

Wholewoman News



Welcome to our **Women and Work** Edition of Wholewoman News. As resource workers this is a topic very close to our hearts. We collaborate with a wide range of women in both paid and unpaid employment that are committed to caring for, and contributing to, the health and wellbeing of others. We hope that this edition will provide a broad overview of some of the current issues and hot topics related to women and work including childcare, workplace culture, the increasing pressures to be multi-skilled both in paid workplaces and at home and the supports needed to stay well. Much research is currently being undertaken to explore the impact of our changing work culture on our wellbeing and the women's health resource workers have also just embarked upon an exciting new project to explore the wellbeing of women working in rural community health settings in our own region. Read on to find out more about this project on page 3.

Within our own work environment, at present, a number of significant changes are occurring with the recent departure of our much-loved colleague, Anna Drylie. Anna will be exploring the wilds of Canada in the coming year and will be missed as a valued team member and by all those in the South West whom she has supported over the last two years. We also welcome Glenda Harrison to the new role of Women's Health Administrative Secretary. Glenda is a computer wiz and all round dynamo and we are very pleased to welcome her on board. Many of you will no doubt be in contact with her in the future to discuss the small grants or additions to the wholewoman website.

We hope that this edition will provide you with much food for thought about your own working lives and be a gentle reminder that, whilst it is true that a woman's work is never done, one of the most vital priorities for us all is to explore ways in which our own work environments can be more supportive and health promoting. We also invite all women to think about the tasks we can undertake to ensure that we are balancing our working lives with those things that give us pleasure and nurture our health and happiness in our personal lives and hope that these tasks are given as much value and time as those we undertake for others.

Liz Murphy

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Local Projects from

Greater Geelong, Queenscliffe and the Surfcoast

Game Gals

The "Game Gals" program has now been completed and was the first of its kind to combine a women's physical activity program with the provision, to sporting clubs and associations, of training and resources to address some of the typical barriers that stop women participating in sports. There are however, still significant barriers for the sports, health and welfare sectors to grapple with, to ensure that women are afforded equal access to physical activity in a meaningful and sustainable way. In partnership with some of the women participants we will now promote the benefits of the Game Gals program to a range of health care providers and those with the power to affect some fundamental change in the way sports are offered to women. The program was great fun for women, coaches and organisers and we believe that some of the football stars of the future could well be women, if the skill, determination, grace and agility of these Game Gals is anything to go by.

21st Century Social Action to Address Gendered Violence

Geelong Women, once again have joined together to organise the Reclaim The Night Event on Friday October 31st this year. Building on this work Barwon Centre Against Sexual Assault and the Women's Health Resource Service have joined forces to organise a Breakfast Forum and Panel Discussion during the 16 days of activism against violence. A diverse panel will talk about their passion and commitment to social action and participants will be invited to discuss and share their own ideas to create a plan to work toward making our communities safer for women. All community members are warmly invited

Social Action in the 21st Century- A Breakfast Forum

Mercure Hotel, Geelong

Thursday, 27 November 2003 - 8.30 - 10.30 am

RSVP by 19 November - 52 224318

Post Natal Wellbeing for Parents

A project to address the Post Natal support needs of women and their families has recently been initiated by Bethany Family Support. A reference group will look at ways that this project can compliment services that already exist. Currently Barwon Health provides a Maternity Support Worker to assist with Antenatal and Post Natal Depression (ph: 52603302).

The recently appointed, St John of God, Post Natal Depression Co-ordinator will soon be providing therapeutic group work (ph: 52268888) and there is also the local community driven Geelong Post Natal Support Group (ph: 52 771412). Watch this space for updates on the new project and events in your area.

Wathaurong Women's Dance Project

Recently the Women's Health Program provided a small grant to Wathaurong Co-operative to assist in creating links with a remote community in Turkey Creek for the development of a traditional dance program to women of the Wathaurong Community. This is a first step in an ambitious project that will provide leadership and creative arts opportunities for local community women.

Liz Murphy

Area 1 Women's Health Resource Worker

Local Projects from

Colac Otway and Corangamite

Having just returned from 7 weeks leave (aren't I lucky!!) and feeling refreshed I am aware that a few ideas need to be bedded down.

