



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

afmw.org.au

Annual Report 2015

21 November 2015



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The Australian Federation of Medical Women (AFMW)

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Statement of Purpose

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

Philosophy

The AFMW's philosophy is enshrined in these key principles:

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

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

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

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

President's Report



AFMW PRESIDENT
Dr Sharon Tivey

I November 2014 I took over as president from Dr Desiree Yap. I would like to thank her for leading and guiding the Federation over her six years "in charge", presiding over many important and valuable changes. I also wish to thank the rest of Council who work so hard to keep the AFMW functioning and developing.

In January we learnt that we were approved for association with the United Nations Department of Public Information, as a Non-Governmental Organisation in our own right. The application process was lengthy, taking two years from collation of the necessary information until the outcome. It was well worth the effort. One benefit is that the AFMW is entitled to six grounds passes each year to enter the United Nations Headquarters in New York, USA. The passes give our representatives access to the United Nations campus, including all open meetings of the United Nations bodies, which we can attend as observers. For further

information or to register your interest to use a pass, please contact our Secretariat at afmw@afmw.org.au. Several AFMW members attended the Commission on the Status of Women CSW59 in New York in March. They thoroughly enjoyed the experience and came away with a wealth of knowledge and made new contacts from around the world.

The hot topic of sexual harassment and bullying in the medical field continues to make news. You may recall having seen numerous articles across various publications on this and related topics. Our own Associate Professor Deb Colville, President of the Victorian Medical Women's Society (VMWS), was interviewed and published in The Sydney Morning Herald, in an article titled "Women more likely to drop out of surgical training than men". I was interviewed and provided comments for an article titled "Sexism claims: Surgeons under a cloud" published on 9th March 2015 in the Medical Observer. I'm pleased that Dr Gabrielle McMullin spoke out about this issue, stimulating widespread discussion at many levels. The recent draft report from the Expert Advisory Group, released on September 8th to the Royal Australian College of Surgeons, was greeted with surprise by many groups and elicited more media coverage. Of course, many medical women were not surprised at what the report contained, and many were strangely relieved that the problem, although widespread, was once again being discussed and debated. The AFMW has a long history of assisting members (and other medical women) who have faced harassment or bullying.

Late last year the AFMW updated its Constitution to comply with incorporation requirements. The new constitution was endorsed at the AFMW General Meeting on Saturday, 15 November 2014. That draft has been lodged with the relevant authorities, and we are in the process of tidying up the formatting and grammar of the document. I would particularly like to thank the AFMW Governance Sub-committee, in particular Dr Catherine Duncan (VIC) and Dr Marjorie Cross (ACT), who volunteered many hours to drafting the constitutional revision.

The AFMW and the Victorian Medical Women's Society Inc (VMWS) are grateful to Dr Heather Sheard who has voluntarily researched and documented women doctors' war service. She has authored a successful co-grant submission where we have been awarded \$600 by the Department of Veterans' Affairs. Both the AFMW and the VMWS have also received several other donations that will go towards the cost of this project. We would like to thank everyone who has made a donation.

Additionally, the AFMW is also looking at another grant application to facilitate compiling a history of medical women. There are numerous non-medical supporters of such work and we hope we are successful.

President's Report Continued

I am pleased to advise that the AFMW, in partnership with the Medical Women's International Association, has been able to facilitate the delivery of 25 ultrasound machines to be used in places such as Nigeria, Ghana, Rwanda, Afghanistan, Tanzania and Grenada. In addition, education sessions have been organised in Nigeria to facilitate better use of these machines. We hope that many women and their families benefit as a result of their doctors obtaining this equipment. The AFMW hopes to continue this initiative in 2016. I must thank Dr Gabrielle Casper for her lead in this amazing initiative.

We continue to maintain a presence on social media with a variety of "friends" and "followers" viewing our activities, comments, links etc. The joint project on female cosmetic genital surgery continues and a link to the latest progress newsletter is available on the AFMW website: www.afmw.org.au. Numerous members continue to be involved in representative and consultative roles and deserve our thanks for all their hard work.

I am indebted to the AFMW Executive and Council members and other AFMW members who contribute many hours of their precious time to contribute to the variety of activities in which we are involved. I am also grateful to our secretariat, especially Ms Melissa Morey, for keeping us organised and on-track.

AFMW achievements this year:

Ongoing Initiatives:

- The Australian Research Grant-funded study 'Elucidating the increasing demand for genital cosmetic surgery among girls and women in Australia', carried out in alliance with The Jean Hailes Foundation, Southern Health, Family Planning Victoria and Women's Health Victoria.
- The AFMW's quarterly newsletter and growing presence across social media.
- Expansion of the Leadership Skills Database and 'Thank You Initiative' where we thank and recognise our mentors.
- AFMW representation and consultation to various government and industry bodies.
- Involvement in gender-related issues with the medical training colleges, industrial issues for doctors in training, particularly (but not exclusively) female doctors in training and the Australian Medical Student's Association (AMSA).
- Supporting the Australian Human Rights and Equal Opportunity Commission's anti-racism campaign.
- Equal Opportunity Exemption: gives the AFMW the option to restrict attendance at meetings, seminars and events to women only (the exempt conduct) when appropriate.
- Signatory to the National Compact; an agreement between the Australian Government and the not-for-profit sector to find new and better ways of working together based on mutual trust, respect and collaboration.
- AFMW continues to partner with historian Dr Heather Sheard on projects 'Commemorating Women Doctors' and teamed up with other researchers to explore 'Women in History'.

New Initiatives:

- Successful grant application for Anzac Grant project.
- AFMW submitted a response to the Royal Commission into Family Violence.
- AFMW Position Statement on Sexual Harassment.
- AFMW members presented at the 59th United Nations (UN) Commission on the Status for Women, New York.

President's Report Continued

- AFMW members were interviewed throughout the year on bullying and sexual harassment in the medical field.
- AFMW obtained Non-Governmental Organisation (NGO) affiliation with the UN.
- AFMW contribution to AMSA Melbourne - Women in Medicine panel

Dr Sharon Tivey, President, AFMW



AFMW delegates at the 59th Commission on the Status of Women at the United Nations in New York, 2015



Dr Natalie Yap, United Nations Headquarters, New York, 2015.

