

THE  
**EMBOLDEN 2018**  
COLLECTION



Resources from the inaugural National Festival  
challenging ageism and building respect for older people.

Edited by Dr Catherine Barrett

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### More information

Please visit our Embolden website to check out our photo albums and films

Embolden website: [www.emboldenfestival.com](http://www.emboldenfestival.com)

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The Embolden2018 Team: Rod White, Dr Catherine Barrett, Maria Berry

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# FOREWORD

We are delighted to present forewords from Aunty Jacko, the Hon Ken Wyatt AM MP and Lilia Perton.



## Aunty Jacko

Judy Jackson, is a Gunggari woman and Elder, who is regarded by many as the glue that binds the Aboriginal community in the City of Port Phillip.

**“The indigenous mob have respect for their Elders and its always “Aunty” when they see you. It’s one of the main things in our culture – to have respect for Elders. And we have to earn that respect and trust”**



# THE HON KEN WYATT AM, MP

Minister for Aged Care  
Minister for Indigenous Health  
Member for Hasluck

Welcome to Embolden2018, a conference and festival challenging ageism, building respect for Elders and promoting an age friendly world. What important work you have ahead of you over the next two days.

The lengthening of life is happening right now and all of us are affected by it. How will we individually and collectively make the most of this gift?

For some, the word 'ageing' brings negative connotations. We live in a world where ageism is a barrier to ageing well - and so we need to build age friendly families, communities and services. We need to change our attitudes to ageing and we must have a vision, attitudes and actions that value the contributions Elder make.

Elders within Aboriginal and Torres Strait Islander Communities are revered, respected, and hold a special place. They remain as wisdom givers and our guides to the future. The same concept has to be applied to all Elders - they should be accorded the support they need and the respect they deserve. We have inherent rights, built on a foundation of dignity which should not diminish in any way as we age.

The heart of my vision for ageing is 'value'. We need to value and cherish Elders for who they are and the contributions they have and still are making.

I also want us to remember that when we were born we needed to be held and to feel loved and connected. This was essential for us to grow and thrive. These needs do not diminish with age - but our attitudes to ageing mean that many of our Elders feel disconnected and lonely. Many crave a simple touch, a hug or a soothing hand on their shoulder. We must reach out to Elders - with love and respect.

Coming together to build respect for our Elders is surely a hallmark of the Australia we want to live in. But this is a challenge for our society and it is not something that governments alone can solve.

We need to work in partnership with Elders to codesign strategies for change. I note tomorrow you will launch the [Elder Leadership Academy](#) - which works in partnership with Elders to co-lead projects building a more age-friendly world. We need to make sure Elders are part of the solution and I also call on Elders to make sure they seize opportunities and not limit themselves.

And finally, we must all consider our own internalised ageism and recognise that change starts with each and every one of us. I wish you all the best for the next two day and look forward to hearing the results of your discussion.

**Minister Ken Wyatt**



## Lilia Perton

Lilia Perton is a 90 year old Yoga Instructor who took a master class at Embolden2018 and shared with us the blessing she gives at the start of her yoga classes.

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**Let us come together**

**Let us be nourished together**

**May we work with great energy**

**May our learning be bright and fruitful**

**May there be no disharmony between us**

**May we always be friends.**

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## Maggie Beer

Maggie Beer is an Australian cook, food author, restaurateur and food manufacturer. She established [the Maggie Beer Foundation](#) to improve the food experiences for older Australians, particularly those living in residential aged care. This is Maggie's message to Embolden2018:



**I want to welcome you all here today to the Embolden2018 Festival. The work you have to do over the next two days is so important. Our bodies and our lives change as we age - and while we are different, we are not less because of our age. We still make meaningful contributions to society, we still love and are loved and we still deserve respect. I set up the Maggie Beer Foundation in 2014 to improve the food experiences of older Australians - because we all deserve food that provides the delicious pleasure of engaging all our senses as we eat. Older people deserve food for their souls - and I hope over the Embolden2018 event you find other ways to nurture the souls of older Australians.**



# INTRODUCTION

**Embolden. Verb: give (someone) the courage or confidence to do something. Synonyms: give courage, make brave/braver, encourage, hearten, strengthen, fortify**

In October 2018, the Celebrate Ageing Program hosted Australia's first festival for service providers and older people focused on challenging ageism and building respect for older people. The Embolden2018 Festival brought together innovators from around the country to strengthen the capacity of older people and service providers to make change happen.

Embolden2018 provided an important opportunity for service providers and older people to learn from each other and develop resources and partnerships for change. It recognised older people's capacity to co-design, co-produce and co-lead innovations.

## THE NEED

Ageism is embedded in Australian culture. Research conducted by the Australian Human Rights Commission<sup>1</sup> showed that 71% of Australians feel that age discrimination is common and almost half older Australians have experienced discrimination because of their age. Forms of discrimination include cultural invisibility - or feeling overlooked, devalued or ignored. The impacts on older people includes feelings of shame, anger, sadness and low perceptions of self-worth.

Additionally, The [World Health Organisation](#) estimates that 15.7% of people aged 60+ are subjected to Elder Abuse - mostly perpetrated by family members. We need to challenge ageism and build families where older people are respected and free from abuse.

Alongside the rise in ageism, abuse and disrespect - there are changes in the way we age. While 50% of older people have some degree of disability - 74% report their health is either good, very good or excellent. Additionally, the proportion of older people participating in the workforce has doubled in the last 15 years. Older people are more active. The World

Health Organisation notes that older people are now seeking Healthy Ageing, or opportunities to be and do what they valued throughout their lives.

In response to these changes, The World Health Organisation is leading a global campaign to build an [Age Friendly World](#). The campaign recognises the role environments play in the health and wellbeing of older people. It focuses on combatting ageism and promoting autonomy. Age Friendly strategies are rolling out around the world. At local level, a number of Australian states have developed Strategies or Declarations for Age Friendly Communities.

Older people's rights are increasingly in focus. This is apparent in significant shifts in the delivery of aged care services. For example, the [Consumer Directed Care](#) model was implemented to provide older people with more power to influence the services they receive. The model recognises the autonomy of older people as consumers.

Similarly, the [Wellbeing and Reablement](#) approach to home services involves working with older people to maximise their independence and autonomy.

These are significant shifts in the way services are delivered and the way older people are being viewed. There are growing calls to address ageism. Older people are increasingly being afforded full citizenship - and Embolden builds on that momentum for change.

<sup>1/</sup> Fact or Fiction? Stereotypes of older Australians. Australian Human Rights Commission (2013). Available from:

## THE ROLE OF EMBOLDEN2018 IN CREATING CHANGE

Embolden2018 engaged older people and service providers in accelerating the pace of cultural change required in challenging ageism and building respect for older Australians. The two day Festival was held at the beautiful City of Port Phillip Town Hall and took an innovative approach to strengthening capacity. The event included a Market of Great Ideas - to replace the traditional conference concurrent sessions. It also included a Fashion Parade, in place of the traditional conference networking event.

Over 250 delegates attended Embolden2018, around 60% were service providers, the remainder were older people. Fifty six presenters shared their innovations for challenging ageism and building respect for older people and 16 organisations and services supported the event through sponsorship or other support.

The vibe at Embolden2018 was constructive and energetic. Delegate feedback was positive and the average rating for the usefulness of the event was 4.8/5. (with 5 being the most useful). Embolden is now firmly locked into the Celebrate Ageing calendar as an annual event. Embolden2019 will take on board all our learnings - and all the suggestions delegates made to improve it.

## WHAT YOU'LL FIND IN THIS DOCUMENT

In the Embolden2018 Collection you'll find a page of acknowledgements - Embolden2018 was a self-funded event and would not have been possible without the support of our sponsors, supporters and volunteers.

You'll find information about the Market of Great Ideas and the Fashion Parade. There is a section called Teaspoons for Respect which summarises delegates responses to the question: what do we need to do to build respect for older people? We encourage you to read the section on the Elders who graduated as Fellows of the Elder Leadership Academy - this will be a significant focus for 2019. There is a section on the importance of Place, presenting suggestions from delegates about how to consolidate Place - and also includes a series of letters written by the presenters which give Embolden Collection readers a taste of their presentations. The final section provides a summary of the evaluation by Embolden2018 participants

Please note we also have three films, a document encompassing abstracts and contact details for Market of Great Ideas and Plenary presenters, and a series of albums - all available on our permanent Embolden2018 page.

## ACKNOWLEDGEMENTS

Embolden was a self-funded event and would not have achieved what it did without the support of our sponsors, supporters and volunteers.

Thanks to the City of Port Phillip and particularly Sherridan Green, who supported Embolden from early discussions and gave us access to the Town Hall and fabulously talented and helpful staff.

We are particularly grateful to our primary sponsors Alfred Health and Caulfield Hospital and our Fashion Parade Sponsors, The City of Ballarat.

We are also delighted so many other organisations came on board - particularly given this was our first Embolden. Thanks to: The Care Page; The National LGBTI Health Alliance; Hammond Care Dementia Centre; Seniors Rights Service; Switchboard Victoria; The Ageing Revolution; Aged Care Matters; **Better Place Australia**; Meaningful Ageing; Bayside City Council; Glen Eira City Council; Knox City Council; and COTA Victoria. Thank you for your support.

Thanks to talented artists: **Chris Franklin** our film maker, **Julian Meehan** our photographer, designers Margot Spalding from Mimi The Label, and Douglas McManus; Rosie Vujic, Susan M Wyer and Suzi Arambasic.

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We would also like to thank our volunteers. June Lowe, Vicki Blackmore and Rachel Jones collectively flew and drove close to 13,000kms to lend a hand. Thanks also to Jacki Murdoch and all the Elders who assisted. Thanks also to the City of Wangaratta, particularly Mayor Ken Clarke and community leader Robert Floyd for participating in the fashion parade and raising awareness of the challenges for older farmers during the current drought. Thanks also to Jennifer Wang from Bridge to Chinese for translation and interpreting.

Thanks also to the Celebrate Ageing Team Maria Berry and Rod White - I am grateful to you both for sharing the vision and helping to make it happen.



# MARKET OF GREAT IDEAS

The Market of Great Ideas worked like a series of concurrent sessions at a conference - except all the presenters were in one space. Thirty-five organisations, individuals and groups hosted a stall and Embolden delegates moved around the free-standing stalls and tables talking to the Stall Holders about their great ideas.



Market Stall holders all provided a bio, description of their Great Idea and their contact details for the Market Guide. The Market Guide can be found on the Embolden2018 webpage.