Library Funding

The Library funding has been approved to put Women's Health resources into the community via the library to allow for access across the region. The Corangamite Library covers from Colac to Warnambool so it is felt that this is an excellent way to reach women. I am hoping that funding will be available each year to update and add to resources and would welcome your ideas. When the resources are purchased we will put a list of these on our web site and they will be available from Liz and myself also. So look out for a grand launch!

Gender and Diversity

The Statewide Initiative for Women's Health has identified Gender and Diversity as an issue. Across the region we are planning to work with PCPs to provide training over the next few months. Diversity includes people with disability, different culture, special needs, language etc. there is an increasing need to support this diversity and traditionally we have tended to think in a local way in rural areas. So look out for this. A pilot programme was run in Bellarine and the workers there have requested an update as it has helped them so much in their every day work.

I am currently looking at organisations and assisting them to understand the role of the Resource Worker and how I can help them. I am of course a resource for women in the community and am a conduit to women and funding, organisations etc. Across the region we will be approaching women and holding forums to look at issues as they arise. I look forward to meeting with you and would welcome your calls at any time

Jane Howard

Area 2 Women's Health Resource Worker

Local Projects from

Moyne, Warnambool, Southern Grampians & Glenelg

Women on a Mission

Our Women on a Mission program, a self esteem program for women has been highly successful in gaining numbers in Portland and Casterton. The program will be running throughout 4th term. If anyone is interested in running this pilot program in their agencies, please contact the Women's Health Resource Worker on 5523 4000 early in the new year.

Farewell from Anna Drylie

Farewell! Farewell! This is my last input into our Wholewoman newsletter. A big succulent thankyou to all who have contributed to women's health in the South West...and beyond! I am going to miss working in the area of women's health, of which I am very passionate . I am off to brave the temperatures of Canadian Prairie country (and the brown bears I have been dreaming about of late!)

I have been busy beautifying my office for the next resource worker who takes my place. Isn't it a shame we can't just do it for ourselves? It's the first time my office has looked this good since day one!

I have had many congratulations and well wishes for the future over the past week which has been wonderful. Wouldn't it be good if we could get this feedback on a weekly basis?! I informed the other resource workers that when they are next feeling low, pretend they are resigning and wallow in the feedback they get!! So, on my departing day, I have set you all an assignment. Over the next week, let at least 2 people know that they are doing a great job and that you appreciate their hard work!

I still think we have a long way to go in women's health, and the case for 'why women's health' is stronger than ever. But with dedicated, committed women such as the members of our team and many others, I have faith that we will continue to make a difference.

Editor's Note

Goodbye and best wishes,

Well Anna is on the road again to a well earned break after being in the position of Resource Worker for two and a half years. Her dedication to Women's Health has been phenomenal and her achievements outstanding.

In recent times Anna has worked closely with the Primary Care Partnership to ensure that Women's Health ie gender is identified in their planning and protocol, She has been a strong advocate for postnatal health and assisted in developing the current PND worker position.

Anna is well known across the region for her smile and friendly approach and will be missed certainly by all who have worked with her not least of all Jane and Liz. We wish you well Anna in all your ventures and adventures.

Collaborative Projects

"Women and Workplace Wellbeing in Community Health"

An issue close to our hearts is that of women in the workplace. As our culture and lifestyles have changed so dramatically with women now taking on much a more demanding and complex array of roles in both paid and unpaid work, the resource workers have begun planning to develop a work place support program for women. The first step is to undertake some research and develop a pilot project in community health workplace settings, across the Barwon South Western Region. Our aim is to develop ways of understanding the issues for women working within such settings and supporting them and their organisations to find solutions to improve their health and working environments.

In discussions and preliminary research so far a number of issues have been identified as significant. These include burn out, increased demands and multiple roles, weight problems, lack of exercise and recreation time, childcare, stress, exhaustion and conflict.

The Resource Workers are collaborating with Victoria and LaTrobe Universities to form a reference group to support the project and develop a frame-work to explore the specific issues for women working in community health settings in rural areas.

We will work with 3 rural community health services to ascertain their specific issues.

Our aim is to develop a transferable support model for women in diverse work place settings that includes:

- raises local awareness of issues and relevant supports for women working within the community health setting
- research that identifies the issues for women and provides solutions and suggestions for employers and employees
- informs policy regarding needs for women at work
- creates avenues for future research that further enhances and supports women's health and wellbeing in the workplace

If you work in a community health setting and may be interested in being a member of the reference group please contact your nearest Resource worker.



