June 2015. She is the first woman to hold this role since it was established in the Colony of NSW in 1817. Ms Armstrong oversees approximately 400 staff across eleven diverse legal practice groups, and corporate service groups, within the NSW Crown Solicitor’s Office. The Office provides legal services to the NSW Government and its agencies across all its core functions.

Ms Armstrong is a solicitor with 25 years’ experience in government and commercial law, gained both in the public and private sectors. Prior to becoming NSW Crown Solicitor, Ms Armstrong was NSW Treasury’s General Counsel, and in this role, advised the Government on its electricity privatisation, the long term leasing of the State’s three largest ports (Botany, Port Kembla and Newcastle), and on other structural reforms. Earlier in her legal career, she served as an Assistant Crown Solicitor at the Crown Solicitor’s Office heading both the Commercial Law and Administrative Law teams at different times.

Before joining the Crown Solicitor’s Office in 1995, Ms Armstrong worked for a major commercial law firm and spent a year as an associate for Justice Michael McHugh, then a judge of the High Court of Australia.

After I finished my Law (Hons) and History (Hons) degree, I worked at the High Court for a year with Justice McHugh. Throughout his years as a Judge, he hired many female associates and believed very strongly in women's careers in Law. I think his peers ribbed him a bit: 'Why do you take so many female associates?' But he was unapologetic because he said he was redressing the balance. From the moment I joined the Crown Solicitor's Office as a junior solicitor he'd say, 'So when are you going to be the Crown Solicitor?' I was ambitious, but when you've got somebody—a High Court judge—believing in you and saying, 'Well of course you'll be the Crown Solicitor one day', it's a huge thing. It's a vote of confidence.



Above
Lea Armstrong
Photographer Felix Warmuth, 2018

regulation, information & finance



***Interior of section of large Clothing
Factory (detail)***

NSW Parliament, Joint volumes of papers presented to the Legislative Council and Legislative Assembly, 1912, Vol. 2, 'Report on the Working of the *Factories and Shops Act*; *Minimum Wage Act*, *Early Closing Acts*; *Shearers' Accommodation Act*; etc, during the Year 1911', pp. 130-1

Belle Golding

1864–1940

Regulator of workers'
conditions



“The pioneer work ... devolved very largely on the shoulders of this lady, and in those days an inspector wearing petticoats was so obnoxious to many tradesmen that they took very ungentlemanly methods of showing their displeasure.”

Australian Worker, 10 May 1917, p. 3

Right

Letter from Belle Golding to the NSW Premier Mr Holman regarding the work of inspectors, 21 July 1913

In July 1913, Golding wrote to Premier Holman about the long hours worked by inspectors with dual responsibilities under the *Early Closing Act, 1899* and *Industrial Arbitration Act, 1901*.

NRS 12060 [9/4781] letter B18/251

In her 27 year career with the NSW Department of Labour and Industry, Belle Golding was instrumental in regulating the conditions of workers.

The NSW *Early Closing Act, 1899* was introduced to regulate the hours of employment in shops. Thousands of women—many aged under 18 years—worked in restaurants and tea-rooms, often starting at 6am and working up to 16 hours a day, six days a week. They were under constant threat of ‘the sack’. In 1900, Golding was appointed the first woman inspector under the Act. In 1913, her responsibilities extended to administering regulations under the NSW *Factories and Shops Act, 1896* and the NSW *Industrial Arbitration Act, 1901*.

Outside of her employment, Belle—with sisters Annie and Kate—was a founding member of the Women’s Progressive Association, and participated in deputations that eventually led to the introduction of the *Women’s Legal Status Act, 1918*. She was Vice-President of the Public Service Association of NSW women’s branch (1915–1917), fighting (unsuccessfully) for equal pay and work conditions for women. Belle Golding retired in 1927.

Above left

Belle Golding
Suffrage Group (detail)

Freeman and Co, 1902, SLNSW, ON 219/96

Hotel Salisbury,
Percival Rd.,
Hammont,
21.7.19.

