

Rosemary Richards scholarship

Guidelines and Selection Criteria

The Rosemary Richards Scholarship is designed to develop the union leadership and activist skills of its recipients and to have a positive impact on the working conditions and/or union activity of AEU women members more broadly.

About Rosemary Richards

Rosemary Richards was a proud feminist, unionist and educator. She was a respected leader, colleague and friend who played a crucial role in shaping the AEU as an organisation which reflects feminist principles.

Beginning her career in primary school teaching, Rosemary joined the Women and Girls in Education group in the 1970s. She was appointed as the ACT Coordinator for the Elimination of Sexism in Education and produced the major report *Sexism in Education in the ACT*.

Rosemary was the Secretary of the ACT Branch of the AEU (formerly the ACTTF) from 1987 and ACT Branch President from 1990 – 1995. She was a member of the AEU Federal Executive from 1990-1995 and assisted in the formation of the national AEU. Sadly, Rosemary passed away in November, 2006 after a long battle with illness.

About the Rosemary Richards Scholarship

The Rosemary Richards Scholarship, now in its fifteenth year, is in recognition of the significant contribution that Rosemary made to the AEU and its members, women in particular.

Across the AEU, women's employment rights and women's union participation has been steadily advanced due to an active, committed and predominantly female membership. This scholarship, allows one such member, to develop her own capabilities and to engage in the important work that Rosemary championed.

The scholarship is valued at up to $10,000 per year.

The Scholarship can be used to increase leadership and activist skills, through:

- The establishment of a work-shadowing arrangement or a mentoring arrangement with another woman member within the branch,
- Research,
- Formal training,
- Informal training including attendance at an appropriate conference,
- Workplace visits,
- The design and implementation of a discrete project.

Or a combination of any of the above.

The scholarship recipient can focus her work on the state/territory/national or international level. The successful recipient should indicate how her work will both develop her skills and impact other women in the AEU.

Selection Criteria

- The recipient must be a woman financial member of the AEU.
- The scholarship proposal must not deviate from the general aims, objectives and policy of the AEU.

In addition, applicants will be assessed against the following Selection Criteria:

- Demonstrated commitment to the union movement and to advancing women's status and rights through a history of activism.
- The proposal is likely to increase the applicant's skills and experience in the union's work at a state/territory/national or international level.
- The increased skills and knowledge gained through the proposal will provide benefits to AEU women more broadly.
- The proposal maximises the funding support, i.e. it would be unlikely to go ahead without the assistance of the scholarship.
- Value for money.

Application Process

Women members can apply by returning the completed nomination form (located at http://www.aeufederal.org.au/noticeboard) to their AEU Branch Secretary (addresses are included on the form), clearly marked "Rosemary Richards Scholarship". The Branch/Associated Body will then *endorse* the nomination/s they believe enhance local strategies/policies for women to be considered by the Selection Panel.

Potential applicants are strongly encouraged to make contact with the Womens' Officer in their branch to discuss their application before completing the nomination form.

The Budget

Applicants are expected to include a rough outline of costs in their application.
Items that can be included:

- Flights, accommodation, meals, incidentals
- Enrolment or registration fees
- Backfilling costs in order to take time from work to complete the project
- Childcare
- Printing, publication, layout, design etc.

Items that can't be included:

- Wages (other than backfill)
- Standard union organising or activism

Timeline

Monday 8 February, 2021:	Guidelines and Nomination Form available on the AEU website.
Friday 7 May, 2021:	Applications Close
Wednesday 26 May, 2021:	Successful Nominee Announced
June, 2022:	Final report to Federal Women's Officer
October, 2022:	Report to be presented at Federal Women's Conference

Please note: the final report should be brief and focus on outcomes. The successful nominee should also be available to be interviewed for AEU publications.

