CELEBRATING THE SERVICE OF MILTIARY WOMEN

International Womens Day 8 March 2023

HOSTED BY WORKING SPIRIT AND PROUDLY SPONSORED BY ROY HILL

WOMEN IN THE AUSTRALIAN MILITARY

Source AWM

In today's Australian Defence Forces women work in over 200 roles, and receive the same training, salaries and opportunities as men.

Women have served in the Australian armed forces since 1899 but until the Second World War were restricted to the Australian Army Nursing Service.

The Women's Australian National Service (WANS) was inaugurated in 1940. Training for members included air raid and basic military drills, first aid, shooting, signaling, and mechanics.

Leading up to the formation of female branches of the Royal Australian Air Force, Australian Army and the Royal Australian Navy, the WANS demonstrated that women were capable of filling roles traditionally only available to men.

The Women's Auxiliary Australian Air Force celebrated its 80th anniversary in March 2021; the Women's Royal Australian Naval Service and Australian Women's Army Service celebrated their anniversaries in April and August 2021.

GUEST SPEAKERS

SHAMSA LEA - *"BE A GOOD HUMAN, LEADING MEANINGFUL CHANGE, FOR A BETTER WORLD"*

AIR FORCE VETERAN

Shamsa Lea is a logistician by trade, and an Air Force veteran of Afghanistan, Papua New Guinea and the Middle East Region. She is a Consulting Director in Climate and Sustainability at Deloitte, and is currently seconded as Chief of Staff, Indigenous Leadership Team.

As a trained UNSCR 1325 Gender Advisor and social justice advocate, she cares about a systems approach to intersectionality in the workforce and community- and leveraging that for more equitable social and business outcomes.

In 2020, Shamsa co-founded Propel Her Australia- The Defence Women's Leadership Series, an online hub for resources specific to a woman's career development experience in an Australian Defence and public sector setting. Shamsa and her co-founder received the 2021 ADM Women in Defence Awards People and Culture Leaders of the year.

Shamsa is also a Board Director, military spouse, mum and leadership coach with a special in-terest in emerging female leaders.

Find more about Shamsa here: **www.linkedin.com/in/shamsalea**

Find more about Propel Her here: **www.groundedcuriosity.com/propel-pel-her**

DI RYDER - *OAM - NOONGAR WOMAN - STAFF SERGEANT - AUSTRALIAN REGULAR ARMY*

"I aim to look after the welfare of veterans and their families so we can improve their lives. I have heard how poorly treated Indigenous World War II veterans were, so I wanted to help vets and their families as much as possible, especially as many are not getting the pensions or other support they are entitled to. If each and every one of us can make the most of our opportunities and come together, not just as Aboriginal people, but as a whole community, as part of the reconciliation process."

- Di Ryder

MODERN STORIES OF SERVICE

Source Defence News

Attitudes changed over long career

Chief Petty Officer Sharon Brown has witnessed a significant change in attitude towards women in her 42-and-a-half-year naval career.

In 1980, Chief Petty Officer Brown was in the first cohort of Women's Royal Australian Naval Service (WRANS) recruits to train and graduate with their male counterparts.

WRANS merged into the Royal Australian Navy in 1984 but women could not serve at sea until the following year. Even then, it was optional and excluded combat duties.

Chief Petty Officer Brown's first sea-going experience was in 1985 in HMAS Jervis Bay GT203, a training and troop transport vessel.

"Prior to this, any sea posting opportunity was voluntary, so it was a major step towards fulfilling permanent sea-going obligations," Chief Petty Officer Brown said.

Chief Petty Officer Sharon Brown stands next to the historic HMAS Penguin bell in Sydney. Photo: Able Seaman Benjamin Ricketts

"It was also my first experience of life at sea as a member of a ship's company."

Nearly a decade later, she was one of the first females posted to a warship, serving in HMAS Sydney from 1992-1994.

One of Chief Petty Officer Brown's career highlights was meeting Prince Philip during a winter ceremonial parade at HMS Raleigh while she was on Exercise Long Look 1997.

Seeking a challenge, she applied to study physical education for the three military services.

She enlisted in the WRANS as a stores victualler but changed to stores naval when the two trade branches amalgamated in 1992. The trade is now known as maritime logistics – supply chain.

Chief Petty Officer Brown was attracted to Navy because of the job stability, steady pay cheque and other benefits like training.

"Navy is more of a business now than it was when I first joined – instead of working nine to five, it's 0800 to 1600 with 24/7 recall," she said.