U.S. 100

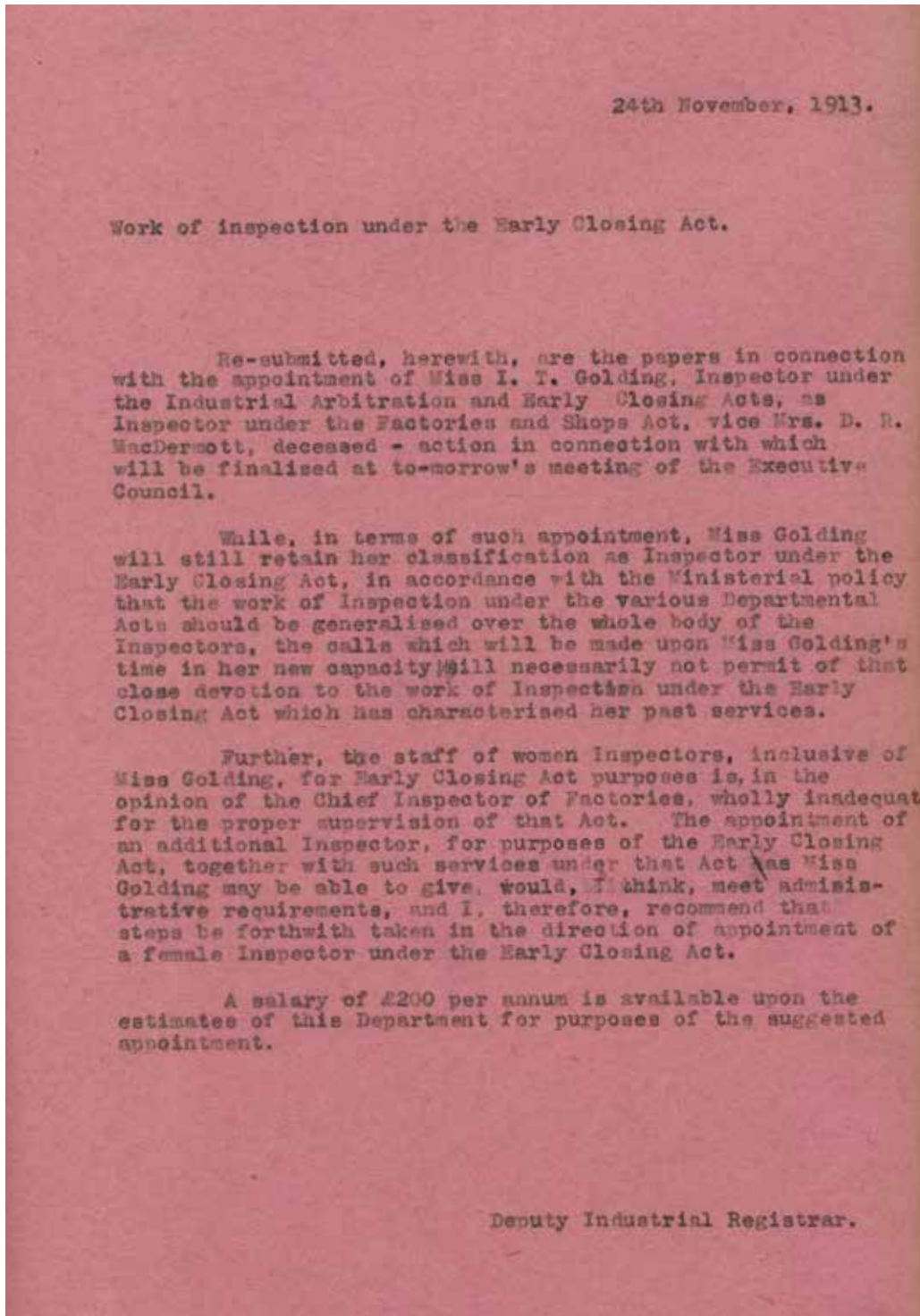
Dear Mr. Holman,
Enclosed are several
of my inspections, I could have sent
you dozens of such cases, but know
these will meet the case. I have
eleven inspectors who do nothing
but industrial work. Four to be doing
inspections, Mr. Perry, King, and
myself combine early morning with our
industrial work, two I alternate
with the other. We four are on duty
every alternate week till 10 P.M. every
Friday and Saturday (Some times we
go Saturday afternoon till 11 P.M.).
Then we have a good opportunity
of doing effective industrial work.
We have appointed us. I have done

the industrial work since 1909 so
should know the effectiveness of the
work. There are in all 24 inspectors.
And you can say with truth
that out of this number at least
16 are constantly doing these
inspections.