Previous recipients

Year	Name of Recipient	Branch / Associated Body	Project
2007	Marylouise Chapman	Victorian Branch	Marylouise worked in a team within the AEU Victorian Branch over 8 weeks in August/September, focusing on building the membership and activism of TAFE women through increasing the physical presence of the union in the workplace/TAFE setting, contributing to mapping of TAFE membership and potential membership across Vic metro campuses of TAFE Institutes, and improving identification of areas of low female TAFE membership with maximum recruitment potential. The outcomes were communicated to union forums and decision making bodies to strengthen forward planning, and contribute to the development of union strategies; in particular to ensuring these are embedded as normal practice in AEU TAFE recruitment activities.
2008	Jennie-Marie Gorman	South Australian Branch	Jennie-Marie's project involved TRTs in the union as well as providing preparation for employment opportunities through a workshop at the Branch Beginning Teacher Conference and a stand-alone training day. The Scholarship funds provided for Jennie-Marie to be released one day a week and work at the SA Branch for a period as well as providing the resources for the Workshop and one day training. The project was presented to the SA Women's Conference.
2009	Khyiah Angel	NSW Teachers Federation	Khyiah used the scholarship funds to attend the 2nd International Conference on LGBT Human Rights in Copenhagen at which Khyiah focussed on combating homophobia in schools and learning how other education unions are managing and developing communication strategies for addressing issues of homophobia in their specific contexts. She met with a number or EI staff in Brussels and visited other teacher unions in Europe. An extensive report was provided to the NSWTF and AEU Federal Executives.

2010	Helen Hewitt	South Australian Branch	Helen's project resulted in the SA Branch hosting a political literacy forum for girls and included peer follow up. The half day forum, discussed the importance of political literacy, involved local teachers invite women in positions of political leadership to a panel discussion. Students who took part were asked to reconvene with a supervising teacher from their school to discuss how to spread the message. Helen presented her project at the 2010 Federal Women's Conference via video and reported formally to the AEU Federal Office and the SA branch as well as via their journal.
2012	Terri Quinlan	NSW TAFE Teachers Association	Terri undertook a study tour of New Zealand and attended a number of union meetings/forums to progress her understanding of precarious work and empowering union activism amongst this membership group. Terri has been a Part Time Casual Teacher for 18 years and was actively involved in the ACTU "Secure Jobs – Better Future" campaign.
2013	Leah Olsson	Queensland Teachers Union	Leah developed and delivered a series of 'Know Your Working Conditions' workshops particularly focusing on women members in areas of low membership density.
2014	Kelly Holmes	Victorian Branch	Kelly's media project was to present a face of the AEU to potential women members in Victoria that was more closely aligned with their needs. The result is the unionsworkforwomen.com.au website.
2015	Emma Cox	ACT Branch	Emma used her scholarship funding to enrol in formal study around mental health, wellbeing and OH&S. She was also mentored in the Branch on campaigning strategies to support women.
2016	Hannah Archer Lawton	NSW Teachers Federation	Hannah is investigating strategies used by teacher unions in the UK and Finland to increase women's participation. Her aim is to investigate whether they can be customised for use within AEU Branches and Associated Bodies.
2017	Joy Coates	Tasmanian Branch	Joy undertook research to progress her knowledge and understanding of the dynamics of gender and positional power in the workplace and to develop a practical and empowering training package with a particular focus on women.
2018	Holly Pastor	NSW Teachers Federation	Holly's project involves research regarding the 'glass escalator' effect as a theoretical concept and evidence of its occurrence within NSW public schools. This project will discuss the prevalence, impact and propose strategies to mitigate the glass escalator in NSW public schools.
2019	Danielle Banks	ACT Branch	Danielle's action research project involves using an Appreciative Inquiry methodology into the experiences of women in leadership positions in secondary schools in the ACT. This project incorporates the use of a mixed methods research methodology of quantitative survey data and qualitative interviews, within an appreciative framework.
2020	Rebecca Humphreys	Queensland Teachers Union	Rebecca's project is the creation of targeted digital media strategies that build union influence and create safe online spaces for women to engage in union activism. These strategies will then be refined and trialled in a closed Facebook group page in the target area of Central Queensland - to help engage and build union activism within women living and working in rural and remote communities.