National Co-ordinator's Report



AFMW NATIONAL CO-ORDINATOR
Assoc Prof Deb Colville

Ongoing collaboration with our national and international colleagues.

2015 has been a very busy year on the international scene with lots of opportunities for our members and medical students to attend and present at overseas conferences.

- **International collaboration.** AFMW members attended the 59th United Nations Commission on the Status of Women in New York.

MWIA activities during the past twelve months have included:

- AFMW representatives attended the MWIA Western Pacific Regional Conference that was held in Taipei (see detailed report for further information)
- MWIA congratulates Prof. Padmini Murthy, MWIA Rep. to the UN and Director of Global Health at the New

York Medical College, as one of this years winners of the UN Millennium Maker Award. She was recognized for multiple contributions, including her service to the United Nations Medical Women's International Association and the Committee on the Status of Women, and her work for the Council on Women's Right of the American Public Health Association." She was also inducted as inaugural fellow of the Medical Women's Association (AMWA) at AMWA's 100th anniversary Meeting in Chicago on the 26th of April.

- MWIA official relations continues with WHO.
- MWIA applauded the Nigerian government when the British Medical Journal (BMJ 2015;350:h3010) reported that Nigeria has outlawed female genital mutilation, and hopes that other African countries will follow soon!
- MWIA is proud to announce that MWA South African was launched on 22nd of November 2014. All 9 provinces with doctors from all generations and from various areas of medical practice were represented, including medical students. Dr Nono Simelela is the chairperson. MWASA is looking forward to being with Medical Women regionally and in the world to advance Health for All!
- In 2019 MWIA is celebrating 100 years!
- **International Assemblies.** MWIA International Congresses and General Assemblies are held every three years in various countries of the world. At the scientific meetings of Congresses papers are presented on a chosen topic. The General Assemblies decide upon administrative policy. Resolutions expressing the concerns of the members are submitted to the General Assembly for approval. The 30th MWIA Congress will be held 28-31 July 2016, Vienna, Austria.
- **Regional Meetings.** AFMW members are eligible to attend all MWIA regional meetings. The next Western Pacific Regional MWIA Meeting is due to be held in Hong Kong in 2018. Contact the AFMW secretariat (via afmw@afmw.org.au) if you'd like to participate.
- **Young MWIA (yMWIA).** The AFMW's yMWIA Representative (Registered Medical Woman < 40 years of age) is Dr Marissa Daniels (VIC).

Associate Professor Deb Colville, National Co-ordinator, AFMW

National Co-ordinator's Report

yMWIA Representative

The Medical Women's International Association's Special Interest Group for Young Female Doctors and Medical Students (yMWIA) provides a platform for students and doctors < 40 years of age to network and unite to raise awareness of issues pertinent to younger practitioners. 2015 has been an important year for young medical women in Australia, with new challenges and opportunities globally and locally.

This year began with the news that the Australian Federation of Medical Women had been successful in applying for association with the United Nations' Department of Public Information. As such, the AFMW is now entitled to six ground passes each year to enter the United Nations Headquarters in New York. Two of these are to be provided to youth representatives, between the ages of 18 and 24. This fabulous opportunity facilitated members' attendance at the 57th Commission on the Status of Women (CSW), held in March this year. I was lucky enough to attend also. Not only an opportunity to visit the UN Headquarters and observe the workings of the Commission's annual two-week session, it was an opportunity to engage with women from all over the world who came united in their passion for advancing global gender equity.

Somewhat serendipitously, it was in March, during the fortnight of CSW, that Dr Gabrielle McMullin launched her book *Pathways to Gender Equality: The Role of Merit and Quotas* and first spoke publicly about her experience of sexual harassment in the surgical workplace. This triggered a nation-wide response. For younger medical practitioners, particularly young members of the AFMW, these events have challenged us to seek ways to ensure we do not accept unprofessional and inappropriate behaviour in the workplace.

Then in September, the AFMW again returned to the UN. Over the weekend of the 25th-27th of September this year, one of our young members, Dr Natalie Yap, was fortunate enough to attend the 70th Session of the UN General Assembly in New York. At this Assembly, the 17 Sustainable Development Goals (SDGs) formally replaced the Millennium Development Goals and were adopted by world leaders of the UN member states. The new SDGs incorporate a broad sustainability agenda and focus on the root causes of inequality and poverty. They provide the framework and political policies for the next 15 years for our leaders to make peaceful, just and inclusive societies.

Dr Yap writes:

"The AFMW provides us all with the platform to engender accountability to achieve the new SDGs. Not only do we have a strong community of colleagues, we have the collective knowledge and experiences of medical women who are able to support one another. Whilst we have made progress in certain domains, it is our responsibility to work towards medical women having full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

My call to action is that we need to make the SDGs relevant and simple to create awareness and advocacy amongst our colleagues, friends and family members so that they understand that they too have a role to play in making the world a more inclusive and equitable place regardless of their occupation, social or economic position.

We must hold our political leadership accountable for achieving these goals by integrating the SDGs into their strategies and to collaborate with our citizens and civil society organisations so that we can achieve this Global Agenda by 2030.

National Co-ordinator's Report

'Now is our moment. Now is our time to create the future we want.' Ban Ki-Moon, Secretary General of the United Nations."

Dr Yap's full report can be found at www.afmw.org.au.

yMWIA encourages community among its members, and a platform from which to raise issues of importance, through a quarterly newsletter, and their Facebook page.

All AFMW members < 40 years of age are encouraged to join yMWIA. Sign up, and find more information, at <http://mwia.net/young-mwia>.

Dr Marissa Daniels, AFMW yMWIA Representative



17 Sustainable Development Goals (SDGs), United Nations

Secretary's Report



AFMW Secretary
Dr Marjorie Cross

We were deeply saddened by the earthquake devastation in Nepal earlier in the year and send our condolences to the victims and families. Much more recently, the devastation at the Kunduz Hospital in Kabul, Afghanistan also saddened and distressed us, and we also send our condolences to all the victims and particularly to *Medicins Frontieres*.

Over the past few years, activity by the AFMW has been fairly quiet in South Australia and Western Australia. During the last twelve months, Dr Casey Nottage and colleagues have been attracting interest by medical women in their region. We look forward to supporting them in re-establishing a medical women's society in South Australia. We have also recently seen an increase in interest from female medical students in Western Australia. We encourage our western state colleagues to actively connect with other AFMW members.