Mental Health and Work – Issues and Perspectives'

Source: *Aussienet*

Australians spend more hours working than people of any other country than Korea – and they are not happy about it.

This means many people are not participating in other areas of life and it is leading to depression. Latest research shows full-time workers are spending up to 60 hours at work each week trying to make ends meet, and are less satisfied with their lives than the unemployed, students and volunteers.

VicHealth CEO Dr Rob Moodie launched a new book with *Aussienet* – The Australian Network for Health Promotion, Prevention and Early Intervention for Mental Health at an industry lunch at VECCI on February 11, 2003.

The book: 'Mental Health and Work – Issues and Perspectives' looks at a range of issues from the impact of long working hours on the lives of workers to bullying, youth issues, unemployment, staff well-being programs, new technologies and cultural issues.

The Standard, Friday October 3, 2003 page 19

Work culture driving women away

SYDNEY – Women had given up trying to break through the glass ceiling in Australia, Woolworths non-executive director Diane Grady said yesterday.

Contrary to popular belief, it was not family concerns but work culture that drove women out of corporate life, Ms Grady said.

Women business leaders were a minority in a hostile culture, and exclusionary behaviour from male colleagues had a cumulative effect over time, she said.

"Many women have given up trying to break through the glass ceiling", Ms Grady said.

But they did not retire from the workforce to stay at home in the majority of cases, she said.

"Most continue to have active careers, running their own business, working in not-for-profit, government or serving as non-executive directors", she said.

Ms Grady, who is also president of Chief Executive Women Inc, said the retention of women had replaced equal opportunity as the key issue facing corporate Australia.

"Retaining female talent has become the challenge for a number of our best CEOs", she said.

"Keeping women is now a corporate issue, not a legal issue."

"A WOMAN'S WORK IS NEVER DONE!"

Women work in many ways, some of which are recognised as such and others that are not. There has been the constant debate over many years about whether mothering is a job. We are seeing the results of absent parents and latch key kids in our society and there is a lot of blame and guilt over children who are "antisocial" and women who work long hours. In the UK at the moment children entering schools are unable to "sit still, communicate, and display antisocial behaviour diminishing their ability to learn in a traditional way. Will women be blamed for this too? Why do women work? Women might say that they need the social connection and a purpose, suggesting that mothering does not provide this. In some cases it does not, possibly due to the medias "promotion" of parenting. When I was a sole parent with an 18month old I was determined to show the world that I could become "something" and be a super mum at the same time. I also needed the dreaded \$. I did however quickly realise that my lifestyle was severely compromised by the cost of childcare (over \$9,000 per annum) and the resulting tiredness from a stressful workplace and through my daughter not sleeping through the night until she was three and a half. Trying to get her up at 7am and into crèche by 7.45, sometimes delivering her unclothed because she had refused to dress, and me tearily arriving at work having had her prised away from me crying. I was lucky enough to have childcare available. Many mothers are struggling to find child care arrangements at all. Places are so limited and not one thing suits all. For an aging group of women embarking on parenting in their 30's health issues for the rest of the family (aging parents or even teenagers and second generation parents) mean that "work" demands are multiple. It is estimated that the average woman holds at least five jobs, four of which will be unpaid including housekeeping (often partners don't do housework!), caring for parents, caring for children.

Women are often "between a rock and a hard place". Many women do not have choice. Many women find themselves supporting a family whether alone or due to unemployment of a partner. The other jobs don't go away. How can we as a society support women more, recognise what they do and enable women to have a bit of time for themselves? We can start by making fewer judgements of what women are doing, remembering that they may not have a choice and that most women do the best for everyone else before themselves with all good intentions. In the days when we knew our neighbours we were able to share the children, go down the street for someone etc., but now we live in isolation. Why not talk to your neighbour today and remember to tell a woman you know what a great job she is doing.

Support ... That is the key to this society's mental wellness and family survival!

Jane Howard

“Business vs Bathtime”

*The work and family report,
October 2000*

Office of Women’s Policy, State of
Victoria



This report identified a number of important key themes around the issue of women, work and family life. Here is a snippet of the conclusions and recommendations.