"The days are still long but the benefits of allowances, medical, dental, etc, and the rewards, such as helping the community, are good.

"No matter who you are, we are part of a unique community that has an unbroken, silent bond and special camaraderie."

Chief Petty Officer Brown said there were plenty of opportunities in Navy, but her advice to anyone considering joining was to choose wisely.

"Do not give up on your goals, and don't be afraid to accept a challenge – you might regret it later if you don't take it," she said.

"Sometimes we make wrong choices to get to the right place. We all make mistakes but, if we dwell on the mistakes, we may miss the miracles."

Chief Petty Officer Brown will retire in June. She plans to travel Australia and the world and do geocaching.

She also hopes to publish a nearly completed travel book on the preparation required to walk the 800km Camino de Santiago pilgrimage route across northern Spain, also known as the Way of St James.

Indigenous mentor driven to achieve dream

Private Pamela Amber, a Panaygal and Samu woman from an island in the Torres Strait, has achieved her dream of joining Defence and is now setting her mind to being a role model, mentoring future Indigenous soldiers.

"Being Indigenous and a female, it's always hard to get out of the community so I wanted to challenge myself and see where it could lead me," she said of her decision to join the Army.

Growing up immersed in culture, the 19-year-old fulfilled her dream, enlisting as a driver in 2015.

But adjusting to a military life came with challenges.

"Initially it was quite hard, especially being away from home – coming from a small community on an island, then moving to Cairns and adapting to city life, then joining the military and adapting to military life," she said.

"I didn't know there were many Indigenous soldiers, sailors or airmen until I attended a Defence Aboriginal and Torres Strait Islander National conference (DATSIN) in Canberra.

"That's when I found out there was a whole heap

of us Indigenous mob in the Defence Force.

“Being Indigenous, when you see another Indigenous member within Defence, you have that natural instinct of connecting, and that’s the best thing about us.”

Private Amber said she was thrilled the number of Indigenous personnel in Defence was increasing.

“Now there are so many of us coming through. We are brothers and sisters now,” she said.

She is posted to the 3rd Combat Service Support Battalion where she found her second home – a family within Defence.

“Being Indigenous, culture is a big part of my life. It signifies my ancestors, my family and my people,” she said.

“I think we need to uphold that strong heritage of our culture, and when younger generations come in the future, they will look up to us.”

Private Amber said Indigenous history should be passed on through the ADF to increase cultural awareness.

She has been involved in the ADF Indigenous Mentoring Program with the Tiwi Island Youth Girls over the past three years, guiding participants, encouraging them to be confident and to grasp opportunities.

“My message to young Indigenous people is: take it as it comes and give it go. You never know where it can lead you,” Private Amber said.

Private Amber also has represented Army and ADF in women’s AFL.

Private Pamela Amber conducts an inspection of a vehicle at Lavarack Barracks, Townsville. Photo: Private Madhur Chitnis

Leading Aircraftwoman Tahlea Fletcher-Mathews lets out an audible groan.

She’s just been asked the dreaded question — what’s it like to be a woman in the Defence Force?

“I’m pretty sick of it,” she quipped.

“It’s not what you are, the job is what it is.

The seasoned dog handler is one of a growing number of women supporting Australia’s military operations — from far-flung corners of the country to the Middle East.

“I do think it is changing, there’s definitely a lot more females coming through now,” Leading Aircraftwoman Fletcher-Mathews said.

“Just come in, come in and enjoy it … Take it for what it is.”

“JUST BECAUSE I’M A FEMALE DOESN’T MEAN I SHOULD BE ASKED, ‘DO YOU ENJOY IT BECAUSE YOU’RE A FEMALE’?”

BUSINESS BENEFITS

An untapped resource - 'unlike any other industry female veterans have the most comprehensive leadership training and tested experience in the Southern Hemisphere. Female veterans are physically and mentally resilient, adaptive and agile. They model compassion and courage, leading by example and leaning forward to achieve the best outcomes in a timely manner.

Female veterans have a comprehensive and broad range of leadership, diversity and team development skills. They are an extremely well-educated group benefiting from a comprehensive employment and occupation training continuum, enhanced and supported through university education in civilian institutions. Post military career they remain committed to education and learning, either excelling in like industries or retraining to take on new careers. They understand the importance of dedication to service and work life balance, reinforcing that their principles are entrenched in a strong work ethic based on trust, loyalty and respect.