As our AFMW President has already mentioned, it has been a busy year that has been dominated by media coverage of sexual harassment and bullying in the medical field. No doubt you've seen in the media the many articles on sexism in the medical profession. Another topical issue has been domestic violence. Dr Tivey was interviewed as part of the *Daily Life's* article 'Seven things Tony Abbot should start fixing now that he has joined HeforShe' on 13th March 2015. Both the VMWS and the AFMW have been involved in numerous conversations with different organisations and government bodies on both topics. It has generated good and productive debate about these issues and we look forward to keeping you informed of progress and outcomes as they arise. I was involved in workshops on Domestic Violence at the World Organization of Family Doctors (WONCA) Rural conference in Dubrovnik in April. I also presented a similar workshop on Domestic Violence in Australia to both Australian and Kazakhstan Primary Care doctors in Almaty, Kazakhstan in September.

In response to the numerous media topics published throughout the year, the AFMW has focussed on developing a response to sexual harassment.

AFMW Response to Sexual Harassment:

"The Australian Federation of Medical Women is aware that sexual harassment continues to occur within the medical profession, with both serious professional and personal repercussions for the medical women involved. This harassment involves a wide spectrum of behaviour, from sexist or demeaning remarks, through to sexual abuse and assault. The AFMW is particularly concerned with the behaviours which are essentially criminal in nature.

The AFMW is concerned that the learned medical Colleges, other representative bodies and hospitals seem to have a poor appreciation of the magnitude of the problem, and appear to assume that the lack of evidence means that the issue of serious harassment does not exist. The AFMW is also concerned that although there may be policies and procedures in place to deal with such unacceptable behaviour, they appear to be ineffective in encouraging reporting of incidents, in adequately responding to complaints and in dealing with the perpetrators.

The Federation believes that external inquiry and assessment of the issue is required. A collaborative approach is necessary to ensure the magnitude of this issue is determined, that medical women who have already suffered harassment have access to a safe, supported and

Secretary's Report Continued

confidential reporting system, that perpetrators are held responsible and that ongoing support is provided to medical women involved in such cases.

The AFMW recognises the recent establishment by the Royal Australasian College of Surgeons of an expert advisory group, but any effective outcome will depend on the terms of reference and how successfully any suggested change can be implemented.

It also recognises the role that medical schools, as well as the medical colleges, have in leading the cultural shift required to establish guidelines for acceptable behaviour, to guide an appropriate response when behaviour falls short and to support those who suffer from harassment in a practical and meaningful way.

The AFMW can offer collective knowledge and experience of medical women across Australia and will be engaging with numerous medical and non-medical groups to achieve a comprehensive response to the issue of sexual harassment."

Through the AFMW's willingness to embrace new technologies and social media, our members have actively contributed to various discussions. Topics have included domestic violence, bullying and sexual harassment, celebrating medical women's achievements; and conversations about workforce and gender.

Golden Jubilee Members

An Australian medical woman registered for over 50 years is eligible for a MWIA Golden Jubilee Certificate. The next opportunity for members to be recognised will be in July 2016. Please send your nominations to the AFMW Secretariat for inclusion.

Communications & Media

Website & AFMW eNewsletter

Our website (www.afmw.org.au) continues to feature content relevant to Australian female medical students and doctors. Our website and newsletter content is educational for both medical personnel and allied industries. Our electronic communications enable us to deliver health promotional activities not only to rural students but also to geographically challenged individuals. We would like to thank our newsletter sponsors BOQ and Automotive Vehicle Brokers Australia.

Facebook & Twitter

AFMW's Facebook Page offers our members news and networking opportunities. It is an instant communication tool for event notifications, activities and opportunities. We have also embraced Twitter (@AFMWorgau) and connect with hundreds of Twitter users. A daily newsletter has been created of moderated tweets on gender issues and from accounts that the AFMW follows.

LinkedIn

Our LinkedIn group affords Australian medical women online professional networking opportunities. The group is 'closed', with entry limited to female Australian doctors and medical students.