With best regards from
sisters and self,

I remain,

Yours Sincerely,
Bea Glau.



Above

Letter regarding the appointment of Miss I T Golding, Inspector under the Industrial Arbitration and Early Closing Acts and Inspector under the Factories and Shops Act, 24 November 1913

Given additional responsibilities in 1913 under the *Factories and Shops Act, 1896*, Golding's 'close devotion to the work of inspection' would be stretched.

NRS 5530 [6/3406] letter 14239

Right

Statement showing classes of positions held by women for the years 1910 and 1915, with the approximate number in each class

Between 1910 and 1915 the number of women working in inspectorial roles like Golding's doubled. This was also seen in other NSW public sector positions including medical officers, lecturers and clerical officers.

NRS 12060 [9/4781] letter B18/251

B..

Statement showing classes of positions held by women
for the years 1910 and 1915, with approximate
number in each class.

Position	1910	1915
Medical officers, etc.	3	7
Inspectors (Sanitary, Factory, Attendance, etc)	6	12
Clerical officers:- Typists, etc.	79	151
Clerks, compilers, etc.	5	6
Library Assistants, etc.	10	14
Junior Clerks, etc.	0	24
Tracers	0	20
Teachers:- Public Schools	2496	2923
High Schools	18	102
Cookery	28	56
Technical Classes	50	65
Lecturers, Teachers College.	4	9
Instructors, etc., Girls' Industrial School	9	11
Lunacy Department, Matrons, Nurses, etc.	265	374
Coast and other Hospitals, Matrons, Nurses, etc.	70	152
Asylums for Infirm, do. do.	32	30
Prisons Department, Matrons, Warders, etc.	35	33
State Children Relief Department, Mothers, etc.	13	17
Government Printing Office, Folders, etc.	120	140
State Clothing Factory, Machinists, etc.	*	*
Matrons, Nurses, etc., Baby Clinics, Schools, etc.	0	17
Cleaners, Attendants, etc.	105	120
Various:- Artists, Botanical Assistants, etc.	5	5
	3353	4288

* figures not available.