Conclusions

- 1 Part-time and casual work is fast outpacing the growth of full-time work. A substantial majority of part-time workers are women.
- 2 Many organisations have no (or very few) formalised family friendly policies available for the use of their employees.
- 3 A number of barriers still exist in achieving a satisfactory outcome of balancing work and family life, such as organisational culture and attitudes, employment conditions, and industry sector
- 4 Australia does not currently reflect international norms with regard to paid maternity leave.
- 5 Employees who utilise family friendly practices to achieve work and family balance often experience a negative effect on their career.
- 6 Most sought after provisions are:
 - working from home
 - support for and/or access to childcare (including school holiday care)
 - variable full time and part time work
 - work and family information.

Recommendations

- 1 Formalised family-friendly provisions rather than reliance on informal arrangements which can be problematic.
- 2 Permanent part-time work must be incorporated within the primary workforce to ensure employees access to promotion and training opportunities.
- 3 Organisations should ensure that maternity leave is not used as an opportunity for job review, redesign, or dissolution
- 4 Organisations should also ensure that permanent part time work is widely available for those employees who need it, and make certain that, where available, a shift occurs in organisational and managerial attitudes to encourage its use.
- 5 A shift in organisational culture and attitudes towards valuing family life; ensuring that policies are communicated effectively, so that they are accessible; and making affordable child care and elder care options more readily available is strongly encouraged.

"Women's work is..."

Works hard all the time

Open-minded

Money maker

Eager to put her feet up when she gets home

Nice when she wants to be

Strong-minded

Work's never a struggle

Over does it sometimes

Races out of bed

Kept busy all day long

by Kirsty Finnigan, Colac

Primary school section – Women’s Health Writer’s
Competition 2002

What's on??

November 2003

<p>WOMEN'S THEATRE</p> <p>The Fig Tree Community House- Lorne invites women to be a part of an exiting Performance Project that is being developed through the Women's Access Program.</p> <p>Women's Access is a Nationally Accredited Training Program designed to assist women re-enter the workforce, undertake further study and/or affirm their life direction with a renewed sense of confidence and ease.</p> <p>Tuesdays - 7pm-10pm</p> <p>Commencing 4 November to 9 December</p> <p><i>Bookings essential on 5289 2972. Ring Noelle on 52 363 221 for more information.</i></p>	<p>UNDERSTANDING PATHWAYS OF FERTILITY</p> <p>This workshop, which is designed for Midwives, Community & Women's Health Nurses, Allied Health Professionals, Medical staff, Lactation Consultants, Natural Therapists and any interested others, will empower women to understand their fertility and possibly detect any abnormal functioning of their reproductive cycle.</p> <p>Wednesday 26th November, 2003, 9 am – 4 pm. Nursing Education Services, Auditorium, Kitchener House, Ryrie St, Geelong (opposite The Geelong Hospital) - Melways Ref: 401/K6</p> <p>Registrations Close: 20th November 2003 <i>All enquiries: Anne Jacobs (03) 5226 7043 or (03) 5226 7111 and page 375</i></p>
<p>BUILDING INCLUSIVE COMMUNITIES FORUM</p> <p>The forum will feature six keynote speakers who will present examples of Community Building, Inclusion and Partnerships in practice.</p> <p>14th November 9.30-3.15pm, Port Fairy Surf Club <i>Contact Name: Richard Stone Contact Phone: 55647864 Contact Email: rstone@warrnambool.vic.gov.au</i></p>	<p>MIM ADOLESCENT SERVICES PRESENTS</p> <p>Avoiding Panic – Program management and planning Tuesday 18th November, 9:30am – 4:30pm Port Fairy Cost \$145 – includes all catering</p> <p>This workshop is designed to assist project managers in the oversight of their outcomes.</p> <p><i>For further information contact 55684220</i></p>
<p>INVITATION TO PARTICIPATE IN THE RURAL CHRISTMAS MARKET</p> <p>Information Victoria would like to invite any rural producers from around Victoria to participate in this year's Rural Christmas Market.</p> <p>Dates 1 December –24 December (excluding weekends) Address Information Victoria, 356 Collins Street, Melbourne 3000, Hours 8.30am – 5.30pm - Monday to Friday</p> <p><i>For further information please contact Nancy at Information Victoria on 1300 366 356 (local call cost), or via her direct number on 9603 9949.</i></p>	<p>GLBTI WORKING TOGETHER</p> <p>Rural Network Committee (RNC) will be holding a Forum in Castlemaine at the Castlemaine Jail on Friday 21st November 2003 from 9.30am to 5.00pm for government and community service providers and GLBTI (Gay, Lesbian, Bisexual, Transgender and Intersex) community members.</p> <p>GLBTI participants will share their own stories across the lifespan about being "out" in the bush.</p> <p>Guest speakers from a range of organisations will provide concrete examples of how it can be done and the benefits of creating a more accessible and inclusive service.</p>
<p>BOUVERIE FAMILY COUNSELLING</p> <p>An internship in family counselling specific to families with a person who has an Acquired Brain Injury is to be offered in 2004. The course will be run over two years and will be affiliated with Latrobe University. Fifteen clinicians are being sought from rural areas. Fees are paid for and the course can count as credits toward Social Work or Psychology.</p> <p><i>If you are interested in further details please contact Franca Butera at the Bouverie Centre on 0393769844.</i></p>	<p>GENDERED VIOLENCE -SOCIAL ACTION</p> <p>The Geelong Women's Health Resource Worker and Barwon Centre Against Sexual Assault warmly invite you to attend a Community Breakfast Panel discussion and Forum to explore issues of social activism in the 21st Century and ways to address the issues of violence against women.</p> <p>Thursday 27th November, 2003 Mercure Hotel, Cnr Gheringhap and Myer Streets Geelong from 8.30-10.30am - Breakfast is Free</p> <p><i>RSVP by 19th November 2003 Phone Anneliese at Barwon CASA on 52 224318.</i></p>
<p>YOUR RIGHTS AT WORK</p> <p>A free information mini-forum about: discrimination, sexual harassment, pregnancy, unfair dismissal, casual work, unpaid work, retrieval of wages.</p> <p>Wednesday November 19th - 12.30pm - 1.30pm WIRE- 247 Flinders Lane, Melbourne. <i>RSVP 12 November via email: inforequests@wire.org.au, or by phone: (03) 9206 0878.</i></p>	<p>VECCI/VICHEALTH Industry Programs</p> <p>11th November-"Organisation Change</p> <p>For further information: Carolyn Journeaux (03)8662 5333</p>