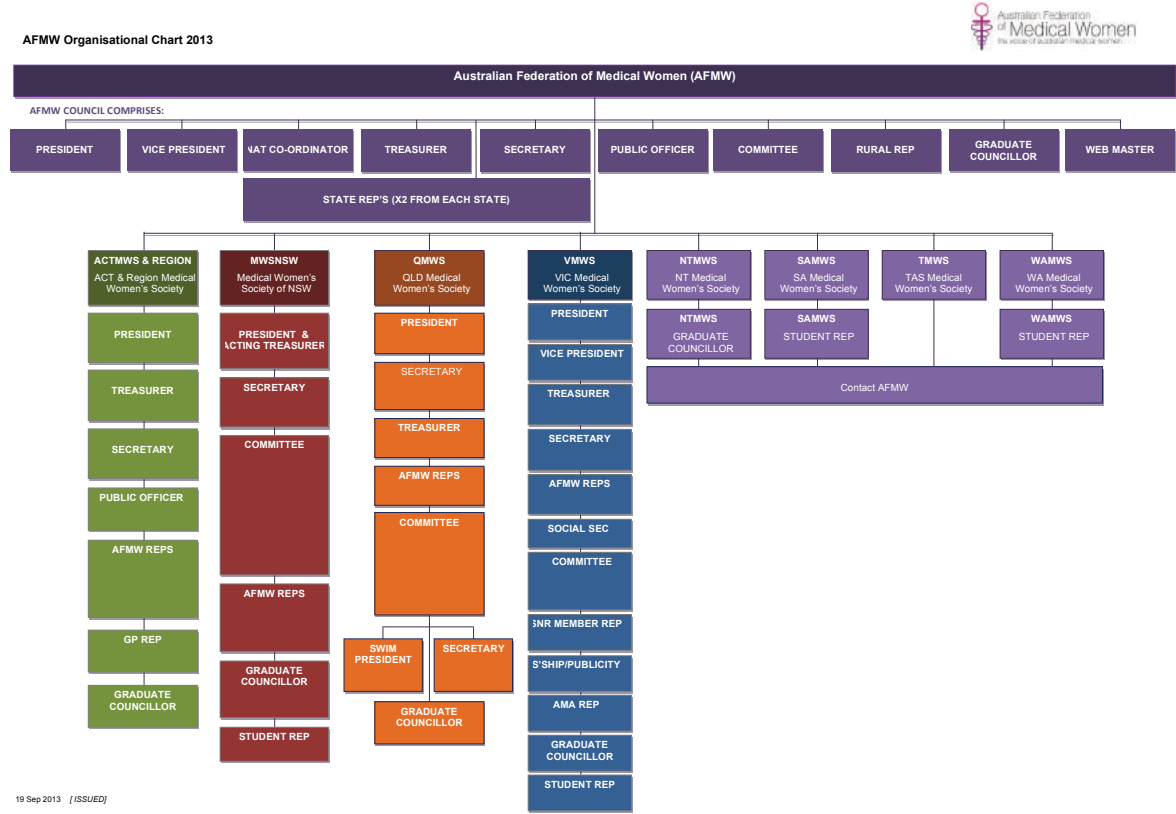
Networking

The AFMW and its State Medical Women's Societies actively engage in various networking and mentoring opportunities. This provides a face-to-face forum where we can share our knowledge and provide educational information not only with our medical colleagues but also with other professions.

Dr Marjorie Cross, Secretary, AFMW



Structure & History



History

- 1895 Victorian Medical Women's Society (VMWS)
- 1919 Medical Women's International Association (MWIA)
- 1921 Medical Women's Society of New South Wales (MWSNSW)
- 1927 Australian Federation of Medical Women (AFMW)
- 1937 Queensland Medical Women's Society (QMWS)
- 1950+ SA, WA, ACT, Tasmania Medical Women's Societies
- 1995 Supporting Women In Medicine (SWIM), student organisation, University of Queensland

AFMW: MEMBERS HAVE AN OPPORTUNITY TO ATTEND the United Nations (UN) Dept of Public Information and Non-Governmental Organisations (DPINGO) Conferences; the World Health Assembly; regional World Health Organisation (WHO) meetings; and the Commission on the Status of Women in New York



Australian Federation of Medical Women

the voice of Australian medical women

Organisation Profile

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

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

AFMW Objectives

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

Advocacy

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

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



Memberships and Affiliations

The MWIA

The AFMW is affiliated with the Medical Women's International Association (MWIA), the international umbrella for all the national medical women's societies, across six continents. Established in 1919, and therefore one of the oldest professional bodies at the international

Profile Continued

level, the MWIA is non-political, non-sectarian and non-profit making. The MWIA is actively involved with the United Nations (UN) as a Non-Governmental Organisation (NGO), the World Health Organisation (WHO), the Economic and Social Council of the United Nations and UNICEF. It is represented on the Board of the General Council of International Organisation of the Medical Sciences, and has NGO-observer status to the World Medical Association (WMA).

The MWIA's aims are to:

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

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

Other Memberships & Affiliations

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



AFMW members supported the Global Climate Action Rallies in Sydney & Melbourne

Executive and Council Members



AFMW PRESIDENT
Dr Sharon Tivey
Treasurer Medical Women's Society of NSW



AFMW Vice President, VMWS AFMW Rep
Dr Jan Coles
Committee, Victorian Medical Women's Society



AFMW TREASURER & yMWIA Rep & VMWS AFMW Rep
Dr Marissa Daniels
Treasurer, Victorian Medical Women's Society



AFMW SECRETARY & RURAL CO-ORDINATOR
Dr Marjorie Cross
Committee Member Medical Women's Society ACT & Region



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



AFMW REG. CO-ORDINATOR
Assoc Prof Deborah (Deb) Colville
President, Victorian Medical Women's Society



MWS ACT & REGION
Dr Brenda Masters
President, MWS ACT & Region



MWS ACT & REGION AFMW & MWIA REP
Dr Susanne (Susie) Close
Committee Medical Women's Society ACT & Region



MWS NSW AFMW REP
Professor Gabrielle Casper
President Medical Women's Society of NSW



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



QMWS AFMW REP
Dr Sudipta Sinnya
President, QLD Medical Women's Society



QMWS AFMW REP
Dr Lydia Pitcher
Committee, QLD Medical Women's Society



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



VMWS AFMW Rep
Dr Magdalena Simonis
VMWS Immediate Past President, Victorian Medical Women's Society



AFMW SA Rep
Dr Casey Nottage
South Australian Medical Women's Society

Advocacy + Projects

Advocacy

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

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

1. Advocacy

The AFMW progresses a variety of advocacy issues in line with its philosophy and goals as listed on page four.

2. Humanitarian

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

3. Socialising and Networking

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

Advocacy is an important part of the work that the AFMW does.

The AFMW has been advocating over the last year in the following areas:

- The AFMW has provided valuable input into the debate on 'Sexism in medicine'.
- AFMW members have been interviewed and become involved in developing strategies to address the problems of bullying and sexual harassment within public hospitals.
- Lobbying the AMA to include VMWS representation on Victorian Government Committees to address the culture of hospitals, training Colleges and medical workplaces.
- Facilitated the gifting of nine ultrasound machines at the Commission on the Status of Women at the United Nations for MWIA members to take home to developing countries.
- Facilitated gifting of 20 ultrasound machines to the Medical Women's Association of Nigeria. 40 doctors were trained in ultrasound and the machines will be used in hospitals with more than 3000 deliveries annually, which traditionally functioned without an ultrasound service.
- Contributed sessions on bullying to the MD Expo for the new University of Melbourne medical school curriculum, to the Australian Medical Students Association held in Melbourne in July, and to the Australian Medical Association (AMA) round table sessions in Melbourne.
- Developing an alliance with Doctors for the Environment.
- Our advocacy work is also through keeping members informed on relevant issues through our Facebook page, website and Twitter presence.
- The Nepal Earthquake and relief efforts which could be supported by members
- Changes to Zoe's Law
- The Ebola crisis
- Global Climate Change
- The issues with regards to the Whistleblowers and the Border Force Act
- Closure of women's refuges due to withdrawal of government funding
- "Bring Back Our Girls" campaign (Nigeria)
- Issues surrounding the proposed GP Co-payment

Advocacy + Projects Cont'd

Projects

AFMW Thank You Initiative

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

Dr Gabrielle Medley	Associate Prof Stephen Lew
Dr Gabrielle Casper (NSW)	Dr Merrilyn Murnane AM (VIC)
Dr Annette Carless (VIC)	John Vallance Owen (deceased)
Dr Sally Cockburn (VIC)	Dr Suchitra Paramaesvaran (NSW)
Dr Kate Duncan (VIC)	Dr Gillian Rothwell (NSW)
Dr Elizabeth Farrell AM (VIC)	Dr Emily Teo (NSW)
Dr Alice Killen (NSW)	Dr Desiree Yap (VIC)
Dr Elsie Koadlow OAM (VIC) (dec')	Dr Karen Fuller (VIC)
Dr David Leonard (VIC)	Dr Gytha Betheras (VIC)

Thank You

Leadership Skills Database, 2008-ongoing

Elucidating the increasing demand for genital cosmetic surgery among girls and women in Australia (Nov 2013 - current)

Currently partnering with Family Planning Victoria Inc, The Jean Hailes Foundation, Southern Health Victoria, Women's Health Victoria, on this project.