The Market has an Italian theme. We asked Italian community members to help us decorate the Market and to share their messages about respect for Elders in Italian culture (see the Made in Italy section for more information). Thanks to the Ormond and Kensington Italian Senior Citizens Clubs for sharing their insights on respect in Italian culture. Italian musician Frank Velela wandered around the Market playing the piano accordion. Frank's music was beautiful - but made conversation difficult, so we won't include music next year.

Thanks to the Hammond Care, Dementia Centre for sponsoring the Coffee Cart and thanks also to the following organisations for sponsoring Market Tables: The Care Page; Aged Care Matters; Hammondcare Dementia Centre; Switchboard Victoria: Out & About LGBTI Community Visitors Program; Seniors Rights Service; FMC Meditation & Counselling; COTA Victoria and Alfred Health.



# MADE IN ITALY

**We wanted to know what we could learn from Italian culture about respect for Elders. We called on Italians in Australia to tell us what families do to show respect and love. We also asked Italian families to share a story about an older person they love. These were written onto bunting and used to decorate the Market.**

**Special thanks to the Italian Senior Citizens Club in Ormond and Kensington and to Francesca Rizzoli from SBS Italian for helping to spread the word. Key messages about respect were:**

## one

I am 94 and I feel respected by everyone - by my family and my children and my neighbours. The neighbours come around to see how I am. The great grandchildren come to visit - my house is always full. I love to cook for them. The neighbours go shopping and buy things for me. I repay people by crocheting for them. I know they love me because they are always checking up on me. I repay them with crochet

## two

My children respect me because I take care of the grandchildren. My children take me to a restaurant because my husband doesn't like to go. They take me shopping - I don't have a car. I feel respected.

## three

I've got one daughter that lives in London - she rings me every week. My son lives in Melbourne - he comes every week and I can cook for him. He is a very nice boy. He loves me. He phones me. He takes me if I need to go somewhere or need something done. He never complains. My grandchildren love me too.

## four

I try to be as independent as possible. If I need anything I ask my family and they are there for me.

## five

When my children come to see me I play with the grandchildren and I feel young again.

## six

I'm always available for everyone - in sickness - with cakes - first in best dressed - with smiles. I get back what I give. I am loved beyond words. The respect they show me is big. They are always there for me and they take me places. We are united. We are blessed. I feel good when I help people. When they respect me I feel very happy.

## seven

We respect our parents naturally. We try to look after each other .

## eight

I have 3 children - they help me with shopping or to go to the doctor. If I need something the children come - I don't drive. My husband has dementia - so I need their help. I feel loved by my kids - my husband too. My husband loves me so much - he says everyday he must die before me because without me he has got nothing .

## nine

I have 5 children - one daughter lives with me and she takes me to the doctor and shopping. My sons ring me every day to see how I am. It is good to have a daughter with me because she respect me. She take me with her. She is a big help. Its true.

## ten

I have 4 children and they come and see me every Sunday and that's lovely. They are always doing their own thing and so its hard to do much. But they come. If I can't get something - they get it for me to save me going out. I feel respected. We all do the best we can. Once a month we have an early dinner.

## eleven

What I like best is when my son takes me to the cemetery to see my husband. I feel better when I see him - better from my heart.

## twelve

My daughter rang and said: I want to make apple pie for you mumma. She made nice apple pie for me - make me happy.

## thirteen

My family take me to church .

## fourteen

Last night I was crying and my daughter climbed into bed and cuddled me and kissed me and said: it will be alright mumma.

## fifteen

I live with my daughter - she cooks. I do my own housework. I am very independent.

## sixteen

They ring their parents and keep in touch.

## seventeen

They take their parents shopping and out for lunch - it is a good idea.

## eighteen

When my grandchildren come and visit I feel happy. They come for dinner. We spend time together. I enjoy myself. They remind me of my husband.

## nineteen

I like it when my children take me to the dentist, the doctor and shopping. It feels good. I can't go by bus or train.

## twenty

I love when my grandchildren give me a hug

## twenty one

My daughter takes me shopping - I love it. I can't go myself.

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## Zelia Cioccio

My grandmother Zelia Cioccio passed away last year. For the last 10 years she was alive, we lived in different cities in Canada, but stayed in touch by talking on the phone every day after dinner. I always spoke in Italian or an Abruzzese dialect with my grandmother, which I had learned from her and my father growing up. She spoke a little French, but no English. When I had my daughter, I would put her on the phone with my Nonna, and they would have short conversations in Italian. It started when my daughter was about two years old with: "Buona sera" and then grew to include "Come vai?" and then "Hai mangato?" and so on.

Sharing her language with her great granddaughter was important to Nonna. When we would visit her in Montreal they exchanged the words face to face. My daughter was also able to share the same conversations with other elderly members of the family who also mainly communicated in Italian. It connected them in language and culture. Now, it is important to my daughter and shapes how she identifies with world. She barely knew her but my grandmother was an introduction to a way interacting with the world with generosity, strength and love.

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# A FASHION PARADE CALLED SPUNK

Instead of a traditional conference networking event, we hosted a Fashion Parade for models aged 65+. The Fashion Parade was called SPUNK. Spunk is an attitude - it is about courage, determination, pluck, spirit, strength, fortitude, guts and grit. In Australia, 'a spunk' is also a person who is sexually attractive.



The Fashion Parade invited participants and delegates to think about beauty is an attitude. We asked our models to tell us what their cat walk attitude was. We also invited our models to think about taking their catwalk attitude into everyday life as a protective factor against ageism. It's about not waiting for the world to be less ageist - it's about living our lives to the full right now.

The Fashion Parade challenged the ageist misconception that beauty is limited to youth. We suggested that beauty changes as we age - but is not less. We wanted to show

how older people have grace, style and a sense of play. The Fashion Parade celebrated 38 models of a range of body shapes, genders and skin colours.

In this section of the Collection we share details of the two entertainment sets, the six runways, the interactive art project we facilitated at the Fashion Parade and the very positive evaluation feedback.

We are grateful to the [City of Ballarat](#) for supporting the Fashion Parade.

# DAWN QUICK AND THE Y TAPPERS

**Dawn Quick is an 86 year old tap dance instructor who teaches tapping at the MacLeod YMCA. Dawn and her tappers danced at the Fashion Parade. Dawn also delivered a plenary presentation during the day, sharing her insights on the importance of tap dancing to the women she teaches. This is Dawn's abstract:**

Dawn is 86 years old and is still teaching tap dancing to older ladies. She has danced nearly all her life and says she didn't have much choice as her sister Norma, who is 100 in November, taught tap dancing in Collingwood. At 66 Dawn retired and resumed the dancing she loved. In 2001 she started teaching older ladies who wanted to dance. Even though she did not have certificates etc, she found she had a way of being able to teach them, even if they didn't finish up like Ginger Rogers. Just seeing the ladies develop and enjoy doing something they were not able to do when they were children gives her more joy and satisfaction than she imagined. Some older people

curl up and do nothing. They stagnate. Tapping is a way of getting out and enjoying life, being connected, stimulating memory and lifting the spirit. Dawn is just so proud of her ladies when they dance in front of an audience, she could burst.

## Dancers

Dawn Quick, Maria Makrides, Melanie Farrow, Thelma Rades, Jill Stacey, Alison Anthony, Beverley Neylon



# MARIA MAKARIDES AND THE NUNAWADING U3A BELLY DANCERS

**Maria Makarides is a 75 year old belly dance instructor who teaches at the Nunawading U3A. Maria's oldest dancer is 78 and the average age of her troupe at Embolden2018 was 71. Maria and her troupe performed at the Fashion Parade. Maria says:**

Belly dancing's creativity and sense of fun connects women of all ages, shapes, sizes and abilities. Basic to all dances is a sense of celebration. The word dance itself comes from the Sanskrit word TANHA, meaning Joy Of Life. We dance then as an affirmation that Life Goes On despite of everything. Older Ladies enjoy belly dancing because it is a sensual and glamorous dance, and if you always wanted to feel glamorous but you never had the opportunity this is it. For us older People it is so much easier to make movements with music. It gives us the opportunity to meld with the music and express our individuality

by choreographing the steps as we dance. It's very good for the body as you can modify to suit you. It's a Womanly dance. It makes us feel very happy and gives us an acceptance of our body. Practicing the steps exercises our brain which is very good for our mental health.

## Dancers

Maria Makarides, Thelma Rades, Diane Hardy, Melanie Farrow and Cynthia Morris



# RUNWAY 1 - MIMI THE LABEL

Mimi the Label is the new baby of Margot & Alan Spalding (of Jimmy Possum fame).

Margot and Jimmy hand make Australian fashion pieces to dress stylish women. We love following Margot (former Telstra Businesswoman of the Year) on Instagram. Mimi the Label's fabrics and designs are bright and bold and made in Bendigo, in Northern Victoria.

## Models

Sarah Hoy, Julie Coyne, Okty Harsono, Mary Deakin, Jacqui Marshall, Zerine Knight.



## RUNWAY 2 - BUSH BLOKES

This runway features Blokes from the Bush who payed tribute to the Flannelette shirt.

The models were asked to think about attitudes that not only carry them through an ageist world - but also help older Farmers through the tough times on the land. The Blokes included Cr Ken Clarke OAM - Mayor of Wangaratta who liaised with the print and radio media before the event to raise awareness of the need to challenge ageism.

### Dancers

Cr Ken Clarke OAM, Robert Floyd and Ray Newland



## RUNWAY 3 – DIWALI DRESS

Members of the Ashburton Gujarati Senior Citizens Group and South Indian Elders modelled the saree and the kurta pajama to celebrate Diwali.

The Festival of Diwali symbolises the victory of light over darkness, good over evil and knowledge over ignorance.

### Models

Dashrath Pandya, Himanshu and Parul Desai, Shefali Desai, Mohan and Bhanu Raskutti



## RUNWAY 4 - WEDDING

The Bayside Seven celebrated love, romance and opshop chic.

Outfits were supplied by Family Life op shops, an independent community organisation working with vulnerable families. The Bayside Seven included a tribute to Marriage Equality and were keen to ensure that the Fashion Parade included affordable fashion.

### Models

Pauline Dallimore, Craig Dallimore, Sandra Williams, Ian Binger, Judy Webb, Susan Harworth, Pamela Thomas.



# RUNWAY 5 - QÍPÁO

**Qípáo** is a symbol of Chinese culture that was worn by nobles in the Qing dynasty.

It is a typical costume that blends the inner beauty and outer beauty in harmony. The Qípáo was modelled by women from the Australian Chinese Women's Association and the Glen Eira Chinese Senior Citizens Club. Special thanks to Jennifer Wang from Bridge to Chinese for translation and interpreting.

## Dancers

May Hu, Linying Yang, Haifang Fan, Fengtong Chen, Yu Xiao, Ruqiong Cao, Juhua Zhang, Xiaohua Zhang, Nianhua Wang, Likan Hu.