Resources

The Health Translations Online Directory is a resource for health practitioners and those working with culturally and linguistically diverse communities and enables them to easily find translated health information - www.healthtranslations.vic.gov.au

Women's Health Victoria's Clearinghouse of Women's Health Information Library. The list of new library resources is available at <http://www.maxus.net.au/whvsearch.htm>

Mental Illness Fellowship Victoria have produced a great series of 35 fact sheets on a wide range of mental illness topics. They are well worth ordering and are available at <http://www.mifellowship.org/facts&stats.htm>

The Royal Women's Hospital have a new booklet '**Pride and joy: a resource for prospective lesbian parents in Victoria**'. Phone Absolutely Women's Health 03 9344 2704 or email wellwomen@rwh.org.au

WHV Publications - The titles and direct links to the PDF versions of the **Access to Women's Health Information Series** are:

- A literature review of women as information seekers http://www.whv.org.au/Articles/market_research_one.pdf
- A survey of Victorian women as information seekers http://www.whv.org.au/Articles/market_research_two.pdf
- A literature review of health professionals as information providers http://www.whv.org.au/Articles/market_research_three.pdf
- Issues for opinion leaders and service providers http://www.whv.org.au/Articles/market_research_four.pdf
- Research summary http://www.whv.org.au/Articles/market_research_five.pdf

Some suggested websites for women, from GoVic, see www.govic.vic.gov.au

Australian Women in Agriculture – women involved in the development of Australian primary production, rural industries and communities www.awia.org.au

Commonwealth Office of the Status of Women – Commonwealth Government website for women www.osw.dpmc.gov

Culture and Recreation Portal – complete a search for women to find great resource and information www.can.net.au

Office of Women's Policy – State Government website for women. Policy, programs, events and information www.women.vic.gov.au

National Pioneer Women's Hall of Fame – ordinary women extraordinary lives www.pioneerwomen.com.au

Rural Women's Network – Internet gateway for rural women www.nre.vic.gov.au/ruralwomen