This project will identify the psychosocial context of, and public communication about the dramatic rise in female genital cosmetic surgery in Australia. Results will contribute to programs for sexuality and body image education, public health campaigns about normal genital diversity and professional development for doctors and beauty therapists. (ARC Linkage Grant FGCS – LP130100025)

- Online survey, Down Under, was launched in July 2015
- 754 completed responses from 631 women and 114 men
- Interviews with women who have had some kind of genital cosmetic surgery have commenced
- The project has a strong social media presence across Facebook, Twitter and Tumblr
- Call for assistance with recruitment of women and key informants, including rural areas

Australian Human Rights Commission – Anti Racism it Stops with Me Campaign August 2012 - 30 June 2016)

The AFMW is an official supporter of the Australian Human Rights Commission's Anti Racism Campaign.

Advocacy + Projects Cont'd

Conference Participation

International:

- United Nations Commission on the Status of Women (UN CSW 59) New York, March 2015.
- MWIA's 2015 Western Pacific Regional Conference, Taipei

Post Conference Report: MWIA's Western Pacific Regional Conference, Deb Colville

The 2015 Western Pacific Regional Conference of Medical Women's International Association was held from the 24–26 April attracting over 100 medical women from over eight different countries (Australia, China, Japan, Korea, Mongolia, Philippines and Taiwan). This Conference was organized and hosted by the Taiwanese Medical Women's Association (TMWA). The atmosphere was warm and welcoming from the very first day in Taipei when the Australian delegates were invited to attend a 'welcome dinner' hosted by Sophie, Su-Hui Lee, (Organizing Committee Chair) and Hiroko Yamamoto, Vice President, Western Pacific Region of MWIA.

Three medical doctors represented the Australian Federation of Medical Women from Melbourne: Dr Magdalena Simonis, a general practitioner, Dr Catherine Duncan, an obstetrician and myself, an ophthalmologist. The main theme of this conference was "Prevention and Elimination of Domestic and Sexual Violence" which had been chosen by Prof. Kyung Ah Park, the President of MWIA in the 29th International Congress of MWIA in 2013. The other themes were: "Juggling and Balancing the Careers of Women in Medicine", "Healthcare and Rehabilitation of the Elderly", "Frontiers in Aesthetic Plastic Surgery", "Women in Child Healthcare" and "New Advancements in Dentistry".

As part of the Academic Program there were some informative and thought provoking speeches and poster presentations on the topic of violence. Dr Hiroko Yamamoto gave the opening plenary session titled: "Violence to Elderly in Longevity Society". Other plenary speakers included Dr Shu Ti Chiou who spoke on "Eliminating all forms of Violence Against Women: An Example of Closing the Gender Gap at Birth in Taiwan." Through a multi-pronged strategy, prejudice against the female fetus leading to a sex ratio of 1 in 10 has now been vastly reduced in the last 8 years in Taiwan to approximately 1 in 4. The strategy included interviewing pregnant women and their in-laws about what it meant to them to carry a full term pregnancy with a female fetus. The genetic technology companies were also lobbied regarding the high rates of antenatal sex diagnosis. The successful campaign was conducted by the public health authorities in collaboration with many stakeholders.

Several concurrent symposiums were organised including the very popular session titled "Juggling and Balancing in the Career of Medical Women". Other topics and issues addressed during the Conference included: "Women's Health", "New Advancement in Dental Field", "Children Health", "Prevention and Elimination of Domestic and Sexual Violence", "Frontiers in Aesthetic Plastic Surgery", and "Health care and Rehabilitation in the Elderly." There were a variety of papers presented on a range of important issues including trends on female cancers in Taiwan by Td Chyong-Huey Lai.

Dr Magdalena Simonis's presentation titled: "Female Genital Cosmetic Surgery – the General Practitioner and Health Professional's toolkit" was well received and a highlight of this Conference. I was also one of the Forum speakers and gave a presentation on gender and curriculum in relation to medical apprenticeship.

There were several interactive sessions including a panel comprising women doctors from Taiwan, Australia and Hong Kong. A popular session was about whether it was possible to achieve a

Advocacy + Projects Cont'd

work life balance as medical women. I was a member of this panel, which also discussed other professional issues relevant to women from this region. This discussion attracted a large number, approximately 60, Taiwanese medical students. I learnt that all continuing professional development programs for doctors in Taiwan compulsorily include both gender-equity training, and separately, ethics training.

We also visited the Taipei Veterans General Hospital, a very large hospital with 2,980 beds and the daily outpatient count of over 10,000. It is a paperless hospital that has a treatment process that has been computerized, so that registration, orders for examination procedures, treatments, fee payments, picking up prescriptions have been streamlined. As a National Medical Center and a teaching hospital, the Taipei Veterans General Hospital provides education and in-service training programs for physicians, medical students, nurses and technicians from other medical and health centres.

It was a wonderful conference that provided delegates with invaluable experiences to share ideas, forge friendships, increase understanding about pressing issues, learn from experts in various disciplines and seek solutions to challenges facing medical women today. It was inspiring to meet women doctors from the Western Pacific Region who are passionate about supporting medical women and overcoming issues such as violence against women.