Elizabeth Tydd

NSW Information Commissioner

Chief Executive, Information and Privacy Commission of NSW

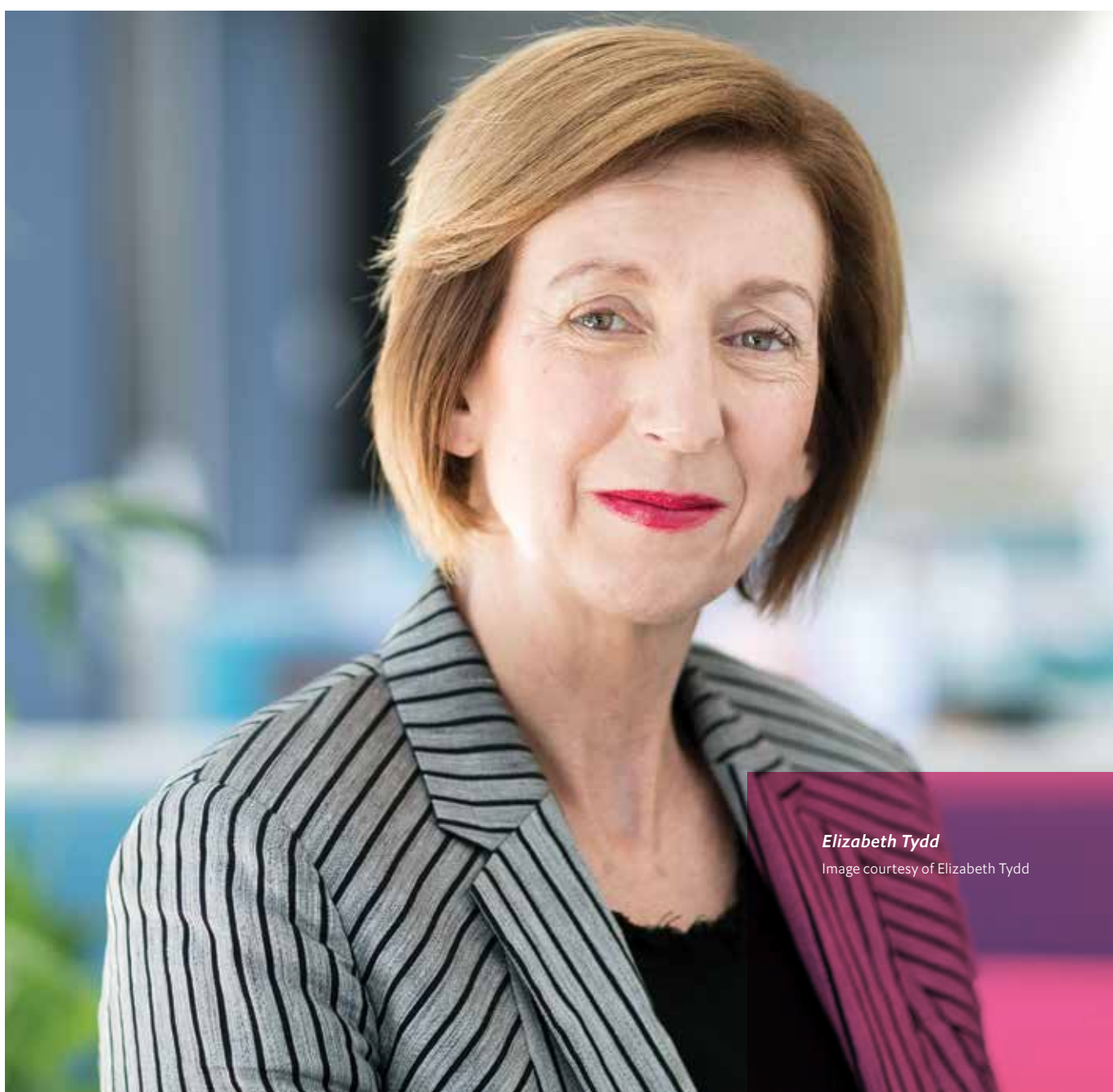
“Leadership is how you cultivate people, how you inspire people, how you develop people, and the investment—the education or experience—that you make and bring to people within the workforce. Those things really ensure the success of every leader.”

Open data advocate

Elizabeth Tydd’s role is to promote public awareness and understanding of the right to access government information, and to provide information, support, advice, assistance and training to NSW Government agencies and the general public.

Ms Tydd’s career has spanned neuroscience nursing, social welfare to quasi-judicial and executive appointments. She has held high-level leadership positions across a range of jurisdictions and industries including the NSW Office of Liquor, Gaming and Racing, and the NSW Office of Fair Trading. She has been appointed to a number of significant statutory roles including Deputy President, NSW Workers Compensation Commission and Deputy Chairperson, Consumer, Trader and Tenancy Tribunal. Ms Tydd has served on a number of boards, including the University of Technology Sydney Law Advisory Board.

In a previous role, I was tasked with reforming liquor licensing in NSW. Some hotels had been operating to the same licence for 100 years. They might have paid a shilling for it. I led a team that developed an incentivised liquor licensing regime. It took into account the offerings of the hotel, whether its location or the nature of its licensing arrangements—trading until 5am for example—made it a high risk premises. Through discussion and consultation—particularly with some really significant members of the liquor industry—we were able to regulate better practice in the industry. It was a complex but impactful industry to work with, and I think some of those learnings were incredible. They’ve enabled me to now occupy a position of overseeing many and varied sectors in my current role.