"I AM WHO I AM, WHERE I AM, BECAUSE OF MY SERVICE"

LAUREN

- NAVY VETERAN

HANCOCK PROSPECTING

BUILDING AN EXCEPTIONAL FUTURE

Women at Roy Hill and Atlas Iron are earning nearly twice as much as women in hospitality and administration, giving them the opportunity to build a strong future.

In 2015 Roy Hill mine became the first megaproject to be build, financed and run by a woman.
Roy Hill, Atlas Iron and our Hope Downs mine partnership with Rio Tinto contributed to Australia's $154.2 billion in iron ore exports in 2021.

Women at Roy Hill work at the only mine in the world where technology and operational responsibility join with the battle against breast cancer.
Mrs Gina Rinehart AO established Australia's first breast cancer foundation in the early 1990's,

The female participation rate across the Hancock Prospecting Group's operations are higher than the industry standard of 20% and growing.
Our trainee programs for maintenance and operator roles attract close to 50% women.

ROY HILL

JOIN OUR TEAM

ATLAS

https://www.buildinganexceptionalfuture.com.au/

“MY SERVICE HAS ENABLED ME TO TRANSACT MY INDIVIDUAL SUCCESS… EVERY POSTING AND RELOCATION, NEW APPOINTMENT, NEW WORKPLACE, DEPLOYMENT EXPERIENCES HAVE PREPARED ME FOR WHAT I DO NOW…ALWAYS, HOWEVER, STRIVING TO DO BETTER”.

PAULA

- ARMY VETERAN
- DEFENCE HEALTH COMMUNITY RELATIONSHIP OFFICER

“DESPITE SOME OF THE CHALLENGES AND HARDSHIPS IT WAS AN HONOUR TO SERVE! AND IF THERE IS ONE PHRASE THAT IS A TESTAMENT TO OUR RESILIENCE AND CONTENTMENT POST SERVICE, IT WOULD BE IN THE WORDS OF MY DRILL SERGEANTS ‘EYES FRONT, QUICK MARCH”.

KELLIEGH

- ARMY VETERAN
- CEO INTERNATIONAL INSTITUTE OF FIRST RESPONDERS AND PEER SUPPORT
- FOUNDER OF NOT FOR PROFIT EYES FRONT

“I AM PROUD OF EVERYTHING I HAVE DONE, AND I HAVE THE ARMY TO THANK FOR THAT”.

JACINTA

- ARMY VETERAN
- HR DIRECTOR CARNIVAL CRUISE LINES

“I ABSOLUTELY LOVED BEING A PILOT AND FLYING. I ACCOMPLISHED MORE THAT I EVER DREAMED I WOULD AND I FEEL EXTREMELY LUCKY AND BLESSED TO HAVE THE CAREER I HAD. FROM MY SERVICE CAREER I GAINED INVALUABLE LEADERSHIP AND DECISION MAKING SKILLS, MANAGEMENT SKILLS AND TEAMWORK SKILLS PLUS A DEGREE”.

CHERISH

- USAF VETERAN
- AVIATION LECTURER/BUSINESS OWNER/CONSULTANT
- WORKING SPIRIT VOLUNTEER

WORKING SPIRIT PRESENTS WITH PROUD SPONSOR ATLAS IRON

MILITARY AND EMERGENCY SERVICES CIVILIAN CAREER SUMMIT

24 MARCH 2023

PERTH CONVENTION CENTRE

REGISTER VIA THE EVENTS TAB
ON THE WORKING SPIRIT WEBSITE

OPEN TO:
ADF MEMBERS LOOKING AT TRANSITION
ADF MILITARY VETERANS LOOKING TO PIVOT CAREERS
FAMILIES AND PARTNERS OF MILITARY VETERANS
UK, USA, CAN, NZ VETERANS
EMERGENCY SERVICES VETERANS

MILITARY TO MINING CAREEER FAIR

open also to Partners of Veterans, Emergency Services Veterans

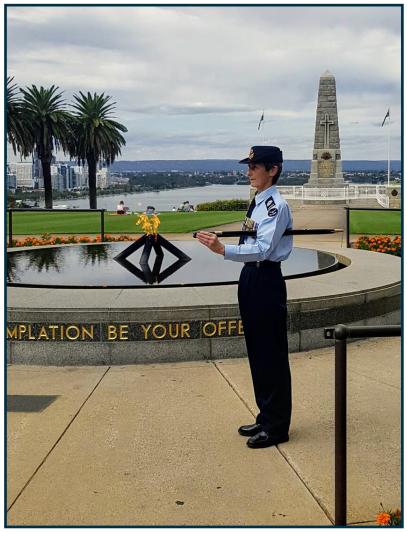
PERTH, WESTERN AUSTRALIA
24 MAY 2023
9-2 PM
REGISTER VIA THE
WORKING SPIRIT WEBSITE
www.workingspirit.org.au

TRANSITION
EMPLOYMENT PORTAL

Imagine a platform to connect you directly with employers who are keen to “Capture the Talent” by hiring a military veteran and then imagine that this platform is solely for military veterans.