## RUNWAY 6 – F.L.U.I.D

**Artist Douglas McManus works with digital technologies as well as traditional print.**

Artist Douglas McManus works with digital technologies as well as traditional print techniques to create unique works on paper and textiles by intentionally altering the accuracy of digital printers and laser cutters. McManus, a gay man, styled LGBTI Elders who modelled Proud.

Check out the F.L.U.I.D page at [Alice's Garage](#).

### Models

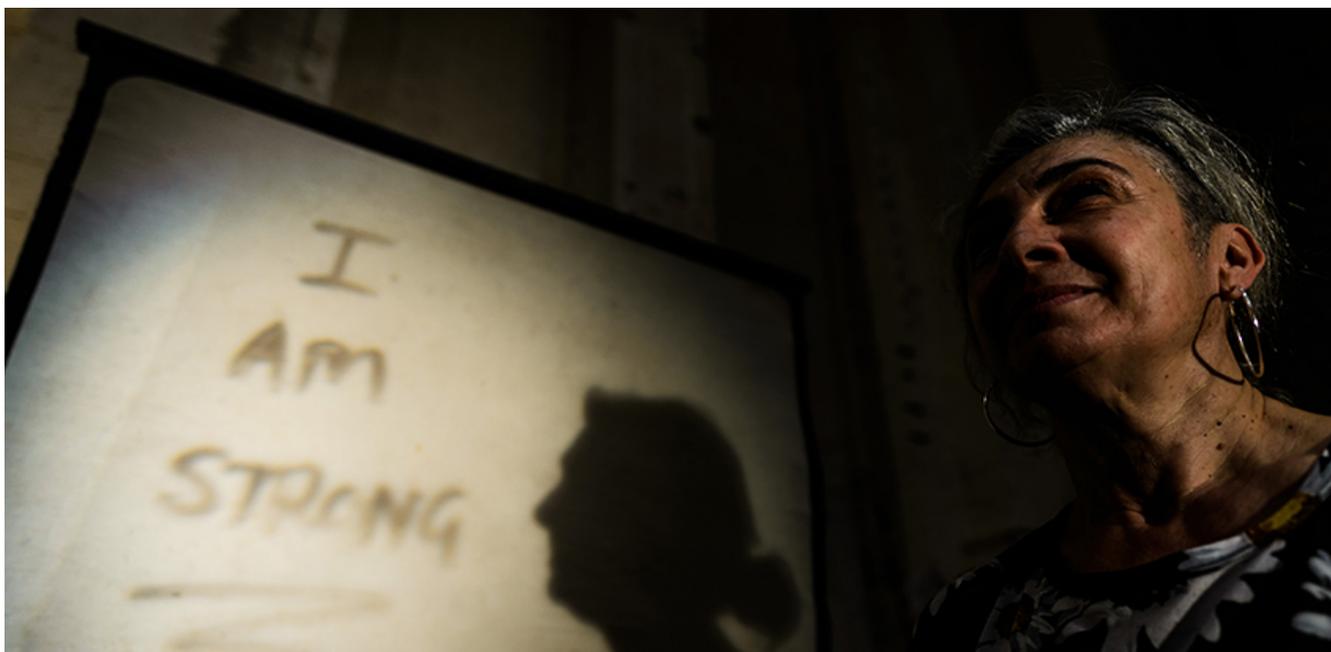
Sally Conning, David Morrison, June Lowe, Gordon Wilson, Andrew Rogers.



## PROJECTING BEAUTY

The Fashion Parade included an interactive arts project called Projecting Beauty. The project involved artist Suzi Arambasic using an overhead projector to capture participants message about

beautiful as an attitude. These project challenge internalised ageism. See all the images on our new Projecting Beauty website.



# FASHION PARADE FEEDBACK

The morning after the Fashion Parade we invited delegates to complete a short evaluation card giving us feedback on the Fashion Parade. Here are some of their responses:



**1** Joyous performances by all dancing groups. ...  
Bayside 7 in opshop gear fantastic.  
LGBTI parade – eyeopener

**2** Great fun. Diverse. Inclusive.  
Respectful. Eyeopener

**3** The fashion parade was so wonderful. I loved the  
diverse cultural representation including LGBTI <3

**4** Amazing, fun and inspirational

**5** Fun! I especially liked the daringly  
androgenous range

**6** Heart-warming, diverse + fashionable – it's  
so refreshing to have a creative fun event at a  
conference – it's good for learning and connections

**7** The fashion parade was fabulous, visually exciting  
and culturally diverse! Well done Catherine  
and your Team!

**8** Such a joy watching the diverse parade (and dance  
performances) ... not just the clothes but happy,  
unexpected, community interactions

**9** Brilliant. Imaginative. Fun. Suggestion for the

future: intergenerational fashion parade and dancing

**10** Very well done. A lot of enjoyment

**11** Extraordinary!

**12** Loved fashion parade and entertainment.  
The diversity of fashion and groups and approaches  
was refreshing and exciting. Loved the involvement  
of elders in general and LGBTI especially and the  
positive example that you give us and FUN ++

**13** Loved everything about the Elders Fashion  
Parade – it should be showcased to ALL generations

**14** Great fun. Beautifully inclusive. Liked older  
fashions contemporary and wearable

**15** The Fashion parade: happiness,  
acknowledgement, positive, colour, fun, unique

**16** Loved the multicultural aspect and Douglas was  
amazing. Be great to have indigenous designers

**17** Engaging. VG. Vibrant, fun, inclusive. Novel. ...

**18** A beautiful celebration of culture, pride...

# TEASPOONS FOR RESPECT

An interactive art project invited participants to take a postcard with a teaspoon attached to it and write strategies for building respect for older Australians. The Teaspoons for Respect concept is part of the Tea Cosy project - Transforming the Experience of Ageing and building respect for older people. The teaspoons were arranged to reference a teaspoon rack - an iconic symbol of an older person's home.



Forty three people wrote their messages about respect for older people and the most common related to listening (13 responses). Other themes related to learning from older people, fostering intergenerational collaborations and showing kindness. Examples of the responses are provided on the following page. You can read more about this project on the new Teaspoons for Respect page on the Celebrate Ageing website.





- 1** Focus on the humanity of a person as a signpost - not the number they have to write down on a Government form
- 2** Know when to be quiet, to reflect and listen. Elders have made it thus far - they know what they are doing!
- 3** Before we can respect Elders - have to challenge ageism - it is pervasive and so caustic
- 4** Devise a strategy to communicate with, involve practically and slowly educate that dynamic group aged 18-28 years!
- 5** Focus on strengths by working alongside them
- 6** Make older people feel valued and accepted
- 7** Communicate and respect - smile, see beyond outward appearances and accept the love of the person within
- 8** We begin to learn from our Elders and should continue to do so with the greatest respect
- 9** Be curious about older persons, listen to their stories
- 10** Listen to their needs
- 11** I (we) need to set an example. Make a special habit to respect Elders by listening, looking and offering assistance. In this networking event everyone can set an example to others
- 12** A spoon brings the idea ... stir up the younger generations to respect what has gone before them
- 13** Value the wisdom and untapped creativity of Elders
- 14** Provide platforms for them to be heard and to teach
- 15** Learn from the wisdom of those who have gone before
- 16** Value and support participation
- 17** Listen!! With curiosity and openness and interest. Listen for meaning beneath the words, for what's not important, for what values present
- 18** I am still John (written by John Quinn who lives with younger onset dementia)
- 19** People from NESB background need people to communicate in their language
- 20** Multigenerational approach: take time to listen to old people. I believe a multigenerational approach is the secret to ending loneliness for all aged people - that means working to connect ages instead of separating them
- 21** Stop talking about seniors as an amorphous group. Differentiate stages of ageing eg: 60s-70s; 90s-centenarians and focus on what they can do and do contribute

# ELDER LEADERSHIP ACADEMY

The Elder Leadership Academy works in partnership with Elders to challenge ageism and build respect for older Australians.

We recognise that Elders have the skills and capabilities to transform their own worlds. We believe we can move beyond representation, consultation, co-design and co-production with Elders - to co-leadership of strategies to address ageism and build an Age-Friendly World.



The idea for the Academy emerged when Elders approached the Celebrate Ageing Program with issues they wanted addressed and with ideas about how change could occur. We began working in partnership and saw that Elders, who were resourced and supported, could co-lead change.

At Embolden2018, four Elders graduated as Fellows of the **Elder Leadership Academy** and we were delighted that Senator Janet Rice and Gender and Sexuality Commissioner Ro Allen presented the Graduation Certificates and hats. A brief summary of the Fellowships are outlined below and you can full details on the Academy page on the Celebrate Ageing website.

## ANNE TUDOR × BIGGER HEARTS BALLARAT

Anne Tudor co-led a project called Bigger Hearts to build a more dementia friendly Ballarat. Anne engaged over 500 community members in actively supporting the project through a needs analysis, a film, community forums and educational events.

Resources developed from the Bigger Hearts project have been circulated around the world. A significant outcome is an increase in the number of Ballarat residents prepared to disclose their dementia diagnosis. Anne is pictured above second from the right. Read more about Bigger Hearts [here](#).

## MALLOY × FINDING STRONG

Malloy is co-leading a project called Finding Strong, in which she shares her experiences of discrimination and finding her strength. Malloy's stories are shared to help other LGBTI community members find their own strengths. At Embolden2018, Malloy launched her Rainbow Makers resource in which she shares six years of 'conversion therapy' and a recent experience of discrimination by an aged care service provider. Malloy is the face of the LGBTI Health Alliance's poster series for aged care called: You are Welcome Here. Read more about Finding Strong [here](#).

## EDIE MAYHEW × PULSE OF MY HEART

Edie co-led a project called Pulse of My Heart, which includes an annual film documenting her experience of living well with dementia. Edie wants her films to educate service providers and support people living with dementia. The fourth film is currently being produced and will explore Edie's transition into residential aged care. The films have premiered at National and International Conferences around the world. Read more about Pulse of My Heart [here](#).

## MARGARITA SOLIS × MARGARITA

Margarita is 96 and is the first older woman in Australia to publicly share her story of sexual abuse. Margarita shared her story of sexual abuse by the Acting Manager of a Seniors Rental Service - to encourage other older women to report sexual abuse and know that it is 'not their fault.' Margarita also wants to educate service providers about the power of listening to older women. Margarita's film was previewed at Embolden and will be launched in late 2018. You can read more about Margarita's work [here](#).