Elizabeth Tydd

Image courtesy of Elizabeth Tydd

Annie Duncan

1858–1943

First woman
factory inspector



“She has always been firm and discriminating in her decisions, and won the goodwill of factory owners in the days when a woman-inspector was regarded as a dangerous kind of animal.”

‘Miss Annie Duncan’, *The Lone Hand*, 2 December 1912, Vol. 12, No. 68, p. 133



In her 21 year career with the NSW Department of Labour and Industry, Annie Duncan improved the lives of working women and children.

The NSW *Factories and Shops Act, 1896* aimed to improve the conditions of manufacturing and trade workers. Duncan was the first woman factory inspector appointed under the Act. Visiting factories and shops, she inspected conditions under which female and child workers were employed. Low wages, long hours, poor sanitation—or ‘sweating’—proliferated, damaging workers’ health, and, Duncan believed, women’s fertility.

After 12 years, Duncan was joined by other woman inspectors, including Belle Golding. Like many of her peers, Duncan was involved in social causes outside her employment. With the Golding sisters, she participated in deputations that demanded women be admitted to the legal professions. Duncan was an executive member of the National Council of Women—co-founded by Rose Scott—and President of the Professional Women’s Association.

By the time of WWI, Duncan had become disillusioned. Her conservative political views, she felt, impeded her career opportunities under a Labor Government, and she subsequently retired in 1918.

3rd February 1912

Department of Labour and Industry
Appointment of Female Inspector
under the Factories and Shops Act

Provided that her age, on the day of her appointment, was not less than sixteen nor than forty years, and that she has the prescribed medical examination of the Public Service Board approved of the appointment of Miss J. Duncan, as Female Inspector under the "Factories and Shops Act 1896", with salary at the rate of £180 per annum.

In accordance with the provisions of sections 28 and 29 of the Public Service Act of 1895, the Board

The Honourable J. Gardner, Esq., M.L.A.
 Minister for Labour & Industries

Opposite top

Interior of section of large Clothing Factory

NSW Parliament, Joint volumes of papers presented to the Legislative Council and Legislative Assembly, 1912, Vol. 2, 'Report on the Working of the Factories and Shops Act; Minimum Wage Act, Early Closing Acts; Shearers' Accommodation Act; etc, during the Year 1911', pp. 130-1

Opposite left

Annie Duncan (detail)

Dobson and Co, c.1883, SLSA, [B 10480]

Left

Letter from the Public Service Board to the Department of Labour and Industry confirming Annie J Duncan's appointment as an inspector under the Factories and Shops Act

NRS 12297 [8/140] pp. 208-9

1. That such appointment is required
 2. That there is no person in the Public Service fit or qualified and available for such appointment
- That, having regard to the nature of the appointment, examination is not required.

Members of
 the Public
 Service Board

Jeannine Biviano

Deputy Secretary, Government and Corporate Services

NSW Department of Finance,
Services and Innovation

“Leadership is about recognising that you don’t have all the answers, and you need to surround yourself with people that complement your skills. It’s also about putting your hand up to take on things outside your role description and remit, and taking on projects outside your normal day to day.”

Jeannine Biviano began her career as a registered nurse. At just 21 years of age, she was managing a 25-bed neurological ward in a busy hospital. She re-trained as a chartered accountant and worked for KPMG in its Insolvency and Receivership Division. Ms Biviano returned to the health sector and successfully combined her clinical and business skills and experiences to become in 2002, CEO of Macquarie Area Health Service. At the time, she was the youngest person ever appointed by NSW Health to such a role. Since moving into senior NSW Government roles in 2008, Ms Biviano has been responsible for merger and acquisition activity as a result of four significant change of government restructures, including the consolidation of numerous corporate service systems onto one platform. An early adopter of cloud technologies, she led the first Australian public sector implementation of software-as-a-service enterprise resource planning system. In 2013, Ms Biviano was named Telstra NSW Business Woman of the Year.