Women's Information Referral Exchange (WIRE) – a women's information service www.wire.org.au

Women's and Children's Health – two great resource on matters relating to women and children's health www.wch.org.au

Some other websites you might like to look at

Women's Health Victoria reports on ensuring better access to health information for women have been published separately and now available online in the publications section of our web site at <http://www.whv.org.au/publications.htm#service>

Australian Businesswomen's Network - ABN offers advice and networking opportunities for Australian women. Access membership details, book reviews and free business articles www.abn.org.au/default2.htm

Featured Services

Program Name:	Be Active, Eat Well Project (Colac)
Organisation:	Colac Area Health in partnership with the Colac Otway Shire
Service:	The Be Active, Eat Well Project aims to promote healthy eating and physical activity to families of 2-12 year olds in Colac by working with settings at which children attend (for example, family day care, preschool, primary school, sporting clubs, food outlets)
Contact:	Ruth Cuttler (rncuttler@swarh.vic.gov.au) Ph 5264 4024
Organisation:	Macarthur Community Health - South West Healthcare
Service:	District Nursing; Adult Day Activity and Support Service; Primary Care Nursing; Health Promotion - Mental health and Wellbeing; Coordination of Home Care; Meals on Wheels;
Contact:	Catherine Loria (mdcos@a1.com.au) Ph 5576 1005
Program Name:	Wathaurong Health House
Organisation:	Wathaurong Aboriginal Co-operative
Service:	Provides a range of health care and support services to the local indigenous community. Open Mon -Thurs 9 – 5 and Fri 9 - 4
Contact:	Renee Owen waco@jc.com.au 03 5277 2038

Further developments at www.wholewoman.org.au ...

Joining our team is Glenda Harrison, Administrative Secretary for the Barwon-South Western Regional Women's Health. Two key areas of Glenda's work are:

- the maintenance of our website and updating the events on a regular basis - add www.wholewoman.org.au to your favourites so you can keep up-to-date. If you would like to receive one email per month with all your Barwon South-Western Region women's health events, then subscribe to the Wholewoman monthly digest. Either subscribe through the website or direct to digest@wholewoman.org.au.
- the Small Grants program - grants of up to \$1,000 may be available for projects that fit the key strategies. Download guidelines and application forms from www.wholewoman.org.au.

The Magic Orchard

Emporium of Beauty and Handcrafted Art
Opening Saturday, 1 November
6/94 Murray Street, Colac – 5231 5823

The Magic Orchard is set to showcase an inspired collection of works from local artists and crafts people. These three young women/mothers have worked towards a dream of being independently employed and have followed their passion.

The gallery's initiators Audrey Penney, Rebekah Hayden and Amida Jones are a creative, dynamic trio of women committed to supporting the rich local industry of finely crafted art and other quality merchandise.



Any artists or crafts people interested in displaying their work please contact the Magic Orchard.

Invitation to contribute

We invite you to submit articles and information on your own projects, activities and opinions. Our next edition will be on **Gender and Diversity**. Please send information to any of the team. Below are our contact details:

Women's Health Resource Workers

Liz Murphy: Greater Geelong, Queenscliff & Surfcoast (Area 1)
Belmont Community Health Centre, 1-17 Reynolds Road,
Belmont

Email: liz@wholewoman.org.au

Telephone: 5260 3719 **Fax:** 5260 3780

Jane Howard: Colac Otway and Corangamite (Area 2)
Colac Neighbourhood House, 23 Miller Street, Colac

Email: jane@wholewoman.org.au

Telephone: 5230 0208 **Fax:** 5230 0207

Moyne, Warrnambool, Southern Grampians & Glenelg (Area 3)

Contact either Liz or Jane as this position is currently vacant.

WHOLEWOMAN NEWS

DEADLINE

Please note that the deadline for articles for the Gender and Diversity edition is

Friday, 6 February 2004

EDITORIAL POLICY

The newsletter focuses on issues and events of relevance to women's health and wellbeing. Contributions need to reflect the empowerment emphasis of the Women's health Program.

DISCLAIMER

No responsibility is taken for the information found in this publication, which is adapted from material sent from a variety of contributors.

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Please send this form to:

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Barwon-South Western Regional
Women's Health
2-28 Connor Street,
COLAC VIC 3250**

**or email details to:
newsletter@wholewoman.org.au**