# SENSE OF PLACE

A sense of place is important to all of us – and its significance doesn't diminish as we age. Place is about belonging and a sense of identity, connection, attachment, geographical location, value, purpose and identity. For the past 2 years, Celebrate Ageing has been asking older Australians what Place means to them. Our Place365 project has highlighted the importance of place and shown how ageing can bring challenges that result in older people being dis-placed.

A number of Embolden presenters outlined what Place meant to them, how it was disrupted and how they restored a sense of place. We invited them to share letters – powerful stories that could then be included in this resource for you to read.

The first presentation was a film in which Margarita Solis shared her experiences as a nurse and war veteran; and how she became dis-placed when she was sexually abused by the Acting Manager of the Senior's Rental Service she was living in. Margarita described the devastation and reduced trust in people – and how her life was transformed by people who listened to her story and supported her. Margarita also talks about moving into a residential aged care facility and how the care she received, and the friends she made, helped to restore her sense of place and wellbeing. Margarita's film is available through the OPAL Institute website [here](#).

Next, Professor Michael Tsiankias from Flinders University shared the work he is doing with culturally and linguistically diverse elders and how ageing in a foreign land presents challenges.

Emma Henningsen from Sacred Heart Mission shared research on older women's experiences of homelessness and place and shared her mother's story.

Malloy, an 83 year old lesbian, read a letter to delegates about her experience of attempted 'conversion' therapies in her twenties and how she worked to value her lesbian

identity and build a meaningful life for herself. She also described a recent experience of discrimination by an aged care service and how this reopened wounds from her earlier years and led to her feeling displaced. As Malloy read she was surrounded by six advocates and supporters who had assisted her through the most recent discrimination. Malloy co-led the development of a resource called [The Rainbow Makers](#), which was co-authored by Dr Catherine Barrett, Director of Alice's Garage and supported by the National LGBTI Health Alliance.

Anne Tudor shared two letters, the first to the people of Ballarat thanking them for the support for her project [Bigger Hearts](#) – building a more dementia friendly Ballarat. Anne described how her married partner Edie was diagnosed with younger onset dementia and how the work Ballarat had done to become more dementia friendly had restored their sense of place. Anne also read a letter to Edie – who was recently admitted to a residential aged care facility. Both of Anne's letters are included in the following section.

Glenys Petrie and her husband John Quinn each read three letters they wrote to each other. Both hearing the letters for the first time. The first letters described meeting and falling in love and finding a sense of place in their relationships. The next letters outlined the chaos and difficulties created by the diagnosis of dementia and a major car accident – being displaced. The final letters describe how they worked through these challenges to strengthen their connections and a sense of place.

# A LETTER TO THE GOOD PEOPLE OF BALLARAT

Anne Tudor

Dear People of Ballarat

I am writing to thank you for your big, beautiful heart – and all you have done to make Ballarat a better place for people living with dementia. The way you have responded to the call for a more dementia friendly Ballarat has been extraordinary.

I grew up in Ballarat, completed my HSC at St Martin's, moved to Sydney age 18, to train to be a teacher in Papua New Guinea, then returned five later to teach in a secondary school in the western suburbs of Melbourne. Almost 27 years ago I moved back to Ballarat with my married partner Edie to support my parents as my mother had Alzheimer's and Vascular Dementia. I had good feelings about moving back and you exceeded all my expectations. You have been warm and open-hearted and offered a sense of welcome that we have loved. It immediately felt like home to both of us even though Edie had only ever lived in Melbourne. You accepted and embraced Edie and I as a couple from the beginning, something we hadn't always felt in Melbourne. You made us feel we had place here – that we belonged.

In 2010 when operating as Stayin' Alive driving instructor, Edie was diagnosed with Younger Onset Dementia Alzheimer's Disease. It was such a difficult time for us leading up to her diagnosis. There was no explanation for her withdrawal or other changes and challenges she was experiencing. Not knowing the cause or what was happening made it extremely difficult for both of us. This was a really testing time.

As Edie's dementia progressed she needed you to be there for her. One person or one family is not enough when someone has dementia. We needed friends and services and community. And you were there. For that, you will forever have a place in my heart.

In August 2016, we asked you to join our Bigger Hearts campaign to create a more dementia friendly Ballarat at the memorable launch at Neighbourhood House, North Ballarat. We wanted every Ballarat resident living with dementia to feel valued, respected, included, supported and engaged. And you responded with true Ballarat warmth and spirit.

I want to thank every single Ballarat person who has helped us. I want to thank the 300 people who filled out postcards telling us their ideas for a more dementia friendly Ballarat. I want to thank the 20+ businesses who became local Dementia Hubs and put up posters welcoming people living with dementia. I want to thank the 14 of you who participated in our Film to show that talking to people living with dementia is not only possible and meaningful, it is also a basic human need and can be enjoyable for both. I want to thank the 120 that came to the launch of our film, the 1000 who have viewed the film and everyone else who made biscuits and cups of tea and shared their Ballarat hospitality to make it work.

I want to thank journalists from the Ballarat Courier and Win TV who covered our work and took our message into your lounge rooms – that dementia is nothing to be ashamed of – that we are creating an inclusive Ballarat for all. I want to thank the 60 or more people who attended one of our gatherings at the Turret Café to build a network of support, particularly those who came and shared their diagnosis publicly for the first time.

I want to thank service providers who've supported us, including Evers House, and government departments who've found a way to help us with kindness, compassion and empathy. I want to thank our Local Government, State and Federal politicians who have been there for us when we've needed them and have taken broader dementia

issues to Council or State or Federal Parliament. I want to thank the Bank of Melbourne who recently became the first accredited Victorian Dementia Friendly Bank. So many Ballarat people have been impacted by dementia.

To the artists, filmmakers, police, ambos, businesses, neighbours, family, friends and community members who have stepped up to learn more about what they could do to help those with dementia - we also say thank you. To those impacted by our presentations, signed-up for research projects, become volunteers, offered messages of support, checked-in with us, delivered cooked meals and put their arms around us, I will be forever grateful. To the families living with and alongside dementia, thank you for your trust and for becoming part of our dementia team. Our motivation is for you and future families facing dementia to feel you belong here in this community and that it understands and supports you.

Ballarat is on its way to becoming a Dementia Friendly City. The Bigger Hearts Dementia Alliance was established in 2017 with the support of the City of Ballarat and other community leaders to create a more Dementia Friendly Ballarat in a planned and comprehensive way. To these leaders, we say thank you for your inspirational support for people with dementia. We're on our way to our target of 5,000 Ballarat Dementia Friends, pushed along recently by the passionate Nick Locandro, who is drawing a great response from a young generation of hospitality providers signing up to be Dementia Friends. This commitment is embraced by the 22 partners involved Woovookarung

Dementia Sensory Trail project, the City of Ballarat, Ballarat Health Services and others.

We truly appreciate everything, big or small you have done for us and for those we advocate for - Ballarat people living with dementia and their families.

Ballarat is currently working towards Compassionate City status. We have personally experienced Ballarat's care and compassion since moving here, but particularly so since Edie's diagnosis. The importance of compassion shown to us and others living with dementia cannot be overstated. You have given us confidence to go out and live our lives and know that we live in a safe, supportive, friendly and kind-hearted place.

Ballarat people love and feel pride in their city and happily live here. While there is much about Ballarat to love - I think it is our heart, our generosity, our compassion for others and kindness shown in times of need that draws people in, draws them back and makes them want to stay.

Thank you, Ballarat  
Yours truly

Anne Tudor

# A LETTER TO EDIE

Anne

My Darling Edie,

Our lives were completely upended when it became apparent that something was seriously amiss with your beautiful brain. A diagnosis of Younger Onset Dementia, Alzheimer's Disease in 2010 forced us to reimagine our future and that is what we managed to do over two-years. A big part of our adjustment came from immersing ourselves in the dementia community, seeking the support we needed and committing ourselves to support other families impacted by dementia. This also involved embracing advocacy as a way of encouraging a change in attitudes towards dementia.

We've had amazing experiences we wouldn't otherwise have had and we've met so many generous, strong, compassionate and grounded people in the wider dementia family who find meaning by giving and receiving support. You made the call Edie, that our Hearts are Bigger since your diagnosis. We both recognised that isolation and loneliness were not for us and our lives have been richer for it.

So here we are again, Edie, challenged to our very core by facing the decision of you entering residential care. I can't remember experiencing such sustained, psychic pain before, despite past trauma and disruption for both of us. There are moments in life when you feel utterly alone and bereft. Please know that this was the most difficult and laboured decision I have ever made. Mercifully it wasn't rushed; having time allowed me to work away at the complexity of feelings and issues and to create a plan that

would maximise your chances of settling into a new home.

To achieve this, I needed to reach out to others who knew or understood this tempest and in return we both received enough love, help and support we were able to do what we both knew was best for you and necessary for me. So many people we supported in the past came forward, so many who understood the magnitude of you and I living separately, so many who wanted to be there for us in big and small ways. One of the best things that dementia foisted upon us was the necessity to be dependent on others; it was not until our trusty sense of independence was shattered that we began to rebuild a life that also relies on the goodness and expertise of others for our health and well-being.

I was no longer enough for you Edie and there were times I know you knew that; I know there were times when you felt the pressure that I was under and it made you feel bad. Emotional, physical and time demands continued to increase while depleted reserves continued to diminish. Thank God, I was able to explain so many things, many, many times until I knew, really knew, you understood and accepted and as much at peace as anyone could be. It was such an emotionally tough process for both of us. You needed to know Edie, I wasn't abandoning you, you needed to know that your heart still belongs to me and mine belongs to you. We have enough love to share with others in a different way than before and we have learned to allow their love to flow to us so that we can both thrive as individuals and as a couple who reside in different places.

While our lives have massively changed in some respects, in other ways it has allowed us to restore a sense of play and even joy at times when we're together, like when I see your beautiful face light up when I walk in to see you. Family and friends have been exceptional in the way they have rallied around us by visiting you and taking you out for a walk or a drive or a coffee, and by checking in with me that we are managing the change ok. Social media has also been a source of solidarity, support and comfort. What is most important is that we are adjusting to our changed reality and we are at peace with each other.

Even though it's only a few weeks since you moved to Mercy Place, you already have a strong sense of place there. Edie, you clearly feel safe and secure and Mercy Place Care Companions are providing you with stimulating and fun experiences while treating you more as a friend than a resident in care. I love that they play tennis and quoits and skittles with you. I love that they give you agency to make decisions for yourself, I love that we can go to happy hour at the pub there and have a drink together with others in your House. I love that I can have

meals with you and that Melvin, our beautiful dog, is loved and welcome as well. I love that the family members of other residents are so engaged with all in House 4 and that it already feels like we now have an additional family in our circle.