Past AFMW projects include:

- Happy Healthy Women Not Just Survivors (HHWNJS), 2010-2013 (This project was funded by the Australian Women's Coalition Inc, from funding received from the Australian Government, Office for Women)
- Bridging Leadership Barriers (BLB) Project, 2008-09 (\$89,000 grant Australian Government, Office for Women's 2007-08 Leadership and Development Programme Grants)
- AFMW Author, Dr Jillian Tomlinson received the Australian Virtual Centre for Leadership for Women (CL W)'s 2009 "National Leadership Achievement for Women Award" for her work on the BLB project.
- The AFMW Website, 2008-09 (The AFMW gratefully acknowledges the Commonwealth Government Office for Women's Leadership and Development Programme as a source of website funding in 2008-09)
- The Nigeria Widows Project (MWIA)
- Support for Rural and Remote Female Doctors in Australia and Developing CPD & Mentoring For Rural & Remote Women Doctors, 2004-2005 (\$50,000 grant Australian Government, Office for Women's Grants Programme)
- Achieving Gender & Cultural Competence by Australia's Medical Workforce, 2004-05 (\$50,000 grant Australian Government, Office for Women's Grants Programme)
- Women Talk Cancer, 2003-04 (\$50,000 grant Australian Government, Office for Women's Grants Programme)
- Gender Based Medical Education, 2003-2004 (\$50,000 grant Australian Government, Office for Women's Grants Programme)



Commemorating Medical Women

The AFMW is partnering with a number of organisations and individuals, both locally and internationally, to commemorate medical women.

Commemoration of the World War 1 (WWI) service of Australia's Women Doctors

There is no physical memorial which recognises the contribution of these medical women and therefore no public place for commemoration. To begin to address this, the AFMW, with the assistance of historian Dr Heather Sheard has been successful in obtaining an Anzac Centenary Grant. This money together with donations raised, will be used to commission a commemorative plaque.

By the outbreak of WWI, small numbers of women had been graduating from medical schools at the Universities of Adelaide, Melbourne and Sydney since 1891. By 1914, there were almost 130 women registered as medical practitioners in Australia.

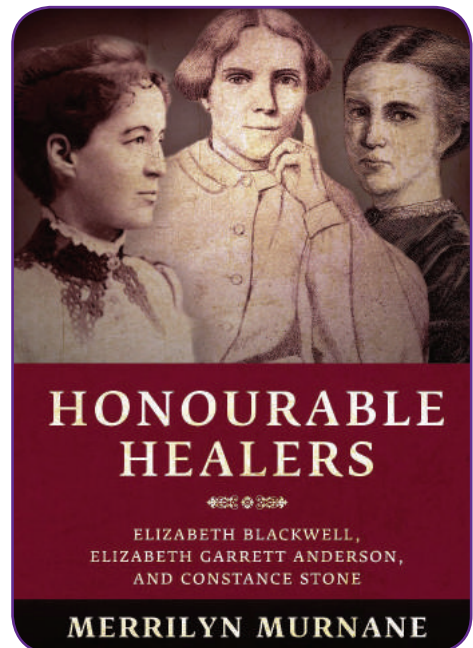
Between 1914 and 1919, more than twenty Australian women doctors overcame official military policy and the social conventions of the times to provide their medical skills to wounded and sick soldiers, prisoners of war and non-combatants. Women doctors from around Australia circumvented the official prohibition of the enlistment of women doctors by paying their own way to join organisations such as the Scottish Women's Hospital, the Women's Hospital Corps with its Endell Street Military Hospital and the British, French and Belgian Red Cross. The women worked primarily as surgeons, but also as anaesthetists, pathologists, radiologists and medical officers. Amongst the places where they served were England, France, Serbia, Galicia, Salonika, Belgium, Montenegro, and Egypt.

The Melbourne women were:

- Dr Hilda Bull (Esson, Dale), Medical Officer, QMAAC, England, 1917-1919
- Dr Rachel Champion (Shaw), Surgeon, Endell St Military Hospital, London, 1916-1917
- Dr Mary de Garis, Surgeon, Scottish Women's Hospital Field Hospital, Serbia, 1917-1918, Medals: Serbian Order of St Sava III, French Red Cross
- Dr Vera Scantlebury (Brown), Surgeon, Endell St Military Hospital, London, 1917-1919
- Dr Helen Sexton, Surgeon, established her own Hôpital Australien, Auteuil near Paris, then Surgeon Val de Grace Military Hospital, Paris, 1916-1917
- Dr Isabella Younger-Ross, Surgeon/Medical Officer, Glasgow & Kent, 1916

Honourable Healers - Pioneering Women Doctors, Merrilyn Murnane

The book describes the careers of three outstanding medical women of the nineteenth and early twentieth centuries: Elizabeth Blackwell, Elizabeth Garrett Anderson and Constance Stone. These pioneers brought great benefits to women in two ways: by blazing the trail for others wishing to pursue a medical career, and by setting up clinics and hospitals in which women (and their children), particularly those of the less privileged classes, could obtain medical care by a doctor of their own sex.



Honourable Healers 2015 - Pioneering Women Doctors, Dr Merrilyn Murnane

Commemorating Medical Women cont'

Publication & Projects

Heather Sheard is currently researching widely, gathering materials for a book which will chronicle the remarkable stories of Australia's women doctors across the more than four years of the First World War. Louella McCarthy is presently submitting grant applications for a Medical Women history project on behalf of the AFMW.

Centenarian

Dr Margaret Henderson, OBE (1915-). The AFMW extends our heart felt congratulations to Dr Henderson on becoming a centenarian. The following insert was published in the book: *Strength of Mind: 125 Years of Women in Medicine*, courtesy of the University of Melbourne, Medical History Museum.

Living in post-war London in 1947, Margaret Henderson applied for the position of honorary physician to outpatients at the Royal Melbourne Hospital (RMH). She applied mainly 'to strike a blow for women in medicine';¹ then she; put it out of her mind, as 'there had never been a woman appointed to the Honorary staff'.

Margaret had spent two years as resident medical officer at the RMH after graduating in 1938. As the tide of war swept up Australia, she gained an MD; undertook research at the Walter and Eliza Hall Institute; worked with Euan Littlejohn in general practice, and in medical outpatients at the RMH; and served with the military forces.

As war ended, the Red Cross recruited Margaret for post-war civilian work, as a senior medical officer in outlying Malay villages, dealing with nutritional and tropical diseases. She then developed her interest in respiratory and thoracic medicine in London and Switzerland, gaining membership and then fellowship of the Royal College of Physicians and the Royal Australasian College of Physicians.