A lot of people thought I was odd, going from nursing to accounting. They couldn't actually see the link, but I could. In nursing you're observing, and you're identifying what the problem is. Then you're implementing the cure or the fix. And I was doing exactly the same thing in business—observing, identifying the problem, and implementing the cure. So, to me, the capabilities were the same, even though on the face of it, they just seem so odd and foreign to each other.



Jeannine Biviano

Photographer Gavin Jowit

Margaret Crawford

“Leadership’s not about hierarchy or positional power. Everyone can be a leader. It’s about trying to be brave and have a go—to be courageous in order to make a difference. But the very biggest leadership lesson for me was just actually to be myself, and let people see the real me.”

First woman Auditor-General of NSW

Margaret Crawford heads the Audit Office of NSW (est. 1824) which, under the *Public Finance and Audit Act, 1983*, holds the NSW Government accountable for its use of public resources. Her two decade-plus experience in senior leadership roles within the public sector extends across large, complex public sector organisations at Local, State and Commonwealth Government levels, including the Victorian Department of Human Services, the Australian Taxation Office, the former NSW Roads and Traffic Authority and Australia’s largest local government, Brisbane City Council. Prior to her appointment as Auditor-General of NSW in 2016, Ms Crawford was Deputy Secretary, NSW Department of Family and Community Services.

Ms Crawford’s career has spanned a diverse range of sectors, including housing and homelessness, community and disability services, road transport policy and regulation, taxation administration, and gaming regulation. She is also a Fellow of the Institute of Public Administration Australia (NSW).

With a career like mine, there's been a lot of movement, a lot of crossing over of different sectors, different levels of government, different industries. I don't ever see myself as like a great innovator in any particular space. I just try, in everything I do, to fix problems, to make how we do things better, and to try to achieve better outcomes for people. That really has been the mark of my career.



Margaret Crawford
Photographer Felix Warmuth, 2017

parliament

Women of the Parliament

The election of Millicent Preston Stanley to the Parliament of NSW nearly a century ago was a major milestone in the story of women's equality and public service in NSW. The efforts of an earlier generation of women—suffragettes and feminists—made possible Preston Stanley's participation in the Parliament. In turn, she opened the way for future generations of women to pursue political careers and to serve the people of NSW through the work of the Parliament.

Featuring a selection of twenty-one women, the Parliament section draws on the concept of building blocks to symbolise how each woman who serves in the Parliament of NSW builds upon the foundations that Preston Stanley established nearly a century ago.

Millicent Preston Stanley

First woman elected to the Parliament of NSW

Nationalist Member of the Legislative Assembly Eastern Suburbs 1925–1927

“Miss Preston Stanley, the pioneer of a new order in this State, has shown that women can take their place in Parliament and in the political life of the country.”

‘Parliament: From the Gallery, A Woman’s Speech’,
Sydney Morning Herald, 27 August 1925, p. 8

Millicent Preston Stanley, feminist activist and long-time political organiser for the Nationalist Party, was elected in 1925 to the Parliament of NSW as a Member of the Legislative Assembly representing the Eastern Suburbs.

The *Legal Status Act, 1918* had given women the right to stand as candidates for Parliament, but it took seven years before Preston Stanley was elected. In her inaugural speech, she outlined her agenda. Equal rights and improving the lives of women and children was core to her vision.

Preston Stanley took up the case of Emélie Polini, a well-known actress who was denied the custody of her infant daughter. Under the *Testators Family Maintenance and Guardianship of Infants Act, 1916* the rights of the father as guardian were absolute unless they had been lost by misconduct. She introduced a private member’s bill in November 1926 to have the Act amended, but lost her seat in the 1927 election. Despite this setback, Preston Stanley continued her cause for change. On 14 August 1929 representatives from over seventy women’s groups met with the NSW Attorney General. This led to the introduction of a new Infant Guardian Bill in 1930, which enshrined the welfare of the child as a primary consideration. The Bill, however, was defeated and the law remained unchanged.



'Having tried deputations, agitations, intimidations, organisations, having pushed the bill in Parliament and out of Parliament, and become thoroughly disgusted with the whole affair', Preston Stanley changed tactics. She authored, produced and performed a play, *Whose Child*, based on the Polini case and her own experiences trying to achieve legislative change. The Minister for Justice attended the play's performance and this compelled him to introduce a Bill into Parliament in September 1933 which came into force on 1 November 1934.