I'm so grateful you feel contented in your new home; I'm so grateful we were able to negotiate this mountainous transition from one home to another home so that now it feels like we both have two homes, and I'm so full of gratitude and respect for you that you have been prepared to put your trust in me, Mercy Place and yourself that this was the right place and the right time for you and us.

I love you Edie, now and forever.

Anne

# LETTER 1

Glenys Petrie & John Quinn

My darling John

When I first saw you I was struck by how handsome you were. It was 1993. I also thought that you seemed to be a nice person by the way you interacted with other people. It was just a moment. You caught my eye. I never thought I would see you again.

Six months later, you happened to ring me at work about a professional issue. I don't think you realised there'd been that earlier connection - and we just kept talking. When I got off the phone I thought: gosh that guy is just an amazing person. It was just so easy speaking with him. Then, when I met you a week later in the context of work, we again spoke for about 30 mins. There was a comfortableness. Even though I didn't know anything about you, I appreciated your communication style and your interest in people. That's what attracted me initially, yet once again I didn't consider - nor expect, anything would come of it.

When you rang me at home a few weeks later during the school holidays, I asked myself: how did he know where I lived?!?! I was puzzled when you invited me out for a drink later that evening. I suppose I didn't feel ready. We only had one drink- a rum and coke. That's when I really realised you wanted a relationship. I wasn't ready. I remember saying to you "I am 42 but I feel like I am about 80". I loved talking to you, but wanted you to go away. At the time I was so tired and my life seemed so complex and I didn't have the energy for a relationship. You generously said: "Can you at least let me give you some of my energy?". No one had offered me so much in a relationship before - I was touched. I was captivated.

We caught up every day and completely lost track of what was happening in the world. We just focused on each other. We got so absorbed into each other's company we had no idea of which day of the week it was, and often joked, "Is it Saturday yet?" You would always check in and ask me, "How old do you feel today?" You were so positive. After a short while I was no longer feeling 80 - and each day I was getting younger.

I remember our first kiss on the foreshore at Manly. You held my hand before we kissed, and straight away I got the tingles. I felt light and full of love. This was the centre of the Universe. It just felt right. My whole body tingled and was open to the warmth of being held and loved by you. On St Valentine's Day, five weeks after we first started going out, I decided to send you a single red rose. I'd never done that before. I wrote on the card - "every day with you feels like a Saturday." By chance you sent me a dozen red roses with the same message.

I fell in love with you very easily. There was such a beautiful deep feeling between us. I felt that we belonged together. It was always being in the moment when I was with you. It was as though those feelings between us were going to be there forever. I knew it would be hard for that to change. We had a very special bond. There was such a depth of love and respect. We were in the same space of being focused on each other and supporting each other. I couldn't imagine anyone else in the world having the specialness we had.

With love,  
Nackerootie  
(Glenys)

# LETTER 2

Glenys Petrie & John Quinn

Dear Glenys

I remember the first time I saw you. It was 1993. You arrived at the school I was working at one morning, and I walked out of my office and there you were. I looked at you and I saw how beautiful you were. One of the first things I noticed was your beautiful smile. And then when you spoke - you just had a way about you. You were friendly, and soft and warm and nurturing and caring. And we just connected.

I helped you to put things into your car. We started talking and talking and talking. We just clicked.

I rang and asked if you wanted to catch up for a drink. We met at the Manly Hotel. We talked and talked and talked. When we left, we went for a walk along the foreshore. When I got home I realised I forgot to pay for our drinks. We were so engrossed in each other's company and looking into each other's eyes, that we forgot to pay.

I remember when we first kissed. It was our third date. I still remember it. We were walking hand in hand along the beach front. We stopped and had a passionate kiss. Oh god it was beautiful.

We lived in separate houses and would get together on the weekends. We both had children and busy lives - so Saturday was our time together. We wouldn't see each other all week and I used to get all tingly thinking about our Saturdays together. The passion made me feel more connected to you. It was a manifestation the love I felt for you.

I sent you roses for Valentine's Day. I hadn't given a woman roses before. It was a big deal for me. I was falling in love with you. A year later we moved in together.

Finding you was like finally finding someone I wanted to share my life with. I'd met a lot of women and I'd been out with a few, but none of them I wanted to share my life with. You coming into my life made me feel more complete as a person. Our life together was happy - and what I envisaged life should be when you are with someone you love.

I felt like I belonged with you. Together we built a safe place - it was our place, a place for us both to thrive.

I feel blessed that I met you when I did

Love

John  
(Knackarootie)

# LETTER 3

Glenys Petrie & John Quinn

My darling John

After a few years of being together I started to notice changes in you and I got confused by them. Then I became seriously concerned as to why your behaviour was different. You were behaving in a way that was distressing me. We had such a good communication style and so much respect - and suddenly it seemed to be different.

We started arguing all the time. I was raising my concerns but thought you were being dismissive. During 18 months of confusion and doubt about our relationship, I thought about leaving. I didn't understand what was happening or why. I felt you didn't love me anymore. It was confronting and puzzling and put so much strain on our relationship. But I said to myself: this has to be a medical condition, this is not the John that I know.

Years later, your symptoms forced you to leave work. But we still didn't have an accurate diagnosis.

Very soon afterwards I had a major car accident and you became my carer. I know that becoming my carer was overwhelming and stressful for you. I could not have done it without you. I also knew that you needed me and that I had to get stronger to be there for you.

That strength we had as a couple needed to come to the fore - we needed to rely on each other for support.

Two years after my car accident you were diagnosed with dementia. You were so depressed. You disengaged. You

had no life. Our household was not functioning - and I knew things were going to get worse for you. I knew we had to get external help.

Throughout this time our relationship deepened. We developed a different kind of love - our roles had changed. Circumstances forced us to become reliant on each other. I hung onto how we were as a couple. We were still very much in love - but the tingle had gone. There was an imbalance in our relationship, because of the reliance on each other.

I knew it was overwhelming and irking for you. I wanted to take the burden off you - but I had to continue to get better myself. What kept me going was that I knew we could rely on our love.

I never doubted the depth of our love

With love

Nackerooties  
(Glenys)

# LETTER 4

Glenys Petrie & John Quinn

Dear Glenys

In 2008 I had to leave a job that I loved and in which I was well respected. I had symptoms of dementia, but no diagnosis. It was a dark period in my life. I became depressed. When I was diagnosed I had difficulty coming to terms with the diagnosis.

I felt alone, and I felt a sense of hopelessness. The one constant in my life was you.

It must have been frightening for you - not knowing what my condition was and then not knowing how it would progress. I would not have blamed you if you had walked away. But you stayed. I feel so lucky. It shows me the deep love you have for me. It's not the bloody vows for life ever after - in sickness and in health. You weren't just upholding your vows. You wanted to be with me - in good times and in bad. It has strengthened my love for you. Our love has grown in intensity.

In those tough times our love was the glue that kept us together. I felt comforted because you were my rock and because you supported me all of the time.

Unfortunately, six weeks after I left work, you were involved in a major car accident. You are still dealing with the consequences of this today. However, in spite of your own health issues you were determined to find an answer to what was happening with me.

Your doggedness and your unending mission to find some resolution to my medical condition resulted in my diagnosis of dementia. We did have our difficult times. I cannot imagine how difficult it was for you during this period of time. You stuck by me. You supported me. And I believe this reflected your undying love for me.

My dementia and your accident blew our world apart. We were not prepared to easily deal with what was thrown at us from left field. And we got a double whammy. The beautiful world we had created together - our fairy tale - our sense of place - had dissolved into a world of uncertainty about the future of our life together.

But we made it work. Our love for each other overcame all the obstacles that were thrown our way. Our love has endured. Oh God, I love you even more for that.

Love  
John  
(Knackarootie)

# LETTER 5

Glenys Petrie & John Quinn

My darling John

We made it! I always knew that we would. I feel so positive about where we are at the moment. I feel very much at ease with us - very confident in our strengths.

Some of the challenges we've had in the past - health and other challenges, came out of left field. That was a really tough time. But our undying love and support for each other got us through. And now I feel confident in who we are as individuals and confident in our relationship together. There is a lot of respect and love there.

I love spending time with you. I love that we have a joint focus and purpose. It brings us together. We work as a team. We make decisions together.

Whether we are away from home or at home - I love spending time with you. I often like to pretend we are away on holidays, so we can leave behind the mundane of life and focus on the love and support we have for each other. We bring to our home the concept of making life a holiday - and that brings joy into our lives.

We don't always get it right, but we hardly have a cross word. As a general rule, we have a calming effect on each other. Sometimes I become frustrated due to pain or little sleep, and embarrassingly explode. But you never raise your voice. I love that about you. And sometimes when you get anxious or upset - I provide the calming effect for you.

We went through tough times - but hey we made it. I don't think too much about the future. I enjoy the moment. This is where we are right now, and I like to focus on, how can we make this work the best it possibly can for both of us?

John, you are my rock. I feel that nothing could confront us that we couldn't work on together. Being with you is so simple and comfortable and full of fun. You bring a lot of laughter to my life - a lot of happy moments that I cherish. I know that together we can take each step forward. Because of this, I am not afraid of anything the future holds.

With love  
Nackerooties  
(Glenys)

# LETTER 6

Glenys Petrie & John Quinn

Dear Glenys

Our lives now are about living in a place where we are surrounded by people who support us. We feel as if we have more control over our life, because we have made ourselves a fresh start. Our new home and surroundings have enlivened and refreshed our life together.

Our work together as advocates has given us a greater sense of purpose in life. It has deepened our respect for each other and intensified the love we have for each other.

We might have our rough days, but at the end of the day we know that we are there to support each other.

When I look back on all we have come through – the events of our life together – it's hard to believe that we have found ourselves in this place of belonging. There is an ongoing sense of remaining connected to each other.

There is great hope for the future

My hope is that we continue to live in our home as long as possible – and that we get the support we need to be able to do that. My hope also is that if we have to move from home into residential care, the situation is such that we can still be together. I want to be with you until I die.

My love for you is bursting at the seams. Sometimes you say to me “John, you are just being an arse hole – you can't

blame that on the dementia.” You tell me how it is and you are able to overlook my foibles, my annoying personality traits. You see me for the person that I am. I love you even more for that. That's the essence of real love – you don't overlook my weaknesses, you don't ignore them, you look beyond them. I love knowing that there are many things about me you love and that no number of annoying traits will drive us apart.

Glenys, I pledge my undying love for you – for eternity. Your love has given me a sense of belonging and meaning.

In the future, as my dementia progresses I want you to know this: even though you may not think I know you are there – I will know that you are there because my heart remembers.

Love

John  
(Knackarootie)



## Malloy

Dear everyone

My name is Malloy and I'm going to share with you what it was like growing up as a lesbian in the 1950s. I'm also going to tell you what it was like for me to recently experience discrimination by an aged care service provider.