One of the few women medical graduates at the time, she was 'quite stunned' to receive a cable from Euan Littlejohn: she had been appointed to the honorary staff at RMH. This was one of many blows Margaret struck for women in an era in which great tenacity and talent were required to achieve parity with men. Margaret was acutely aware of how her actions influenced prospects for other women, and her strength of character and perceptive mind made her highly regarded in medicine—held in great esteem and widely sought as a teacher. Many fondly recall her teaching rounds with medical students and her wonderful clinical acumen.

Besides her work at the RMH, she was honorary physician to the Queen Victoria Hospital and medical officer to Janet Clarke Hall for many years. She also provided outstanding service to the management committee of the Royal District Nursing Service for 18 years. She was awarded an OBE for services to medicine in 1976, a rare distinction in that era. In 2012, the University of Melbourne awarded her the Honorary Doctor of Medical Science *honoris causa* recognising her pioneering leadership in establishing the rightful place of women in medicine.

Professor Christine Kilpatrick MBBS 1976

¹ Margaret Henderson, *Perspectives—Cursory and Clinical: Reflections and Memories of a Melbourne Physician*, Melbourne: self-published.

Margaret Henderson at the Honorary Doctor of Medical Science ceremony, 11 September 2012.
University of Melbourne Advancement Office



¹ Dr Margaret Henderson, 2014 being congratulated by Dr Rosalind Terry on the VMWS 2014 Constance Stone Oration

² Dr Margaret Henderson, 2012 Photo Courtesy: The University of Melbourne Medical History Museum



AFMW State Member Groups

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



The MWS of ACT and Region represents members from a wide range of disciplines, both actively practising and retirees, providing a forum for networking and support in addition to education and fundraising for our identified charities. We enjoy being associated with a very active and enthusiastic group of female students from the ANU Medical School.

We are in the process of updating our Constitution to reflect the changed landscape for Medical Women in our area, and hope that this will be ready for adoption at our AGM in November 2015. A new initiative this year has been T-shirts with our ACT Logo, and an advertising banner.

Since our last report, activities have included:

- Intern Morning Tea – held during the orientation week for all ACT Interns in January, this was an opportunity to introduce ourselves to the new Interns and give the Women an opportunity to join our ranks. Our committee members showed their catering talents and the year got off to a good start with some new members.
- Annual Cocktail Party in March – chiefly held as a networking opportunity, this year we couldn't resist the chance to ask Lucy Perry (at the time CEO of Hamlin Fistula Ethiopia – Australia, and in Canberra to do some Lobbying) to speak to us about Catherine Hamlin's life work.
- Mother's Day Classic Fun Run in May – an Australia-wide event that raises money for Breast Cancer research, our Team of 30 braved cold and windy conditions to win the award for largest community groups and clubs team for the second consecutive year. One of our members came second in the 5km run, and we raised over \$3000.
- "The Juggle" in May is held annually just for Women Medical Students. Doctors from different disciplines and situations shared their stories in an informal environment, illustrating the many pathways to a career in Medicine. We are grateful to our speakers for being so willing to share the highs and lows to help others make informed choices and see possibilities.
- The annual ski weekend, this year at Guthega in August was a great social occasion, unfortunately the weather was not fabulous for skiing ...
- Our Fundraiser event in August took the form of a games night with a theme of "Around the World in 80 minutes". Games were inventively devised to represent various countries. The format allowed for lots of socialising and interaction as well as raising money for our small charities.
- We held our Annual Presentation Dinner in September. Between courses, we learnt about IVF egg storage from Dr Devora Lieberman, the response to the Ebola outbreak in West Africa last year from Dr Kamalini Lokuge, and the life of psychiatrist Sabina Spielrein. The latter was the topic of an essay by ANU Medical Student Saameer Pani, winner of the MWS ACT & Region prize for the best essay on gender in medicine.

Thanks to the committee who have worked through myriad other commitments to bring this program to our members. Special thanks to the student committee members who are contributing with such enthusiasm and helping us to embrace social media in getting our message out there.

The AFMW embraces social media as a communication tool - for communicating with our members, our patients, the wider community and government and non-government organisations.

AFMW State Member Groups

NSW Medical Women's Society (MWS NSW)

In 2015, the Medical Women's Society of NSW has continued to act as a society through which members have the opportunity to be a voice advocating for, and supporting, the health and welfare of our local, national and international communities.



We have significantly increased our membership base, particularly through our Facebook group, which currently has 445 members (increased from 250 members at the beginning of 2015). Each members has been vetted as a medical woman, ensuring that our Facebook page continues to act as a reliable means by which information may be distributed to the appropriate audience. A greater effort has been made to raise awareness of the existence of MWS NSW to medical students and junior doctors through emails distributed by each hospital network's RMO society and medical student society. We have seen the effect of this through the large number of new junior members joining the society and attending our dinner meetings.

The MWS NSW has also successfully moved into the 21st Century by setting up online payments for annual membership registrations and dinner payments! This has streamlined the process for women to become involved in the society.

The first of our bi-annual dinners this year, held on 20th May was a big success, drawing a crowd which almost filled our AMA House venue to capacity. The presentations made by Dr Nikki Bart, Dr Sharon Miskell and Ms Fiona Davies were both inspirational and thought provoking.

The theme of the evening was centred on discussing the journey of women through the medical workforce with particular focus on sexist barriers that many trainees continue to face. Dr Bart's opening presentation was heart lifting and inspiring. Amongst other things it detailed some very useful tips for tackling the enormity that is specialist training. All too often as junior trainees and medical students we are discouraged by the long road ahead in specialist training and with increasing medical graduates each year the end goal continues to move farther away. By taking a 'one step at a time' approach however Dr Bart successfully demonstrated how you can reach your highest goals whilst maintaining a healthy work-life balance. Her story acted as an inspiration for young trainees and students who are feeling overwhelmed by the difficulties of juggling professional responsibilities with family life.