While Preston Stanley's time as a Member of the Parliament of NSW was short, she opened the doors for other women to follow. Her efforts within and beyond the Parliament made a significant change to the rights of women in NSW.



Catherine Elizabeth **Green**

One of the first two women to serve as a Member of the Legislative Council

Labor Member of the Legislative Council 1931–1932

Ellen **Webster**

One of the first two women to serve as a Member of the Legislative Council

Labor Member of Legislative Council 1931–1934



Lilian **Fowler**

Among the first women

Justices of the Peace

First woman Alderman in NSW

First woman Mayor in Australia

Labor Member of the Legislative Assembly

Newtown 1944–1950





Kristina **Keneally**

First woman Premier of NSW

Labor Member of the
Legislative Assembly

Heffron 2003–2012

Senator for NSW Parliament
of Australia 2018–present

Mary **Meillon**

Liberal Member of the
Legislative Assembly
Murray 1973–1980

One of the first Liberals to win
a NSW country seat

First woman in the Legislative
Assembly after a 23 year
female 'drought'



Elisabeth **Kirkby**

First woman from a minor
political party to serve in the
NSW Parliament

Australian Democrats

Member of the Legislative
Council 1981–1998



Janice Crosio

First woman appointed a Minister in the NSW Parliament
First woman to hold positions at three levels of government in Australia

Labor Member of the Legislative Assembly **Fairfield** 1981–1988;
Smithfield 1988–1990

Wendy Machin

First woman Nationals member elected to the Legislative Assembly

First woman Nationals member to hold a Ministry

First woman Nationals member to serve as Chair of Committees

First woman to preside over the Legislative Assembly

Nationals Member of the Legislative Assembly

Gloucester 1985–1988;

Manning 1988–1991;

Port Macquarie 1991–1996





Dawn Fraser

One of the first two women
Independents elected to the
Legislative Assembly

Independent Member of the
Legislative Assembly

Balmain 1988–1991

Mary Quirk

Second woman elected
to the Legislative Assembly

Labor Member of the
Legislative Assembly

Balmain 1939–1950



Gladys Berejiklian

First woman Treasurer
First woman from the Liberal
Party to be Premier of NSW
Second woman Premier
of NSW

Liberal Member of the
Legislative Assembly

Willoughby 2003–present



Virginia Chadwick

First woman Presiding Officer
of the NSW Parliament

First woman President of the
Legislative Council

Liberal Member of the
Legislative Council 1978–1999



Linda Burney

First Aboriginal person
elected to the NSW
Parliament

First Aboriginal woman
to hold a seat in the
Parliament of Australia,
House of Representatives

Labor Member of the Legislative
Assembly

Canterbury 2003–2016



Carmel **Tebbutt**

First woman appointed
Deputy Premier of NSW

Labor Member of the
Legislative Council 1998–2005
Member of the Legislative
Assembly

Marrickville 2005–2015

Kerry **Chikarovski**

First Minister for the Status of
Women

First woman to lead a major
NSW political party

Liberal Member of the
Legislative Assembly

Lane Cove 1991–2003



Shelley **Hancock**

First woman Speaker of the
NSW Parliament

Liberal Member of the
Legislative Assembly

South Coast 2003–present





Helen **Sham-Ho**

First Chinese person elected to any Parliament in Australia

Liberal/Independent Member of the Legislative Council 1988–2003

Gabrielle **Upton**

First woman Attorney General

Liberal Member of the Legislative Assembly
Vaucluse 2011–present





Ronda **Miller**

First woman Clerk of the
Legislative Assembly

Clerk of the Legislative
Assembly 2011–2016

Lynn **Lovelock**

First woman appointed Usher
of the Black Rod

First woman Clerk of the
Parliaments and Clerk of the
Legislative Council

Clerk of the Legislative
Council 2007–2011



Parliament image credits

Millicent Preston Stanley MP

Photographer unknown
c.1925
Black and white photograph, copy
Original held by the Preston Stanley family