I'm going to read my story because I am a little bit nervous.

But before I start I want to acknowledge that a number of you here, like me, grew up in an era where being gay, lesbian, bisexual or transgender was against the law and considered to be a mental illness. We now know that was wrong. Most of the laws have been changed. There have also been changes in psychiatry. The world has changed around us all. But there are legacies of these laws and policies. Some of us still have wounds from the brutal treatment we experienced back then. That's a legacy of history. Another legacy is that some people still hang onto those inaccurate and damaging historical views.

Today I am inviting you to listen to my story with an open heart.

I had my first girlfriend when I was 18. When my mother found out she tried to bash us up, which was awful. My father slung insults at me for years. My sister and my brothers didn't seem to be able to cope with the fact that gay people are around for life. So, I gave them away. I didn't want to give them away, but what choice did I have? They didn't want anything to do with me if I was a lesbian - and I couldn't deny who I was.

Then in my early 20s I had a breakdown and went into Hillcrest Psychiatric Hospital as a voluntary inpatient. The psychiatrist said to me that if I ever went back to practising being a lesbian again God wouldn't love me. I became an inpatient for three months, and then an outpatient for six years. He tried electroconvulsive therapy, LSD and anything he thought might turn me straight. He tried a treatment where you'd look at a picture of a girl and you'd get a pin prick in the finger - and then you look at a picture of boy and you didn't get a prick. Can you imagine how ridiculous that is? It didn't do a thing for me. It didn't make me straight. I would also go to psychotherapy on a weekly basis, and then they tried LSD therapy.

I met a lovely social worker called Marilyn, who was trying to pull me away from all of the conversion therapy. She wanted me to accept myself. I'm still friends with her today and ring her up regularly.

My faith in God was always there - it helped me to get through. When I became a Catholic, in 1954, I was in a relationship with a woman. I struggled with the attitudes of the Church to gay people. I stayed with the Church because I wanted to and because I needed to.

I met my partner Natalie in the 1990s. We were together for 22 years. Our relationship was a bit stormy, and she wasn't a great communicator or very demonstrative, but she was extremely generous. We had a wonderful time travelling around Australia together. She died of complications from her diabetes.

Recently I was discriminated against by an aged care service provider. I thought to myself: here we go again. I felt rejected. I lost hope and the will to keep fighting. I felt I was being put down and I wasn't good enough. I felt angry and it opened up a lot of wounds from the past. It also made me sick. I got gastritis and my blood sugar went sky high for days.

I've done a lot of work on my sexuality and I've blossomed from a little girlie with so much hurt and pain. But this incident took me back to the pain and the hurt from way back, and I had to rebuild again. It was almost like I was back in the old days, but with the extra vulnerability and loneliness of grieving a partner - and being isolated from my LGBTI community.

When.... I contacted Catherine Barrett, the Director of Alice's Garage. Catherine supported me over a number of months and put me in contact with people who supported and advocated for me. The people that helped me were Robyn Burton, Diversity Project Coordinator for ECH, Desmond Ford from COTA, South Australia and Louise Herft, who was my advocate from ARAS.

These people worked with me over many months to challenge the discrimination, rebuild my life and to feel safe again. They made a Rainbow for me.

I'm happy with the way things are now. I'm happy that I've met Catherine, Louise, Robyn and Desmond. I'm happy because I've got places to go to. I've got people to talk to. It has made me feel more confident about myself again. I feel I'm more cared for than I used to be.

Catherine and I decided to write about my experiences - to help make Rainbows for other LGBTI Elders who experience discrimination. We wrote the resource that is being launched today and we presented on my experiences at the National LGBTI Health Alliance Conference in Sydney last year. I loved being at that Conference - everyone was so kind. Afterwards we took a picture with conference delegates - and the photo has been turned into a poster for aged care services to welcome LGBTI people.

I am grateful to the LGBTI Health Alliance's Silver Rainbow Project for supporting our Rainbow Makers resource. I am delighted that the resource will be shared as part of the LGBTI sensitivity training for aged care that is rolling out across the country. I love knowing that sharing my story has made a difference.

I hope my experiences outlined in the resource will help you to understand how you can be a Rainbow Maker. My story is from a lesbian perspective - but there are important lessons here to be learned for all LGBTI Elders. I'm so pleased to be here today. Everything's on the improve and I'm not to go back to how I was - I'm quite proud now to be who I am. I'm an older lesbian and I'm standing on my own two feet - I'm doing that now and I know that I've got the back up.

Thank you for listening

Malloy



## Emma

Dearest Mum,

It's almost 6 years since you left us, taking away your sweet, cheeky, stubborn, bold self. You are the bravest woman I know. I know we shared a lot of fun, and sometimes difficult, times together. I will be forever grateful that I could be there to support you when you needed me most. I will be forever grateful that I have you as a role model, someone who is always in my corner, always looking out for me.

I'm sorry that it took you dying for me to realise the extent of the challenges that you faced. I was young and didn't always want to see the truth. I'm sorry that I didn't know about the housing system and wasn't able to advocate for you - for us - when we needed it. I'm so thankful that we figured it out, muddled through, and that things ended up okay.

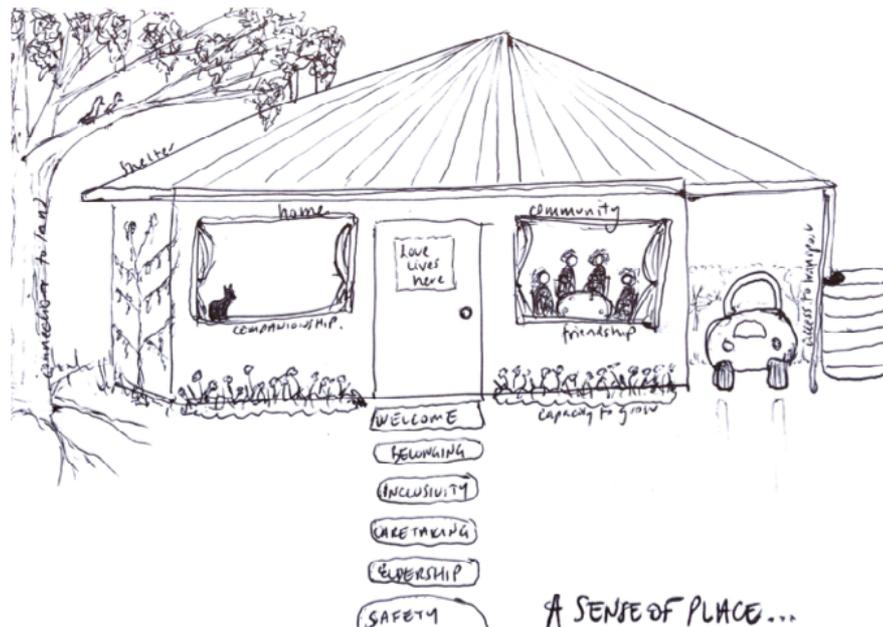
I put my hand up the moment the chance to speak at Embolden2018 was offered. I'm so thankful to be able to speak our story, and to talk about the work I've done since you left, in the community. Older women in insecure housing, those living with family, those who perhaps don't identify as homeless are in need of accessible and appropriate support services. I couldn't advocate around housing for you mum because I didn't know our rights, or our options, then. Now I know them, and I want other women to know them too.

I am brave, because you were brave; I am strong, because you taught me how to be strong. I love you and I miss you. I will work my arse off to make this world a better place.

Your Darling Em.

# CONSOLIDATING PLACE

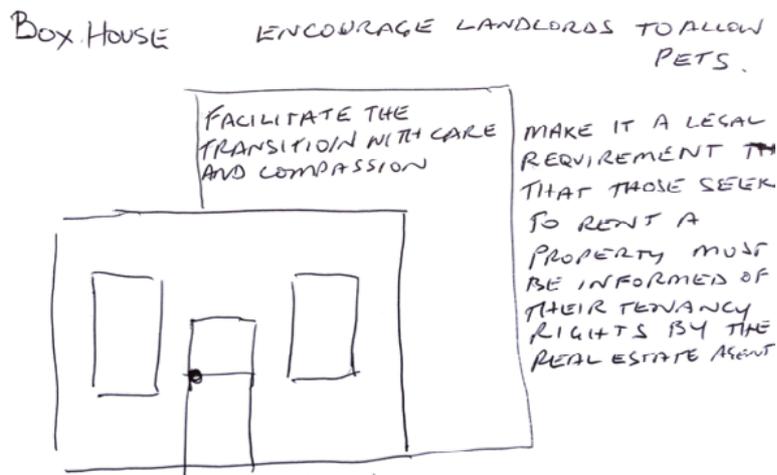
**My tribe. Cultural understanding and being understood for culture. Geography - the landscape that resonates in the inner sense of self. The place of my story - the settings of the scenes of my life. Place is belonging and breathing the air freely. Place is the existence of support. Place is a roof and walls that are safe and warm and comfortable.**



Prior to the presentations on Place, we gave delegates a blank post card and asked them to record their response to the following question: What do we need to do to promote a sense of place for older people? We invited them to draw a home on their postcard and reminded them to write their reflections after each presentation. Fifty one participants completed postcard with 127 comments about the meaning of place and strategies to build a sense of place. Some of their reflections are included in the following section:

## The meaning of place

- 1** Family doesn't need to be biological. House is bricks and mortar - a home is the love you carry into a home
- 2** Space to be free to be yourself and to belong in safety, culturally appropriate and valuing environment
- 3** Familiar faces. Memories and connections. Trust and comfort. Support
- 4** Home is where one feels safe, comfortable, free, satisfied, familiar and secure, belonging and owning the space
- 5** Being in a place where you are respected, supported and loved. This love can be found from friends and others. Even if you have not family or partner.
- 6** A safe place where elders are heard and believed
- 7** Sense of place is not just the physical building but the place where people interconnect and provide support and compassion



## Consolidating place – what we need to do

- 1 Adequate professional mental support
- 2 Capacity to be together after leaving home
- 3 Listen to people's experiences
- 4 Older women need secure, affordable, appropriate housing
- 5 Need to respect and welcome diversity
- 6 People with dementia need to be surrounded by people who love and support them
- 7 Encourage community forums to create discussion around ageism and what can be done to educate
- 8 Connect with those around us, neighbours
- 9 Provide sensitive and inclusive care
- 10 Provide information in accessible formats
- 11 Safe housing and accessible services
- 12 Analyse and address systemic barriers – both current and retrospective
- 13 Acknowledge and explore people's histories (with permission)
- 14 Adaptive housing
- 15 Be kind
- 16 Genuine interest, care and love of people around you
- 17 The desire to be unselfish and care and help without expecting anything in return
- 18 Recognise those around you who could benefit from connection and respond by connecting with them
- 19 Strive to further understand diversity
- 20 Develop a compassionate approach
- 21 Box House. Encourage landlords to allow pets. Make it a legal requirement that those seeking to rent a property must be informed of their tenancy rights by the Real Estate Agent. Facilitate the transition with care and compassion

# EVALUATION

Wow, just wow! Catherine, I was totally inspired by Embolden and my colleagues were thrilled with their experience. I loved your approach of making the conference accessible, bringing practitioners together with older people and putting older people at the centre of the event. You're a trail blazer. I hope you allow yourself some time to relax and recover after such a big event. You deserve it! Kind regards Fiona

Fourty one people completed the evaluation template provided at the end of the Festival. Participants were asked how useful they thought Embolden2018 was - using a 5-point scale of: very useful (5), useful (4), moderately useful (3), slightly useful (2) and not useful (1). The average rating was 4.7. Some of the comments are summarised in the following section.