With the generosity of the WA State Government under the Anzac Trust Grant, The Transition Employment Portal (TEP) has been built and designed for your career path post your service career. You highlight your service history in your own words, choose the hours you want to work, choose your preferred employment industry paths just to to name a few. The TEP also supports medically discharged personnel.

Register your profile at **www.tep.org.au** and let Working Spirit | RSLWA assist you in finding your next employment role post your service career.



IF YOU'RE ONE OF THOSE PEOPLE WHO HAS THAT LITTLE VOICE IN THE BACK OF HER MIND SAYING, 'MAYBE I COULD DO [FILL IN THE BLANK],' DON'T TELL IT TO BE QUIET. GIVE IT A LITTLE ROOM TO GROW, AND TRY TO FIND AN ENVIRONMENT IT CAN GROW IN.

- REECE WITHERSPOON

Glenn Oliveiro
Alana Livall
Kate Lennox
Glenn Barrie
Joe Ball
Megan Lorkin
Elissa Borbeli
Vilves Kesavamurthy

George Ribarich
Pete Fiebig
Patrick Collis
Cait Lenihan
Sharon Mitchell
Darren Sithu
Melissa Whelan

Karyn Hinder
Yvette Gledhill Powell
Counsellor Di Bain
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Ryan Wilson
Greg Whitehouse
Mack McCormack
Jason Tuna
Giles Lenz
Dr Katrina Stratton, MLA

Haylie Gale
Lorelie Mollard
Bron Mills
Jennifer Hamilton-King
Karen Nicholls
Gaby Ratner
Sonya Gillard
Stephanie Kenyon
Derina Reddacliff
Alana Kouts

Jocelyn Williams
Karla McKenzie
Jackie Kearney
Sally Farr
Holly Ryan
Kylie Ewen
Jocelynne Johnston
Josephine Rider
Maryanne Mills
Nerissa Lees

Mitch Caubo
Shamsa Lea
Jim Moss
Maxine Meredith
Natalie Cullity
Fletcher Wall
Abbey Robinson
Leeanne Jackson
Leeanne Tolley
Jessica Gould

Christina Jillian Watkins
Leanne Sinfield
Tina Moore
Leigh Smith
Sarah Collis
Nerida Arbuthnot
Laura Ints
Chloe Jackson-Brown
Natasha Blackman
Katie Stuart-Russell

Larissa Margot
Laikin McCormick
Ian Craig
Chris Leonard
Di Ryder
Lisa Holliday
Stacey Allen
Jen Work
Lorraine Cheesewright
Peta Chappell

Karney Armstrong
Emily Godwin
Caroline Thomas
Adeline Cheong
Sharon Donovan
Natalie hodgetts
Lisa Cashman
Breannan (Bre)
McMahon
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Nakia Chapman
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Jessica Casbolt
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Mary Durnan
Theresa Swift
Eleanor (Ellie)Williams
Kristen Wishart
Stephanie Hallen
Peta Magorian
Vivian Blycha

Kelly Bradley
Marie Congdon
Nicole Collier
Amanda Glover
Andrea James
Amanda Prins
Samantha Robinson
Natalie Stafford

WS
WORKING SPIRIT

2021 Prime Minsters Veteran Award Winner

2020 Women in Defence Award Winner

2019 - 2021 Westpac Community Grant Recipient

2020 WA State Hero Organisation Westpac

www.workingspirit.org.au

Minister Paul Papalia CSC MLA served in the military for 26 years mostly as a Navy Frogman. He served in the counter-terrorist squadron of the Special Air Service Regiment and twice deployed on operations to Iraq.

Minister Papalia actively supports organisations dedicated to the welfare of serving and former military personnel. Minister Papalia values our veterans and their service and through this program more veterans will have access to services that assist with the transition from the ADF to civilian life.

Hon. Paul Papalia CSC, MLA

Minister for Police; Road Safety; Defence Industry; Veterans Issues.

YOUR OPPORTUNITY AWAITS CALL 1300 219 443