Catherine Green MLC

Fairfax Corporation
c.1932
Black and white photograph, copy
National Library of Australia

Ellen Webster MLC

Photographer unknown
No date
Black and white photograph, copy
NSW Parliament Collection

Mary Quirk MP

Photographer unknown
No date
Black and white photograph, copy
NSW Parliament Collection

Lilian Fowler MP

Lemaire Studios, fl. 1879–1900
c.1938
Colour photograph, copy
State Library of Victoria

Mary Meillon MP

Photographer unknown
No date
Black and white photograph, copy
NSW Parliament Collection

Elisabeth Kirkby MLC

Photographer unknown
No date
Black and white photograph, copy
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Janice Crosio MP

Photographer unknown
No date
Black and white photograph, copy
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Wendy Machin MP

Diane Penney
1993
Black and white photograph, copy
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Kerry Chikarovski MP

C. Moore Hardy
1998
Colour photograph, copy
C. Moore Hardy Collection: 66185
City of Sydney Archives

Virginia Chadwick MLC

Photographer unknown
No date
Colour photograph, copy (reproduced in black and white)
NSW Parliament Collection

Linda Burney MP

2018
Colour photograph, copy
Courtesy of Linda Burney

Carmel Tebbutt MP

Photographer unknown
No date
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NSW Parliament Collection

Kristina Keneally

Senator for NSW
2018
Colour photograph, copy
Courtesy of Kristina Keneally

Shelley Hancock MP

Photographer unknown
No date
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NSW Parliament Collection

Gladys Berejiklian MP

2017
Colour photograph, copy
Courtesy of Gladys Berejiklian

Gabrielle Upton MP

2017
Colour photograph, copy
Courtesy of Gabrielle Upton

Helen Sham-Ho MLC

Teny Aghamalian
1993
Black and white photograph, copy
NSW Parliament Collection

Dawn Fraser MP

Photographer unknown
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Lynn Lovelock

Photographer unknown
No date
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Ronda Miller

Photographer unknown
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Acknowledgements

Exhibition Curator/Producer

Dr Penny Stannard

Research

Rhett Lindsay
Coleen Milicevic
Anisa Puri
Suzanne Upton

Design

Jeremy Austen, Austen Kaupe
Vicki Berglinden, TIO Innovation

Photography/ Video

Patrick Russell
Brendan Vella
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Conservation

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Image Digitisation

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Exhibition Graphics

Production/ Installation

Matrix Digital
Complete Banner Services

3D Fabrication

Hodgson Projects

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Elizabeth Tydd
Rodney Wallis
Shari Williams

NSW State Archives sincerely thanks

Dr Teresa Anderson
Lea Armstrong
Professor The Hon. Dame Marie
Bashir AD CVO
Jeannine Biviano
Margaret Crawford
Dr Deborah Dearing
Dorothy Hoddinott AO
Alice Kang
Dr Marlene Kanga AM
Kim McKay AO
Mary Ann O'Loughlin AM
Jane Spring
Elizabeth Tydd
Narelle Underwood

Very special thanks to

Sandra Stevenson, Leanne Smith,
Whitlam Institute, Western
Sydney University
Deborah Bennett,
Rosemary Sempell,
Parliamentary Services,
Parliament of NSW

Thanks to

Cathy Ashton, Deborah Beck,
Simon Farley, Miguel Garcia,
Chris Hodgson, Lyndal Howison,
Christopher Kent, Julie
Langsworth, Amanda Main,
Dr Wendy Michaels, Norm and
Eva O'Brien, David Shillito,
Neil Shillito, Dr Leigh Straw,
Lorraine West, Anne Wright

NSW State Archives is grateful
to the Fryer Library, University
of Queensland, for the digitisation
of material from the Caroline
Kelly Collection.

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Introduction

She has accomplished much of merit: Women, work and leadership in the public sphere

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Lucy Garvin (1851–1938)

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Elizabeth Tydd, interviewed by Dr Penny Stannard, 30 October 2017, Sydney

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