## WHAT WERE THE BEST ASPECTS?

1. Stories of power and courage and playfulness from elder people and their communities. Strategies for challenging ageism
2. Individual stories (as opposed to clichés about ageing)
3. Info, warmth of other participants, the creativity and innovation and 'out of the box' style of the conference
4. Display of various services available to access
5. Innovative thinking
6. Mix of personal stories and exciting projects
7. It opened my mind to new ideas and gave me a new direction to look in my work life and personal
8. The amazing inclusive Fashion Parade
9. People's stories - Malloy, film of Margarita, dementia stories, contemplative ageing
10. Market of Great Ideas - ideas exchange
11. The reading of letters and personal connection
12. Shorty, punchy presentations
13. Sharing of experience from community members
14. Bringing together service providers and older people. Accessible content (not too dry, high brow/academic). Evidence based by fun and interesting creative structure. INSPIRING. Moving, playful AND informative
15. Some very good speakers. People getting together and socialising. Considering what can be done to improve the lives of older people. Information.
16. Short papers/presentations (15mins) and handover to next. Engaging speakers. Diversity of perspectives covered. Fun elements. Great food and coffee
17. Festival of great ideas. Raised awareness of LGBTI issues - female homelessness
18. Variety. Openness amongst speakers and participants that created a sharing, caring, supportive environment. Fun, creative fashion parade and entertainment. No frills, down-to-earth approach to the conference - it kept everything real.
19. Experiencing real emotional responses to things that can/will happen as we age. Opportunity to talk to delegates and presenters at the conference

20. Organisation of entire program. Selection of speakers – excellent quality and variety. Fashion parade and participants – a great way to finish a long day one and a lovely celebration. Topic content excellent. Openness and honesty of speakers in some cases the sharing of their personal stories

21. People sharing their lived experience. Thankyou to them! The spirit and the generosity in the room. Finding out about great projects, ideas, resources

22. Margarita's video

23. The passion commitment and dedication of Catherine and the organising committee as well as the presenters. A perfect mix of joyful positive celebration and realism

24. Connecting with real life and experiences. Fashion Parade. Letters

25. Variety of speakers from areas across research, got and strategic to the personal stories and experiences of individuals

26. Other people's stories. The letters, The 'gems' from Sue PH. An opportunity to think and reflect on my own ageing in the context of what has been presented.

27. The Market place was full of surprises – great start

28. Variety of topics. Authenticity of speakers. Learning new things eg: extraordinary innovations that are being led by individuals and groups

29. Bloody outstanding

30. I really appreciate the massive effort taken for this wonderful event to occur. The presenters and the supporters

31. Wow! So rich; rich with contact, rich with information and substance. Just like the wonderful Catherine Barrett herself xx

32. THANK YOU! AMAZING

33. I came to give company to a friend. I had NO expectations ... I'm SO GLAD I came. The event is just fantastic – informative, inspiring, engaging. Thnkx

34. The most authentic 'conference' I've been to in 30 years of attending professional

## WHAT COULD WE DO DIFFERENTLY?

Thank you for all your suggestions to improve the Embolden experience. Here is a summary of the suggestions we have taken on board for Embolden2019:

1. More presentations from CALD communities
2. More time for interaction
3. Question and answer forum
4. Seating for Elders at the Market
5. No music at the Market
6. Challenge stereotypes of rural people
7. Time for questions after each presenter
8. Better labelling of Market of Great Ideas
9. Recyclable or reusable coffee cups

## ANY OTHER COMMENTS?

1. Thanks to everyone involved – brilliant organising, creative programming, accessible price and venue and fabulous volunteers
2. Congratulations, well done to Catherine and all the other people involved
3. I really appreciate the emphasis on warmth and sharing.
4. Congratulations Catherine and all the team. I think you have eminently achieved what you set out to do with creativity and created a new experience
5. Well done. Your enthusiasm is infectious. Such a wholistic approach that gets you through or me thinking as a clinician. Thank you
6. Inspired to take the ideas and content and possibilities back to my workplace (and older person's public mental health program) and push back against complacency/seek opportunities to take risks and be curious

7. Provide session on ageism language ie: older, senior, ageing, positive, healthy ageing??? What to use, what not to use
8. Great job Catherine – a credit to you. Keep leading the way and we will follow. I look forward to next year. Thank you
9. Celebrate Ageing, Catherine Barrett is absolutely amazingly creative and what a wonderful band of volunteers. Thank you
10. Thankyou for all the creative thought, work, shape in program, venue and ENGAGEMENT!
11. Viva la revolucion!
12. Thanks you for bringing in such an amazing collaboration of speakers at the market place
13. Organisation was excellent, presentation and involvement was magnificent. Best program I have attended
14. Fantastic events. Thankyou for your passion and vision!! Would love to get involved more next year
15. It was a pleasure to attend and be involved. Really edifying
16. Fantastic event! Enlightening, inspiring, informative. A complete surprise as in I didn't expect to enjoy the whole proceedings as much as I did. Thankyou!!
17. t was fabulous – best conference ever attended. DO IT AGAIN!!
18. DO IT AGAIN!!
19. Definitely do it AGAIN!!
20. Do it again!
21. DO IT AGAIN!!

**We have also included below some of the emails we received summarising delegates impressions of Embolden2018.**

**Hi Catherine. Thank you so much for the opportunity to be part of your excellent conference. It was a great experience for me and I can insure you that it was a unique conference focusing on people's life rather than talking about them. Your talent, imagination and heart were energizing every single cell of our mind and body and will continue to do so into the future. ...**

**Michael**

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**Hi Catherine. Congratulations on putting together a great evening! It was fun, colourful and definitely a celebration of ageing. When asked 'what did you enjoy most about the event' some feedback I received from [our Elders] included: Parades / cultures / dance. All of it, very inclusive friendly atmosphere. Variety of groups; The variety x 2. I also managed to catch the end of the last session and was really inspired by the speakers I saw. Thank you! Kind regards**

**Linda**

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**Hi Catherine, Thank-you so much for the invitation to present at Embolden2018. It was so inspiring and energising. I have come back to my first day at work and am sharing snippets with so many people, while putting together a small presentation for my team. When the resource is complete I will love to share it more broadly.**

**Vron**

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# ABOUT OUR SPONSORS AND SUPPORTERS

We are particularly grateful to our primary sponsors Alfred Health and Caulfield Hospital and our Fashion Parade Sponsors, The City of Ballarat. We are also delighted so many other organisations came on board – particularly given this was our first Embolden. Thanks to: The Care Page; The National LGBTI Health Alliance; Hammond Care Dementia Centre; Seniors Rights Service; Switchboard Victoria; The Ageing Revolution; Aged Care Matters; Better Place Australia; Meaningful Ageing; Bayside City Council; Glen Eira City Council; Knox City Council; and COTA Victoria.

In the following section of the Collection we have invited our sponsors and supporters to share information about their services.

## Caulfield Hospital

Alfred Health is one of Australia's leading healthcare services. We have a dual role: caring for more than 700,000 locals who live in inner-southern Melbourne and providing health services for Victorians experiencing the most acute and complex conditions through our 14 statewide services. Our three hospital campuses – The Alfred, Caulfield Hospital and Sandringham Hospital – as well as numerous community-based clinics provide lifesaving treatments, specialist and rehabilitation services through to accessible local healthcare. We care for a wide range of people, from children to the elderly

Caulfield Hospital specialises in community services, rehabilitation, aged care and aged mental health. The hospital plays a statewide role in rehabilitation services, which includes the Acquired Brain Injury Rehabilitation Centre, neurological rehabilitation, spinal rehabilitation and care for amputee patients. Services are provided in hospital, in the community and at home, depending on the individual's needs. Care is focused on enhancing people's health, independence and overall wellbeing.

The Alfred  
55 Commercial Rd, Melbourne VIC 3004  
Phone: (03) 9076 2000  
Web: <https://www.alfredhealth.org.au/>

Caulfield Hospital  
260 Kooyong Rd, Caulfield VIC 3162  
Phone:(03) 9076 6000  
Web: <https://www.alfredhealth.org.au/caulfield>

## City of Port Phillip

The City of Port Phillip was established in 1994, following a state government review of Victorian local government boundaries. Three former cities - St Kilda, South Melbourne and Port Melbourne - were amalgamated to form the City of Port Phillip. The City of Port Phillip is responsible for delivering more than 100 programs and services to our residents, businesses and visitors. These vary from childcare and immunisations, to libraries, maintenance of sporting reserves and parks, rubbish collection and road maintenance. And many more.

Phone: 9209 6777 or Email: [assist@portphillip.vic.gov.au](mailto:assist@portphillip.vic.gov.au)  
Web: <http://www.portphillip.vic.gov.au>

## The City of Ballarat

The City of Ballarat lies within a gently undulating section of the midland plains in western Victoria, about 80 kms from Melbourne. It is positioned at the centre of some of Victoria's most important freight, tourist and commuter transport routes, with the Western, the Midland, the Glenelg and the Sunraysia highways radiating from it. Ballarat has traditionally prospered on mineral and agricultural based resources, however manufacturing, tourism, health and community services, education and retailing are now the key industries. These industries, along with banking, finance and government services, are strengthening Ballarat's role as a regional service provider.

Phone: 61 3 5320 5500;

email: [info@ballarat.vic.gov.au](mailto:info@ballarat.vic.gov.au)

Web: <http://www.ballarat.vic.gov.au/>

## The Care Page

CarePage is a free resource for seniors and their families, and really anyone seeking aged care services. Our story began with a simple desire to help seniors and their families in what can be a stressful time – finding aged care. We spent years researching and speaking with families seeking the best aged care for their loved one, many unsure on where to start or which service to choose. Many families rely on word-of-mouth to make a decision, so we thought – why not publish people's experiences of a service online? It seemed like a great idea to help guide families wanting to hear real people's opinion – so the idea for CarePage began.