Discussions by Dr Sharon Miskell and Fiona Davies highlighted some of the more oppressive attitudes towards female trainees in the workplace. These women continue to be failed by the hospital system with many having to choose resignation in order to protect their personal lives. Table discussions revealed that the culture present in particular specialties is central to the ongoing barriers faced, rather than a want for more policy development. What is required are strong male role models in leadership positions to help advocate for training equality and implement protective policies, which already exist on paper, at a local level. Female trainees should also be encouraged to speak up early about workplace harassment and bullying so that policy specialists can start implementing protection and remediation strategies. Finally, widespread workplace education is necessary to invoke an attitude shift towards women occupying professional and leadership roles that were traditionally taken up by men.

Outside of medical workforce problems facing women, in 2015, the MWS NSW has also focused on raising awareness with regards to a number of issues, including:

- The Nepal Earthquake and relief efforts

AFMW State Member Groups

- Changes to Zoe's Law
- The Ebola crisis
- Global Climate Change
- The issues with regards to the Whistleblowers and the Border Force Act
- Closure of women's refuges due to withdrawal of government funding
- "Bring Back Our Girls" campaign (Nigeria)
- Issues surrounding the proposed GP Co-payment

The MWS NSW is looking forward to our next Dinner Meeting in November. We will continue to focus on building our membership base through the ongoing use of social media, and links to hospital network RMO societies and medical student societies. This will ensure that the society continues to grow as a group of women who can provide advice, encouragement and networking opportunities to all medical women working in NSW as they progress through their careers.

QLD Medical Women's Society (QMWS)



QMWS had an eventful year which started with the AGM. Our secretary Dr Ira van der Steenstraten spoke about mindfulness and it's importance in everyday life particularly when you lead a busy lifestyle. QMWS held a mentoring mixer event in May which allowed medical students to mentor up with with doctors to gain invaluable advice regarding medical training, research and balancing work and life when they get to the other side.

In June the QMWS was privileged to host Professor Judith Goh as our speaker and hear about her work with women's health in developing nations such as Africa and Asia. The charity movie night that followed this event at the Blue Room Cinemas was also a great success. Coupled with these there have been financial seminars and mindfulness and meditation workshops which have been well received by all. As the year comes to a close we are looking forward to our end of the year dinner event and christmas party with Dr Trevor Olsen as our guest speaker in December. The QMWS aspires to remain dynamic in 2016 with more members and ongoing interesting and inspiring events.

South Australian Medical Women's Society (SA MWS)



South Australia

Traditionally, the membership base in South Australia has been quite small. In 2015 a group of medical women have been working to re-establish the SA MWS with the aim of having the society up and running in 2016. There is strong support for the re-establishment of the society with over 250 members engaged on social media and email lists. In a joint project with Doctors Health SA (DHSA) the Medical Women's Cocktail Hour on the second Tuesday night of each month has been established and has been well attended by many medical women. The AFMW looks forward to continuing collaboration with the SA MWS as it becomes established and grows its base in South Australia.

AFMW members attended the 59th United Nations Commission on the Status for Women, held in New York

AFMW State Member Groups

Victorian Medical Women's Society Inc (VMWS)



The VMWS has seen another busy year with activities including:

- Representatives attended the United Nations (UN) 59th Commission on the Status of Women, held in New York March 2015.
- Members presented at the Melbourne University information event, and also the AMA Medical Careers Expo held on 23rd May 2015.
- President Deb Colville was interviewed for the Sydney Morning Herald, 'Women more likely to drop out of surgical training than men', published on 24th May 2015
- VMWS endorsed the AWAVA's letter to the Prime Minister re: urging him to establish a national independent inquiry into violence and abuse perpetrated against people with disability in institutional and residential settings.
- A number of successful events have been held. The first for 2015 was our February Committee Meeting; March 2015 – 'How we do what we do' event; April 2015 – second committee meeting, 9th May: CV writing event, 1st June: 3rd Committee meeting, and forthcoming on 15th July: Lyceum Lunch – Guest Speaker: Caroline Tan. Our final event for 2015 is our strategic planning day on 10th December.
- VMWS annual Lyceum Luncheon. This year's theme was "resourcefulness in the face of sexual harassment in the training workplace" with special guest speaker Dr Caroline Tan. Caroline addressed the group with a brutally honest description of her struggles with sexual harassment whilst training to be a neurosurgeon. "This incident in 2005 nearly annihilated my career", "I couldn't let that happen" - Dr Caroline Tan.
- VMWS members attended the 2015 Western Pacific Regional Conference, Tapei; Magda Simonis chaired the session and was a moderator at the "2015 Western Pacific Regional Conference of Medical Women's International Association" - session "Cosmetic Surgeries of the breast-all you like to know"; she also presented "Female Genital Cosmetic Surgery – the General Practitioner and Health Professional's toolkit". Deb Colville was a panellist/moderator on the 'Juggling and Balancing' session. Abstract Title: Gender and Androcentrism in the Australian Ophthalmic and Plastic Surgical Curricula and Leadership
- Women's Health Victoria - Dr Desiree Yap (past VMWS President) is Deputy Chair and Dr Magdalena Simonis (Immediate Past VMWS President) board member.
- Continuing to raise funds to support the installation of an ANZAC Commemoration Plaque to recognise World War One Service by Medical Women
- Congratulations to A/Professor Jan Coles who received The Dean's Award for Excellence in Education (Innovation in Teaching)
- Congratulations to Dr Magdalena Simonis on the publication of RACGP "Female genital cosmetic surgery - A resource for general practitioners and other health professionals"
- VMWS contributed to the AMA anti-bullying evening
- The VMWS 120 year anniversary will be in September 2016!

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

Annual Constance Stone Oration

The Constance Stone Oration is awarded by the VMWS annually. The Oration is named in honour of the first woman to be registered with the Medical Board of Victoria and therefore the first woman registered as a medical practitioner in Australia. Recipients of this award are recognised for their significant contribution to the health of women and children. We thank Dr Merrilyn Murnane AM for endowing this prestigious award.

The 2015 Constance Stone Oration has been awarded to Dr Anne Myers.

Western Australian Medical Women's Society (WA MWS)

There is continued interest in the WA AFMW Facebook group, with over 110 members. We continue to see interesting posts from student representatives, doctors and medical students.



Financial Statements

Audited Financial Accounts

The financial records of the Australian Federation of Medical Women (AFMW) are audited annually by Widdup Barilla Accountants.

The audited reports are appended to this Annual Report. Refer to Attachment A: 2015 Audited Financial Statements of the AFMW.

[Dr Marissa Daniels, Treasurer, AFMW](#)