Email: [hello@carepage.com.au](mailto:hello@carepage.com.au)

Web: <https://carepage.com.au/>

## The National LGBTI Health Alliance

The National LGBTI Health Alliance is the national peak health organisation in Australia for organisations and individuals that provide health-related programs, services and research focused on lesbian, gay, bisexual, transgender, and intersex people (LGBTI) and other sexuality, gender, and bodily diverse people and communities. We recognise that people's genders, bodies, relationships, and sexualities affect their health and wellbeing in every domain of their life. Our programs include Silver Rainbow. Silver Rainbow provides national coordination and support activities promoting the wellbeing of LGBTI elders and the ongoing delivery of the LGBTI awareness training to the aged care sector. Silver Rainbow works collaboratively with the government, aged

care providers and related services, LGBTI older people and elders and organisations to create an LGBTI inclusive aged care sector.

Website: <https://lgbtihealth.org.au/>

Website: <https://lgbtihealth.org.au/ageing/>

## Hammond Care Dementia Centre

The Dementia Centre was founded by HammondCare in 1995 as an impartial resource and provider of research and expertise to the aged and dementia care community – in Australia and internationally. This is key to HammondCare's commitment to excellence in dementia care. The Dementia Centre exists to enhance the quality of life for people living with dementia through services and solutions that are proven in practice. We are dedicated to defining and informing the provision of care for people of all ages with dementia and their families. We offer expert advice to people at all levels of the organisation from CEOs and medical professionals through to clinicians, support staff and family carers in the home.

Marie Alford, Head of Business Development

Phone number: 02 8437 7394

Email address: [hello@dementiacentre.com](mailto:hello@dementiacentre.com)

Website: [www.dementiacentre.com](http://www.dementiacentre.com)

## Seniors Rights Service

Seniors Rights Service provides free, confidential advocacy, advice, education and legal services to older people in New South Wales. Our advocates assist recipients of all Commonwealth funded aged-care services, their carers' or family members to understand their rights under the Aged Care Act 1997. We help them to advocate for themselves to resolve issues and complaints with aged care providers to ensure optimal care is achieved. Our legal service provides advice, assistance and education to older people in NSW. Issues include: consumer issues (debt management, unfair contracts), human rights (elder abuse including financial, discrimination), planning ahead (wills, power of attorney, guardianship), accommodation issues (granny flats) and other issues.

Contact: 1800 424 079 or 02 9281 3600, [info@seniorsrightsservice.org.au](mailto:info@seniorsrightsservice.org.au)

Website: <https://seniorsrightsservice.org.au>

Web: <https://seniorsrightsservice.org.au>

## Switchboard Victoria - Out & About Community Visiting Program

Switchboard Victoria is a community based, not for profit organisation providing peer based support for LGBTQIA+ people and their friends, families and allies. This includes phone and web support as part of the national QLife program and the Queer Trans & Indigenous People of Colour project.

Out & About is a program of Switchboard Victoria. Our volunteer visiting service connects older lesbian, gay, bisexual, transgender and/or intersex people across Victoria. Friendly trained volunteers offer companionship and a sense of community to LGBTI people in residential aged care or receiving aged care at home. Regular visits include social activities such as going out for coffee, having a chat, watching a film, attending an event or sharing hobbies. Being connected with community is good for our health, wellbeing and sense of safety. A person with dementia may enjoy an outing even if they do not remember where they have been. Out & About aims to reduce isolation and loneliness and increase community connection. Our community visitors are all members of the LGBTI community and understand the specific experiences and needs of LGBTI people accessing aged care, including people with dementia.

Contact details: 03 9663 2474

Website: <http://www.switchboard.org.au/out-about/>

## The Ageing Revolution

The Ageing Revolution was born from a passion for social change and a desire to combat ageism. Directors Leonie Sanderson and Simon Lowe first met when they were both managing Seniors Cards programs in their respective states. It was a meeting of the minds and they started hatching a plan to unearth the stories of older people around Australia. As a graduate of the Social Leadership program delivered by the Benevolent Society, Simon knew that to deliver transformative change, you've got to go back to basics and ask generative questions. Storytelling is the perfect technique to both acknowledge the wisdom and experience of older people and combat stereotypes and discriminatory attitudes. Leonie's previous work in digital storytelling and policymaking fitted perfectly with their plan to build a social enterprise based on a sound evidence base of stories from the coalface. Leonie and Simon provide consulting and developing strategies and advice for business, community organisations and government, and building ground-breaking partnerships with organisations like the Queensland University of Technology, The Diary Apps and more.

Contact: 0437 637 033 or

email: [info@theageingrevolution.com](mailto:info@theageingrevolution.com)

Website: <http://theageingrevolution.com>

## Aged Care Matters

Aged Care Matters Advocacy Group is a voluntary grassroots movement. We are citizens who are deeply concerned about the quality of residential aged care services across Australia. Aged Care Matters advocates for high standards of care in all aged care homes. We focus on solutions not problems. Aged Care Matters' Director, Dr Russell, is a public health researcher who specialises in qualitative research. She has been the Principal Researcher at Research Matters since 1999. Aged Care Matters encourages discussion and collaboration between residents, relatives, staff, providers, policy-makers and politicians. Dr Russell's report "Living well in an aged care home" provides evidence about standards of care in aged care homes. Aged Care Matters believes residential aged care requires greater scrutiny, accountability and transparency. We need informed discussions based on evidence, recognising the rights of residents to have the best possible care and quality of life.

Contact: 0435 268 357 or

email: [agedcaremattersadvocacygroup@gmail.com](mailto:agedcaremattersadvocacygroup@gmail.com)

Web: <http://www.agedcarematters.net.au>

## Better Place Australia

Better Place Australia Mediation and Counselling has been in the business of helping people take back control over their lives for the past 30 years. It has evolved into one of the most successful providers of relationship services in Victoria. It is now the state's third largest recipient of federal government funding under the Families and Communities program. The Respecting Elders service supports older people in resolving conflict with family or carers and preventing elder abuse. It is person centred and provides a non-adversarial approach to resolving issues. It aims to give older people a voice in decisions regarding their care and future and empowers the older person by working with them and their family members to prevent abuse and to foster a safe, positive future relationship with their family members. Respecting Elders is a FREE service and if you feel you would like to know more, speak to a family consultant now.

Contact: 1800 214 117 or

email [respectingelders@mediation.com.au](mailto:respectingelders@mediation.com.au)

Website: <https://betterplaceaustralia.com.au>

## Meaningful Ageing

Meaningful Ageing Australia Inc. is the Australian national peak body for spiritual care and ageing. We are a not-for-profit incorporated association, supporting organisations and groups to respond to the pastoral and spiritual needs of older people, their significant others, and their carers. We advocate for spiritual care to be included in all care settings. Our mission is enable access to high quality pastoral and spiritual care for all older people in Australia. We know that there are many organisations which value and strive to provide high quality pastoral and spiritual care but are sometimes constrained from doing so by time and resource issues or lack of specialised skills. We also know that there are many working in aged care who understand the value of pastoral and spiritual care and want to have the conversations around spirituality, but tend to stay at a superficial level because they don't feel they have the knowledge or skills to respond at a deeper level. We support our members by providing the information and tools you need to deliver high quality pastoral and spiritual care.

Contact: 03 8387 2274 or  
email: [admin@meaningfulageing.org.au](mailto:admin@meaningfulageing.org.au)  
Web: <https://meaningfulageing.org.au>

## Bayside City Council – Healthy Ageing

The Healthy Ageing team aims to promote inclusive communities and provide opportunities for older people to try new things, contribute and remain active, connected and engaged in their local community. This is achieved by delivering various programs and activities in response to the identified needs of people aged 55+ as well as supporting senior clubs and groups within Bayside.

Phone: 9599 4373;  
Email: [healthyageing@bayside.vic.gov.au](mailto:healthyageing@bayside.vic.gov.au)  
Website: [www.bayside.vic.gov.au](http://www.bayside.vic.gov.au)

## Glen Eira City Council

Glen Eira City Council works with and for the community: to provide quality facilities, services, safeguards and supports; towards goals that are beyond the capacity of individuals, but achievable when working together; according to overall community values, needs and priorities; in a caring, accountable and professional manner; and to provide value-for-money for present and future generations.

Telephone 03 9524 3333; Email [mail@gleneira.vic.gov.au](mailto:mail@gleneira.vic.gov.au)  
Website: <https://www.gleneira.vic.gov.au/Home>

## Knox City Council

Nestled between the foothills of the Dandenong Ranges and the wetlands of the Dandenong Creek Valley, Knox has a rich natural environment and picturesque landscape, highly valued by residents and visitors alike. Knox encompasses the best of city and suburban living. From the thriving modern city vibe of Knox Central at its heart, plentiful public open spaces, outstanding civic facilities and diverse residential offerings to its leafy suburban centres with abundant space, clean air, excellent schools and good transport links, Knox is the preferred place to live, work and play today and for generations to come.

Contact: (03) 9289 8000.  
Email: [knoxcc@knox.vic.gov.au](mailto:knoxcc@knox.vic.gov.au)  
Website: <http://www.knox.vic.gov.au/page/HomePage.aspx>

## COTA Victoria

COTA Victoria is the leading not-for-profit organisation representing the interests and rights of people aged 50+ in Victoria. For 70 years in Victoria, we have led government, corporate and community thinking about the positive aspects of ageing. Our focus is on promoting the opportunities and protecting the rights of people 50+. We do this with a number of different programs including Seniors Rights Victoria which addresses elder abuse in all its forms, Living Longer Living Stronger, Peer Education and policy development about different topics. We are committed to skill older people to advocate on their own behalf. Victoria has an enviable record of establishing and regulating rights. We believe it is important that these hard earned rights are not compromised or reduced through deliberate or unconscious public policies and individual behaviour. We support and empower older Victorians to know their rights and to act upon them. We are a not-for-profit, community organisation and fund our activities and services through the support of government, members, philanthropic trusts, businesses and the community. As a member based organisation we are run by, for and with older Victorians

Level 4, 533 Little Lonsdale Street Melbourne VIC 3000  
Tel: (03) 9655 2100  
Email: [cotavic@cotavic.org.au](mailto:cotavic@cotavic.org.au)  
Websites: [www.cotavic.org.au](http://www.cotavic.org.au); [www.seniorsrights.org.au](http://www.seniorsrights.org.au)

THE  
**EMBOLDEN 2018**  
COLLECTION